



Yuhki Tanaka

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Labor & Employment (including trade secret and personal information related issues);
 Corporate / M&A (including tender offer bid, squeeze out, joint venture and management buyout);
 Antitrust & Competition (including investigation, adjudicative proceedings and business combination related issues)

Practice Areas

Labor and Employment

Labor and Employment Disputes
 Dealing with the Labor Unions Regulators
 Harassment
 Labor and Employment Issues Associated with Corporate
 Severance Matters Restructuring
 Working Conditions including Salary, Retirement Allowance, and Pension
 Safety and Well-being of Employees including Mental Health Issues
 Executive (Board Members and Auditors) Non-regular Employment
 Issues
 Drafting and Review of Work Rules and Employment Contracts
 Labor and Employment Law
 Social Insurance and Labor Insurance Compliance
 Immigration-related Services

M&A

M&A/Business Restructuring Joint Ventures Business Alliances Venture Capital
 Private
 Equity/Funds Hostile Takeovers Cross-border M&A

Competition/Antitrust

International Cartels and Leniency Merger Control Dominance and other Unilateral Conduct
 Interplay of IP and Competition Law Distribution and Other Competition Law Matters
 Competition-Related Litigation Competition Compliance

Corporate

Government Investigations and Crisis Management
 Dispute Resolution

Achievements

Sep 12, 2024

IFLR1000 2024

Achievements

Apr 18, 2024

The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)

Books

Feb 2024

The Cartels and Leniency Review, 12th Edition (Japan Chapter)

Practice Groups

Labor Law Group

Corporate Transaction Group

Competition Law Group

Background

Mar 2000

The University of Tokyo (LL.B.)

Oct 2002

The Legal Training and Research Institute of the Supreme Court of Japan

Publications

The Cartels and Leniency Review, 12th Edition (Japan Chapter)	Law Business Research	Feb 2024
The Cartels and Leniency Review, 11th Edition (Japan Chapter)	Law Business Research	Feb 2023
The Cartels and Leniency Review, 10th Edition (Japan Chapter)	The Law Reviews	Feb 2022
The Cartels and Leniency Review - 9th Edition (Japan Chapter)	The Cartels and Leniency Review - 9th Edition	Mar 2021
GCR Know-how: Immunity & Sanctions 2020 (Japan Chapter)	Global Competition Review	Jul 2020
The Cartels and Leniency Review - 8th Edition (Japan Chapter)	The Cartels and Leniency Review - 8th Edition	Mar 2020
GCR Know-how: Immunity, Sanctions & Settlements 2019 (Japan Chapter)	Global Competition Review	Jul 2019
The Cartels and Leniency Review - Sixth Edition (Japan Chapter)	The Cartels and Leniency Review - Sixth Edition	Mar 2018
GCR Know-how: Immunity, Sanctions & Settlements 2017 (Japan Chapter)	Global Competition Review	Sep 2017
The Cartels and Leniency Review 5th Edition (Japan Chapter)	The Cartels and Leniency Review 5th Edition	May 2017
The Littler Mendelson Guide to International Employment and Labor Law 5th Edition (Japan Chapter)	Littler Mendelson P.C.	May 2017
GCR Know-how: Immunity, Sanctions & Settlements 2016 (Japan Chapter)	Global Competition Review	Jul 2016
The Cartels and Leniency Review - Fourth Edition (Japan Chapter)	The Cartels and Leniency Review - Fourth Edition	Feb 2016
GCR Know-how: Immunity, Sanctions & Settlements 2015 (Japan Chapter)	Global Competition Review	Sep 2015
The Cartels and Leniency Review - Third Edition (Japan Chapter)	The Cartels and Leniency Review - Third Edition	Feb 2015
The Littler Mendelson Guide to International Employment and Labor Law 4th Edition (Japan Chapter)	Littler Mendelson P.C.	Jan 2015
GCR Know-how: Immunity, Sanctions & Settlements 2014 (Japan Chapter)	Global Competition Review	Jun 2014
Japan: Complicated rules for dispatched workers to be simplified	Global Employment Law Landscape Spring 2014	Apr 2014
The Cartels and Leniency Review 2nd Edition (Japan Chapter)	Law Business Research Ltd	Feb 2014
Japan: Upcoming risk of utilizing dispatched workers	Global Employment Law Newsletter Summer 2013	Aug 2013
Legal Practice Guide: Corporate M&A 2013 (Japan Chapter)	Chambers&Partners	Jul 2013
Japan: New risk regarding employment of elderly persons	Global Employment Law Newsletter Spring 2013	Apr 2013
Japan: New risk of losing flexible employment adjustment	Global Employment Law Newsletter Winter 2013	Jan 2013
Japan: 'Limited Regular Employees': an intermediate between regular and non-regular employees	Global Employment Law Newsletter Winter 2013/14	Jan 2013

Japan: Renewed hope for white-collar overtime exemption	Global Employment Law Newsletter Autumn 2013	Jan 2013
Japan: Stake-building in the mysterious country	The 2012 guide to Mergers and Acquisitions	Apr 2012
M&A and Corporate Reorganization (12) Non-statutory agreement for Corporate Reorganization (Part 2)	Junkan Shoji Houmu, No.1909	Sep 2010
M&A and Corporate Reorganization (11) Non-statutory agreement for Corporate Reorganization (Part 1)	Junkan Shoji Houmu, No.1906	Aug 2010
Labor & Employment Laws related to M&A - 3 Major Risks (Undisclosed Debts, Delay in Schedule and Redundancy/Drain of Employees) and Countermeasures thereto	Business Homu, 2010. 08	Aug 2010
The possibilities of claim for damages from excluded companies	Business Homu, 2010. 03	Mar 2010
ANALYSIS Take Over Bid	Shojihomu	Sep 2009
Guide to Japanese New Corporation Law	Kinzai Institute for Financial Affairs, Inc.	Aug 2005
Checkpoints on Reviewing Disciplinary Policies	Business Guide, No. 605	Sep 2003
Reimbursement of Training Fee	Labor & Employment Affairs, No. 1032	May 2003

Lectures

Recent Developments in Case Laws related to Early Retirement Program	Labor & Employment Law Research Committee, No.2441	Nov 16, 2007
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Achievements

Sep 12, 2024	IFLR1000 2024
Apr 18, 2024	The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)
Jul 27, 2023	IFLR1000 2023
Apr 20, 2023	The Best Lawyers in Japan™ 2024
Sep 19, 2022	IFLR1000 32nd edition (IFLR1000 2022-23)
Apr 14, 2022	Best Lawyers 2023
Sep 13, 2021	IFLR1000 31st edition (IFLR1000 2022)
Apr 15, 2021	Best Lawyers 2022
Oct 1, 2020	IFLR1000 30th edition (IFLR1000 2021)
Apr 9, 2020	Best Lawyers 2021
Sep 30, 2019	IFLR1000 Financial and Corporate 2020
Nov 12, 2018	IFLR1000 Financial and Corporate 2019

Professional Admissions

Japan (2002)

Professional and Academic Associations

Dai-ichi Tokyo Bar Association

International Bar Association (IBA)

Management Lawyers Council

Japan Competition Law Forum

Corporation Law Research Committee of General Law Research Institute in Dai-ichi Tokyo Bar Association

Corporate Law Research Committee of RIETI (Research Institute of Economy, Trade and Industry)

Member of Special Project Team in Japan Business Federation (Keidanren) for examining various labor and employment issues in M&A context (2015 -)

Languages

Japanese (first
language)

English