

The fact that Japanese women are taking care of not only their own parents but also their husbands' parents is evidence of the lower status of Japanese women in the family. Considering the situation, it seems very burdensome to women that the law guarantees an employee leave to care for his/her spouse's parents. If the new law did not guarantee leave to care for a spouse's parents, then would male workers ask their wives to take care of their parents? Would male workers take care of their parents by themselves? The new law will assist the family confronted with the illness of a member, but it is regrettable to say that it will do little to overcome the gender roles within the Japanese family based on traditional customs.

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## **5. International Law**

### **Treaties and Agreements**

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

Constitution de l'Union internationale des télécommunications, made at Geneva on December 22, 1992, accepted on January 18, 1995, entered into force on January 18, 1995.

Convention de l'Union internationale des télécommunications, made at Geneva on December 22, 1992, accepted on January 18, 1995, entered into force on January 18, 1995.

Protocole facultatif concernant le règlement obligatoire des différends relatif à la Constitution de l'Union internationale des télécommunications, à la Convention de l'Union internationale des télécommunications et aux Règlements administratifs, made at Geneva on December 22, 1992, accepted on January 18, 1995, entered into force on January 18, 1995.

International Cocoa Agreement, 1993, made at Geneva on July

16, 1993, accepted on January 18, 1995, entered into force on January 18, 1995.

Amendments to Articles 24 and 25 of the Constitution of the World Health Organization, adopted on May 12, 1986, accepted on April 6, 1995, entered into force on July 11, 1995.

International Coffee Agreement 1994, adopted in London on March 30, 1994, accepted on May 18, 1995, entered into force on May 18, 1995.

Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities (Convention 156), adopted by the General Conference of ILO on June 24, 1981, signed on June 25, 1981, accepted on June 9, 1995, entered into force on June 9, 1995.

Cinquième Protocole additionnel à la Constitution de l'Union postale universelle, made at Seoul on September 14, 1994, accepted on July 28, 1995, entered into force on January 1, 1996.

Règlement général de l'Union postale universelle, made at Seoul on September 14, 1994, accepted on July 28, 1995, entered into force on January 1, 1996.

Convention postale universelle, made at Seoul on September 14, 1994, accepted on July 28, 1995, entered into force on January 1, 1996.

Arrangement concernant les colis postaux, made at Seoul on September 14, 1994, accepted on July 28, 1995, entered into force on January 1, 1996.

Arrangement concernant les mandats de poste, made at Seoul on September 14, 1994, accepted on July 28, 1995, entered into force on January 1, 1996.

Arrangement concernant le service des chèques postaux, made at Seoul on September 14, 1994, accepted on July 28, 1995, entered into force on January 1, 1996.

Protocol of 1992 to Amend the International Convention on Civil Liability for Oil Pollution Damage, 1969, made at London on November 27, 1992, accepted on August 24, 1995, entered into force on May 30, 1996.

Protocol of 1992 to Amend the International Convention on the

Establishment of an International Fund for Compensation for Oil Pollution Damage, 1971, made at London on November 27, 1992, accepted on August 24, 1995, entered into force on May 30, 1996.

International Convention on Oil Pollution Preparedness, Response and Cooperation, 1990, made at London on November 30, 1990, accepted on October 17, 1995, entered into force on January 17, 1996.

International Grains Agreement, 1995, deposited and entered into force on December 1, 1995.

Agreement on Government Procurement, made at Marrakesh on April 15, 1994, accepted on December 5, 1995, entered into force on January 1, 1996.

Convention on the Conservation and Management of Pollock Resources in the Central Bering Sea, made at Washington on June 16, 1994, accepted on November 21, 1995, entered into force on December 21, 1995.

International Convention on the Elimination of All Forms of Racial Discrimination, adopted at the General Assembly on December 21, 1965, accepted on December 15, 1995, entered into force on January 14, 1996.

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

Agreement between Japan and the Hashemite Kingdom of Jordan for Air Services, signed at Amman on April 13, 1994, accepted on January 10, 1995, entered into force on January 10, 1995.

Agreement between the Government of Japan and the Government of the Republic of Hungary for Air Services, signed at Budapest on February 23, 1994, accepted on March 17, 1995, entered into force on March 17, 1995.

Agreement between the Government of Japan and the Government of the Republic of Singapore for the Avoidance of Double Taxation and the prevention of Fiscal Evasion with Respect to Taxes on Income, signed at Singapore on April 9, 1994, accepted on March 29, 1995, entered into force on April 28, 1995.

Agreement between the Government of Japan and the Government of the United States of America concerning Cross-Waiver of

Liability for Cooperation in the Exploration and Use of Space for Peaceful Purposes, made at Washington on April 24, 1994, accepted on July 20, 1995, entered into force on July 20, 1995.

Agreement between the Government of Japan and the Government of the Socialist Republic of Vietnam for the Avoidance of Double Taxation and the Prevention of fiscal Evasion with Respect to Taxes on Income, made at Hanoi on October 24, 1994, accepted on December 1, 1995, entered into force on December 31, 1995.

Agreement between Japan and the United States of America concerning New Special Measures relating to Article XXIV of the Agreement under Article VI of the Treaty of Mutual Cooperation and Security between Japan and the United States of America, Regarding Facilities and Areas and the Status of United States Armed Forces in Japan, made at New York on September 27, 1995, accepted on December 5, 1995, entered into force on April, 1, 1996.

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