

ing working hours is an obvious incentive for the owners to create such committees. Finally, the purpose of the Working Hours Reduction Implementation Program to be established by each industry is to keep owners of enterprises in the same industry at the same pace in reducing working hours; otherwise, competition among them would keep them from taking action for reducing working hours.

The way in which the Act regulates working hours is quite new to the traditional manner of Japanese labor law in that it does not directly restrict working hours but rather, promotes voluntary action by enterprise owners for reducing working hours. This is a consequence of both considerations to clear away the obstacles to reductions in working hours as aforementioned above, and considerations to avoid pressure from employers' associations, which are averse to legal intervention. To make the policy effective, rather drastic measures will have to be taken by the government.

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5. International Law

Treaties and Agreements

[Multilateral]

Agreement among the Government of the United States of America, Governments of Member States of the European Space Agency, the Government of Japan, and the Government of Canada on Cooperation in the Detailed Design, Development, Operation, and Utilization of the Permanently Manned Civil Space Station, promulgated on April 15, 1992, entered into force on January 30, 1992.

Convention 159, Convention concerning Vocational Rehabilitation and Employment (Disabled Persons), promulgated on June 19,

1992, entered into force on June 12, 1992.

General Regulations of the Asian-Pacific Postal Union, promulgated on June 30, 1992, entered into force on July 1, 1992.

Asian-Pacific Postal Convention, promulgated on June 30, 1992, entered into force on July 1, 1992.

Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer, promulgated on July 17, 1992, entered into force on August 10, 1992.

United Nations Convention against Illicit Traffic in Narcotic Drugs and Psychotropic Substances, promulgated on August 28, 1992, entered into force on September 10, 1992.

Convention for the Protection of the World Cultural and Natural Heritage, promulgated on September 28, 1992, entered into force on September 30, 1992.

Third Amendment of the Articles of Agreement of the International Monetary Fund, promulgated on December 2, 1992, entered into force on November 11, 1992.

[Bilateral]

Convention between Japan and the Kingdom of Norway for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect to Taxes on Income, promulgated on November 20, 1992, entered into force on December 16, 1992.

Protocol Amending the Convention between the Government of Japan and the Government of the Kingdom of the Netherlands for the Avoidance for Double Taxation with Respect to Taxes on Income, promulgated on November 20, 1992, entered into force on December 16, 1992.

Convention between Japan and the Grand-Duchy of Luxembourg for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect to Taxes on Income and/or to a Certain Other Tax, promulgated on December 11, 1992, entered into force on December 27, 1992.

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