

Partner

Daisuke Mure

Managing Partner
Osaka Bar Association, Japan Federation of Bar Associations (2000)
New York State Bar Association (2008)
Location
Osaka Office and Nagoya Office

Practice Areas

Employment Law

Employment Consulting / Labor Disputes and Proceedings / Employment Consulting

Dispute Resolution

Labor Disputes and Proceedings / International Dispute Resolution

Risk Management & Compliance

Corporate Investigation / Corporate Investigation / Bribery, Financial and Governmental Regulations / Business and Human Rights

Administrative Law

Administrative Law / Regulatory and Administrative Regulations

Corporate and M&A

General Corporate Practice

International Practice

International Commercial Contracts

Industries

Real Estate / Environmental Law

Life Science, Pharmaceutical and Healthcare

Health and Nursing Care

Personal Data, AI, IT and Digital

Protection of Personal Information and Privacy

Sustainability and ESG

Business and Human Rights / Environmental Law / Diversity & Inclusion

Professional Summary

Mr. Mure has an expertise in complicated and wide-ranging employment laws and regulations, and provides consulting services on personnel and employment issues to client-companies in all industries and of all sizes.
Mr. Mure has represented clients in various court proceedings such as litigation, provisional disposition proceedings and labor dispute adjudication proceedings, as well as proceedings before the Labor Relations Commission including claims seeking an order for relief.
Mr. Mure is also very experienced in providing services in highly unique and specialized areas of employment law, and have accumulated

the needed knowhow relevant thereto, such as collective bargaining with non-company based unions, investigations by the Labor Standards Office (such as an investigation for unpaid overtime or application for approval as an industrial accident), mediation before the prefectural labor bureau, and pension plans.
Mr. Mure has been admitted to the New York bar after completing post-graduate studies in the United States, and can provide legal services in English. He has a wealth of experience in handling global employment issues, and provides legal services to foreign-affiliated companies developing their business in Japan as well as Japanese companies who want to develop their business globally.

Major Cases Handled

Noteworthy Accomplishments

- Claim for payment of Welfare Pension against Matsushita Electric Industries (currently, Panasonic) (2003-2010)
- Petition for acceptance of final appeal seeking confirmation of an employee status against Panasonic Plasma Display (2009)
- Unfair labor practice case of an electrical appliance manufacturer (2013)
- Unfair labor practice case of a manufacturer (2013)
- Case regarding the Act Concerning the Stabilization of Employment of Elderly Persons involving a major manufacturer (2013)
- Sexual harassment case of an IT and media-related company (2014)
- Claim seeking confirmation of an employee status against a manufacturer relating to mental health (2015)
- Claim for payment of overtime against a restaurant chain relating to the qualification as a manager (2015)
- Claim for seeking confirmation of an employee status against a pharmaceutical company relating to dismissal (2016)
- Unfair labor practice case of a major wholesaler (2018)
- Claim seeking confirmation of an employee status against the Japan Cargo Tally Corporation (2022)

Education & Professional Experience

October 2024 -
Managing Partner, Oh-Ebashi LPC & Partners

2007-2008
Morgan Lewis & Bockius LLP （Philadelphia Office）

2007
University of Michigan Law School (LL.M.)

1998
The University of Tokyo (LL.B.)

Activities

2010-2016
Adjunct Instructor, Kyushu University, LLM, Employment Law

-Japan Labor Law Association
-The Japan Association of Occupational Health Law
-Management Lawyers Council
-International Bar Association（IBA）

Publications

2026.08.05	Doing Business In... 2026 Trends and Developments
2025.08.04	Doing Business In... 2025 Trends and Developments
2024.07.19	Doing Business In... 2024 Trends and Developments
2024.06.20	Business Practice/Hanrei Riview ≪Case Studies≫ Sakai Hikkoshi center Case (The Tachikawa Branch of the Tokyo District Court, August 9, 2023, Rodo Hanrei No.1305, p.5）
2023.07.18	Doing Business In... 2023 Trends and Developments
2023.06.15	Business Practice/Hanrei Riview ≪Case Studies≫ Hagoromo Gakuen (Hagoromo International University) Case (Osaka High Court, January 18, 2023, Rodo Hanrei No.1285, p.18）
2022.07.12	Doing Business In... 2022 Trends and Developments
2022.03.20	Re-examination of Companies' Actions Regarding the Whistleblower Hotline -- In View of Upcoming

	Enforcement of the Amended Whistleblower Protection Act
2021.12.20	Journal of management Lawyers Council No. 210 "Report of the 15th Conference for the Yearly Review of Important Court Decisions"
2021.07.14	Doing Business In... 2021 Japan　Trends and Developments
2021.05.15	Labor and Competition Legislation concerning Exploitative Acts toward Freelancers
2021.03	COVID-19 and Corporate Legal Affairs – Legal Issues during/after COVID-19
2019.12.20	Journal of management Lawyers Council No. 203 "Report of the 11th Conference for the Yearly Review of Important Court Decisions"
2019.12	International Legal Practice
2018.04	Anti-Monopoly Law Issues that HR Persons Should Note – Prompted by the Study of U.S. and Japanese Competition Authorities
2018.01	Global Legal Insights : Employment & Labour Law 2018, 6th Edition : Chapter Japan
2017.12.18	The Latest Movement on Maternity Harassment
2017.06	Lawyers Guide - Labor/Tax edition　A Supplementary Volume to Business Law Journal No.113 (August 2017)
2017.03	Equal Treatment in Labor Conditions Prompted by Recent Court Decisions
2017.01	Chuo-Roudou-Jiho No.1213 "Actual Case Study of Labor Tribunal No.70"
2016.12	Global Legal Insights : Employment & Labour Law 2017, 5th Edition : Chapter Japan
2015.01	Business Homu Vol.15 No.1 "Model Provisions of Employment Rules - Leave of Absence, Reinstatement and Stress Check"
2014.11	Legal Consultation on Employment Contracts of Companies (Revised Edition) - Chapter 5: Wages, Bonuses and Retirement Allowances
2014.04	NBL No. 1023　"The Analysis on the Supreme Court Case (Toshiba, Depression・Dismissal, March 24th, 2014)"
2013.08	Legal Issues of HR Management relating to Mental Health
2005.01.01	Law & Technology No. 26　"How to treat research result produced by students"

Seminars/Lectures

2026.01.20	【Online Seminar】 Series of Seminars on Latest Court Decisions (35): Latest Court Decisions Related to Reinstatement after Leave due to Personal Injury or Disease
2021.05.13～2021.07.02	【Online Seminar: Video Streaming】Review in 30 Minutes! Labor Law Series: 7 Questions on Telecommuting - Follow-up on Basic Matters Concerning Telecommuting (Working from Home)
2021.03.26	【Online Seminar】International Legal Practice Seminar (5):International Labor Management - Points to be Noted by Companies Regarding Employment when Expanding Business Internationally
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

2018.07.18	The Supreme Court's First Decision on "Equal Pay for Equal Work" -- Impacts of the Supreme Court Decision and Actions to be Taken
2018.02.07	Legal Issues under Korea's New Administration - Particularly on Labor Law, and the Improper Solicitation and Graft Act (the Kim Young-ran Act)
2017.10.20	Business in the United States - Comparison of Key Points in Employment Laws of Various States
2017.09.08	The latest practices in handling workplace harassment such as "maternity harassment," and a commentary on examples thereof
2016.07	The Legal and Practical Issues and the Recent Trial Cases relating to the Article 20 of the Labor Contract Act
2016.02	The Measurement and Adjustment to the Revised Worker Dispatching Act
2015.08	the Basic knowledge and the practical points on the management of working hour and overtime payment
2015.03	the Consideration about mental illness and checking stress
2015.02	the Consideration about the Act for Dispatched Workers
2014.04	The Recent Disputes and Legal Issues relating to Secondment, Reassignment and Transfer of Employees
2014.02	The Legal Issues relating to How to Deal with Employees having Mental Illness
2012.04	The Analysis on the whistle-blowing system from the perspective of employment law
2012.01	Seminar on the practice of collective bargaining for the case plural unions exist
2011.11	Measures for American Employment Law (Second Session)
2009.02	Various Issues related to recent Environmental Law

Awards

Highly acclaimed in "Labor and Employment Law" section, The Best Lawyers in Japan 2024～2026.
Highly acclaimed in " Labour and employment " section, The Legal 500 Asia Pacific 2025.

Languages

Japanese and English