

Partner

Miho Kodera

Osaka Bar Association, Japan Federation of Bar Associations (2010)

Location

Osaka Office

Practice Areas

Employment Law

Labor Disputes and Proceedings / Employment Consulting / HR, Pensions and Benefit Programs

Corporate and M&A

General Corporate Practice / Corporate Litigations, Disputes and D&O Liabilities

Dispute Resolution

Labor Disputes and Proceedings / Corporate Litigations, Disputes and D&O Liabilities

Risk Management & Compliance

Corporate Investigation

Private Practice

Civil Actions and Consultations / Family Practice and Estates / Real Estate

Life Science, Pharmaceutical and Healthcare

Health and Nursing Care / Cosmetics & Health/Beauty Care Products

Personal Data, AI, IT and Digital

Protection of Personal Information and Privacy

Sustainability and ESG

Diversity & Inclusion

Education & Professional Experience

2009

Kobe University School of Law (J.D.)

2007

Kyoto University (LL.B.)

Activities

Council of Lawyers for Managerial Matters

Member, Special Committee on Labor Issues, Osaka Bar Association

Member, Headquarters for Promotion of Gender Equality, Osaka Bar Association

Publications

2025.12.17	[Court Case] A Case in which a Disposition of Non-payment of Retirement Allowance for Reasons including Embezzlement of Fares of 1,000 yen was Found Valid (A Case of a Local Public Employee)
2025.06.18	[Court Case] A High Court Decision that Reversed a District Court Decision that Had Determined a Company ' s Exercise of its Right to Change the Period of Requested Paid Leave was Unlawful, and Determined such Exercise was Lawful
2024.09.18	[Court Case] The Supreme Court Decision on whether or not the System of Deemed Working Hours Outside the Workplace Applies
2024.03.19	[Court Case] The Supreme Court Decision on the Basic Wage and Bonus of Employees Re-hired Following Retirement upon Reaching the Retirement Age
2023.09.13	[Court Case] A Case in which the Delay in Providing the Results of an Investigation Regarding Harassment and the Like to the Person who Reported the Incident was Found to be a Breach of the Duty of Care for Safety and the Principle of Good Faith and thereby Constitute a Breach of Obligation
2021.03	COVID-19 and Corporate Legal Affairs – Legal Issues during/after COVID-19
2017.12.18	The Latest Movement on Maternity Harassment

Seminars/Lectures

2021.04.19 ~ 2021.05.28	【Online Seminar: Video Streaming】 Review in 30 Minutes! Labor Law Series: When Considering Secondment of Employees during the Novel Coronavirus Pandemic - Q&A on Secondment and the New Subsidy for Secondment
2020.06.29 ~ 2020.08.31	[Online Seminar: Video Streaming] Understand the Main Points in 30 minutes! The Amendments to the so-called Power Harassment Prevention Act - Impact on Compliance Check Lists and Harassment Investigations -
2019.10.03	Practical Approaches Concerning "Equal Pay for Equal Work" to be amended in April 2020 - What are the "Minimum Required Measures" to be taken by a Company?
2018.08.30	【Nagoya】 Practical Measures in Light of the Supreme Court Decisions in the Nagasawa Unyu Case and Hamakyorex Case -- Specific Steps for Reviewing and Amending Wage Systems and Allowances
2018.08.07	【Tokyo】 Practical Measures in Light of the Supreme Court Decisions in the Nagasawa Unyu Case and Hamakyorex Case -- Specific Steps for Reviewing and Amending Wage Systems and Allowances
2018.07.23	【Osaka】 Practical Measures in Light of the Supreme Court Decisions in the Nagasawa Unyu Case and Hamakyorex Case -- Specific Steps for Reviewing and Amending Wage Systems and Allowances
2017.09.08	The latest practices in handling workplace harassment such as "maternity harassment," and a commentary on examples thereof

Awards

Publications

"Q&A for Women ' s Labor Issues from the Perspective of a Female Attorney"

- Arrangements for Shorter Working Hours for Child Rearing (September 12, 2016)
- Job Relocation of Employees during the Period of Child Rearing and Family Care (October 24, 2016)
- Matters to Note for Diversification of Regular Employees (November 21, 2016)
- Measures such as Family Care Leave and Shorter Working Hours (December 19, 2016)

Rodo Shinbun (Labor Newspaper)

Seminar

"Examination and Review of Disciplinary Dismissals based on Court Cases"

Japan Pharmaceutical Industry Legal Affairs Association (November 2012)

"Recent Trends in and Measures for Handling Sexual Harassment, Abuse of Power and Other Similar Harassment"

In-house Lecture (November and December, 2018)

Languages

Japanese & English