

lishment of the system. Maximum working hours and the rate of wages for overtime work were questions about which the workers' side and the employers' side were sharply divided. In this sense, the revisions to the Law, are a reflection of strong pressure from the employers' associations.

The creation of the system of averaging working hours over a one year period and the extension of the scope of the activities covered by the conclusively presumed working-hours systems for discretionary work are regarded as flexibilization of the legal regulation of working conditions. The system of averaging working hours over one year period is said to be modeled on the French system. But in the French system it is a legal duty for the employers to take compensating measures, for example, reduction of working hours when they apply the system, whereas in the Japanese system there are no considerations for such measures. Finally, as for the conclusively presumed working-hours systems for discretionary work, it is problematic that "the activities that will be specified by the Minister of Labor after the discussion of the Central Labor Standards Council" can be covered by the presumed working hours system. There are no provisions to prevent extending the scope of the activities to be covered by the system.

Accordingly, in general, the present revision of the Labor Standards Law can be regarded as a clear inclination toward the policy of flexibilizing the legal regulation of working conditions.

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## **4. International Law**

### **Treaties and Agreements**

#### ***[Multilateral]***

Convention for the Conservation of Anadromous Stocks in the

North Pacific Ocean, accepted on February 15, 1993, entered into force on February 16, 1993.

Protocol amending the International Convention for the unification of certain rules of law relating to bills of lading, 25 August 1924 as amended by the Protocol of 23 February 1968, accepted on March 12, 1993, entered into force on June 1, 1993.

Letter of Notification of Association with the International COSPAS-SARSAT Programme as a Ground Segment Provider, accepted on June 17, 1993, entered into force on July 10, 1993.

Convention concerning Hygiene in Commerce and Offices (Convention 120), accepted on July 15, 1993, entered into force on June 21, 1994.

Constitution (of International Organization for Migration), accepted on November 24, 1993. Japan was admitted to the Organization on November 23, 1993, and its membership was entered into force on the same day.

Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, accepted on December 6, 1993, entered into force on December 16, 1993.

Convention on Biological Diversity, accepted on December 21, 1993, entered into force on December 29, 1993.

### ***[Bilateral]***

Agreement between Japan and the Republic of Turkey concerning the Reciprocal Promotion and Protection of Investment, accepted on February 23, 1993, entered into force on March 12, 1993.

Convention between Japan and the State of Israel for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect to Taxes on Income, accepted on December 13, 1993, entered into force on December 24, 1993.

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