

## Aki Tanaka

Shareholder

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## Focus Areas

International Employment Law

## Overview

Distinctively licensed to practice in the United States and her native Japan, Aki Tanaka focuses her practice on international employment and labor law, and is a member of Littler's APAC team.

Aki understands the laws, language and culture in both countries, and her bilingual abilities bring clarity to workplace uncertainties for Japanese and U.S. employers. Her guidance, document reviews and communication can be conducted in English or Japanese, which conveys precision and efficiency to the counseling process.

Based on her unique knowledge and experience in U.S. common law jurisdiction and Japanese civil law jurisdiction, Aki also advises U.S.-based, or Asia-based companies on their outbound international labor and employment laws across the globe as well.

Among Aki's successful engagements for clients are these:

- Assisting clients to properly engage workforce in Japan for their market entry to Japan including helping them develop proper employment documents and obtain visa
- Counseling clients on terminations, restructuring, market exit, and unpaid overtime issues in Japan
- Assisting Japanese clients in the U.S. with discrimination litigation or mediations especially with high level executives as well as providing daily consultation on U.S. employment laws
- Providing anti-harassment training in Japanese or English, both in Japan and the U.S.

Before joining Littler, Aki was a partner at a firm in Japan. She practiced law there for more than 10 years. She also has experience as in-house legal counsel to a U.S. employer in Japan operating in the consumer goods industry.

## Professional and Community Affiliations

- Member, Boston Bar Association
- Member, The Japan Society of Boston
- Co-Chairperson, Women in Business Committee, American Chamber of Commerce in Japan, Kansai Chapter, 2014-2015
- Vice-Chairperson, Employment Committee, Inter Pacific Bar Association, 2012-2015

## Education

LL.M., Boston University School of Law, 2016

LL.B., University of Kyoto, Faculty of Law, Kyoto, Japan, 2003

## Bar Admissions

Massachusetts

New York

Japan

## Languages

Japanese

English

## Publications & Press

### **2024 Summer Olympics Series: Japan**

*Littler Insight*

August 9, 2024

### **The CSDDD Effect: Assessing the Impact of the EU's Impending Corporate Sustainability Mandate on Japanese Companies**

*Institute for Security and Development Policy*

December 5, 2023

### **Littler Expands Asia-Pacific Capabilities with Addition of Korea, Hong Kong and Malaysia-Qualified Lawyers to APAC Regional Office in Singapore**

*Littler Press Release*

October 16, 2023

**Japan addresses wage gap by requiring gender pay gap disclosure**

*Human Resources Director Asia*

October 5, 2023

**Employers Rapidly Implement Japan’s Guidelines on Business & Human Rights**

*Littler Insight*

September 11, 2023

**Japan Addresses the Wage Gap by Requiring Gender Pay Gap Disclosure**

*Littler ASAP*

August 25, 2023

**Women’s World Cup 2023 – Equal Pay for Women in and Out of Sports**

*Littler Insight*

August 4, 2023

**When employers receive a “Power Harassment” claim in Japan that doesn't seem to be tied to a protected category, do employers still need to investigate the complaint?**

*Littler 2 the Point Video*

April 4, 2023

**Our company recently received an international harassment complaint in which related parties to be interviewed are based in several countries. What are the primary considerations for investigating this type of international complaint?**

*Littler 2 the Point Video*

May 24, 2022

**Japan: Some Progress Trimming Work Hours Since Overtime Law Took Effect**

*SHRM Online*

March 23, 2022

**Littler Global Guide - Japan - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**What is your name? A Conversation with Littler’s Immigrant Attorneys**

*Littler Podcast*

May 24, 2021

**Littler’s APAC Employment & Labor Law 2021 Series: Japan, 6-month Review of the New Anti-bullying Rules**

*Littler Podcast*

February 1, 2021

**Littler Announces New Shareholders and Principals Elevating 26 Attorneys**

*Littler Press Release*

January 4, 2021

**Littler Global Guide - Japan - Q3 2020**

*Littler Global Guide Quarterly*

October 22, 2020

**Littler Global Guide - Japan - Q2 2020**

*Littler Global Guide Quarterly*

July 23, 2020

**What Asia's COVID-19 Experience Suggests for the West's Return to Work**

*Corporate Counsel*

May 14, 2020

**Returning to Work: Some Lessons from Asia – ##### – #####**

*Littler Insight*

April 28, 2020

**The Next Normal: A Littler Insight on Returning to Work – Some Lessons from Asia**

*Littler Insight*

April 27, 2020

**Littler Global Guide - Japan - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**JAPAN: COVID-19 (Coronavirus) – Employer FAQs**

*Littler Insight*

March 12, 2020

**Coronavirus: What are an Employer's Obligations in Various Asian Countries?**

*Littler Insight*

February 11, 2020

**Littler Global Guide - Japan - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

**Littler Global Guide - Japan - Q3 2019**

*Littler Global Guide Quarterly*

October 16, 2019

**Mandatory Procedures for Employee Dismissals for Misconduct or Work Performance in Japan, Colombia, the Netherlands, and the UK**

*Littler Podcast*

August 29, 2019

**Littler Global Guide - Japan - Q2 2019**

*Littler Global Guide Quarterly*

July 17, 2019

**Littler Global Guide - Japan - Q1 2019**

*Littler Global Guide Quarterly*

April 15, 2019

**Significant Changes to Japan's Labor Laws Take Effect**

*SHRM Online*

March 27, 2019

**Significant Changes to Japan's Labor Laws Will Take Effect in April 2019: Are You Prepared?**

*Littler Insight*

February 12, 2019

**Littler Global Guide - Japan - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

**Littler Global Guide - Japan - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

**Littler Global Guide - Japan - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**Littler Global Guide - Japan - Q1 2018**

*Littler Global Guide Quarterly*

April 23, 2018

**Are You Ready For April 1, 2018 in Japan? Employees on a Fixed-Term Contract Exceeding 5 Years Will Be Able to Convert Their Employment to an Open-Ended Term**

*Littler ASAP*

March 7, 2018

**Littler Global Guide - Japan - Q4 2017**

*Littler Global Guide Quarterly*

January 19, 2018

**Littler Global Guide - Japan - Q3 2017**

*Littler Global Guide Quarterly*

October 12, 2017

**International Legal Challenge**

*The Global Background Screener*

August 1, 2017

**Littler Global Guide - Japan - Q2 2017**

*Littler Global Guide Quarterly*

July 11, 2017

**Amendment to Japan's Omnibus Data Protection Law Means New Compliance Requirements for U.S. Multinational Employers With Operations in Japan**

*Littler Insight*

July 5, 2017

**Littler Global Guide - Japan - Q1 2017**

*Littler Global Guide Quarterly*

March 31, 2017

**Japan: Amendment to Worker Dispatch Act**

*Littler Insight*

December 8, 2015

**Japan's Trade Secret Law Reform Should Focus On Discovery, co-author**

*Law360*

October 2014

**Legal Structure to Protect Trade Secrets: Referring to American Practice, co-author**

*New Business Law*

June 2014

**Global Business Immigration Practice Guide, co-author**

*LexisNexis*

July 2012

**Important New Law Governing Employment Contracts, co-author**

*ACCJ Journal*

August 2008

## **Speaking Engagements**

**2024 APAC Regional Employer Conference**

September 25, 2024

**Littler Hawaii Breakfast Briefing**

Honolulu, HI

June 21, 2024

**Littler's Women's Leadership Initiative Presents: A Guide to Women's Issues in the Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Eliminating Forced Labor in your Workforce and Supply Chains - A Discussion on Traditional and Innovative Practices**

November 10, 2023

**How to Lead an International Internal Investigation: Cross-Border Compliance and Strategies**

May 24, 2022

**Wellness and Morale for Women: Working Together Beyond the Taboo**

Littler Executive Employer Conference

May 6, 2022

**Exposure Under the New EU "Whistleblower Directive" and Beyond: How to Comply with the World's Emerging Whistleblower Anti-Retaliation and Hotline Mandates**

Littler Executive Employer Conference

May 5, 2022

**FAQs: COVID-19 Vaccinations in the APAC Region**

November 23, 2021

**Asia Pacific Regional Outlook 2021**

February 4, 2021

**Asia Pacific Regional Outlook 2021**

February 3, 2021

**International Cutbacks and Reductions-in-Force in the Global Pandemic**

April 16, 2020

**COVID-19 – For Companies with Employees in China, Japan and South Korea**

March 26, 2020

**Managing Your Workforce in APAC in 2020 and Beyond**

New York, NY

October 24, 2019

**#MeToo, #StandUp and Transformative Technologies in the Workplace**

San Francisco, CA

September 13, 2018

**International Employment & Labor Law Roundtable**

Los Angeles, CA

September 12, 2018

**Looking Ahead in Asia: Managing Your Workforce Through 2018 and Beyond**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**You're Fired! An Apples-to-Apples Comparison of the Employee Dismissal Process Across Key International Jurisdictions**

February 27, 2018

**Key Essentials to Business Incorporation & Hiring Practices in Japan**

JETRO Webinar

June 29, 2017

**Employment Law Update: Asia-Pacific**

May 18, 2017

**Essential Employment and Labor Law Updates for Companies with Employees in or from Japan**

January 30, 2017

**Cutting Edge Corporate Employment and Immigration Issues**

IPBA Annual International Conference, Vancouver, Canada

May 10, 2014



**Social Media and Workplace: Risks and Rewards**

IPBA Annual International Conference, Seoul, Korea  
April 20, 2013

**Labor Risk Faced by the Japanese Companies in Indonesia and Workaround Thereof**

JAC Recruitment Co., Ltd., Osaka and Nagoya, Japan  
February 21-22, 2013

**U.S. Labor Law: Use of SNS (Facebook, Twitter, etc.) by Employees and Leakage of Corporate Information**

Osaka, Japan  
December 6, 2012

**Recent Revisions of Important Employment Laws**

American Chamber of Commerce in Japan, Osaka, Japan  
October 22, 2012

**The Real State of Overtime Payment and Unpaid Wage Claims in the U.S.: Things that Japanese Companies in the U.S. Should Keep in Mind to Avoid Claims Submitted by their Employees**

Osaka, Japan  
October 1, 2012

**Labor Law to Expand into Myanmar**

Osaka, Japan  
June 8, 2012

**Korean Law Seminar: Gist of Negotiating with Korean Companies - Comparison of Labor Law System**

Osaka, Japan  
April 27, 2012

**Risk Management Seminar Given by a Legal Professional: Law at Work - Employment and Labor Issues**

Chicago, IL  
April 20, 2012

**Regulations on Labor Law in the Four ASEAN Countries**

Osaka and Tokyo, Japan  
March 7-9, 2012

**The Rising Significance of Cross-Border Employment: Issues, Difficulties & Solutions**

IPBA Annual International Conference, New Delhi, India  
March 1, 2012