

Takanori Hirai

Of Counsel

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Service Focus

- Counseling and Advice
- Labor Relations
- Corporate Compliance and Governance
- Litigation and Trials

Languages

- Japanese

Overview

Takanori Hirai assists companies operating in Japan with navigating the complex labor and employment laws governing workplaces and employees, including employee welfare, discrimination and harassment, leave management, workplace conditions, labor relations, and wage and working-hour matters. He also advises on matters related to employment contracts, termination procedures, internal policies, and employment regulations. Takanori takes pride in delivering customized solutions that exceed conventional or routine approaches, developing tailored solutions by deeply understanding each client's business goals and specific challenges.

Takanori advises corporate management comprehensively on Japanese labor law, covering areas such as the Labor Standards Act, Labor Contract Act, Employment Security Act, Freelance Law, and recent labor market reforms.

Widely recognized for his scholarly contributions in labor and employment law, Takanori is a co-author of *Labor Case Handbook (Supplement): Work Style Reform Related Laws and Other Important Amendments* (Rodo Kaihatsu Kenkyukai), *Labor Case Handbook (Revised Edition)* (Rodo Kaihatsu Kenkyukai), *Freelance Handbook* (Rodo Kaihatsu Kenkyukai), *Q&A Points of Freelance Law and Practical Responses for Practitioners* (Shin Nihon Hoki), and *Case Studies for Understanding*

Practical Responses to the Freelance and Business-to-Business Transaction Optimization Law (Daiichi Hoki).

He also regularly delivers customized employee training programs to diverse corporate clients.

Credentials

Education

- J.D., 2014, Keio University Law School
- B.A., 2010, Faculty of Law, Ritsumeikan University

Bar Admissions

- Japan

Affiliations

Professional Activities

- Member, Keieihoso Kaigi (Management Lawyers Conference)
- Vice Chair, Labor Issues Committee, Daini Tokyo Bar Association
- Head, Labor Legislation Subcommittee, Labor Issues Committee, Daini Tokyo Bar Association