

Because the relief of the upper-limit on contract terms is accompanied by very strict regulations, it will not be widely used. In future, the question of whether such regulations as set the upper-limit as 1 year more generally are reasonable or not should be examined. It is expected that the specification of the working conditions and statement about the reasons for discharging will play an important role in preventing or settling conflicts. The procedure to adopt discretionary work is so complex that it is uncertain how often this scheme will be used. This needs to be observed from now on. The law reforms concerning individual labor relations must be continued. The realization of labor contract law such as the enactment of a dismissal law is required.

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8. International Law

Treaties and Other International Agreements

Multilateral:

Date of Entering into Force with Respect to Japan (Date of adoption)	Treaties and Other International Agreements
Jan. 14, 1998 (Oct. 4, 1991)	Protocol on Environmental Protection to the Antarctic Treaty
Feb. 5, 1998 (Apr. 15, 1997)	Fourth Protocol to the General Agreement on Trade in Services
Jul. 23, 1998 (Mar. 10, 1998)	Convention for the Suppression of Unlawful Acts against the Safety of Maritime Navigation
Jul. 23, 1998 (Mar. 10, 1998)	Protocol for the Suppression of Unlawful Acts against the Safety of Fixed Platforms Located on the Continental Shelf

- May 24, 1998
(Feb. 24, 1998) Protocol for the Suppression of Unlawful Acts of Violence at Airports Serving International Civil Aviation, Supplementary to the Convention for the Suppression of Unlawful Acts against the Safety of Civil Aviation, Done at Montreal on 23 September 1971
- Jun. 21, 1998
(Mar. 1, 1991) Convention on the Marking of Plastic Explosives for the Purpose of Detection
- Jun. 26, 1998
(Oct. 6, 1980) Protocol Relating to an Amendment to the Convention on International Civil Aviation Signed at Montreal on 6 October 1980
- Jul. 30, 1998
(Oct. 13, 1995) Additional Protocol to the Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects
- Dec. 10, 1998
(Jun. 17, 1994) United Nations Convention to Combat Desertification in Those Countries Experiencing Serious Drought and/or Desertification, Particularly in Africa
- Nov. 24, 1998
(Mar. 20, 1958) Agreement Concerning the Adoption of Uniform Technical Prescriptions for Wheeled Vehicles, Equipment and Parts Which Can Be Fitted and/or Be Used on Wheeled Vehicles and the Conditions for Reciprocal Recognition of Approvals Granted on the Basis of These Prescriptions
- Oct. 1, 1998
(May 10, 1984) Protocol Relating to an Amendment to the Convention on International Civil Aviation Signed at Montreal on 10 May 1984
- Dec. 24, 1998
(Mar. 19, 1991) Convention internationale pour la protection des obtentions végétales du 2 décembre 1961, révisée à Genève le 10 novembre 1972, le 23 octobre 1978 et le 19 mars 1991
- Dec. 3 1998
(May 3, 1996) Protocol on Prohibitions or Restrictions on the Use of Mines, Booby-traps and Other Devices as Amended on 3 May 1996 (Protocol II as A-

	mended on 3 May 1996) Annexed to the Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects
Jan. 14, 1999 (Dec. 9, 1994)	Convention on the Safety of United Nations and Associated Personnel
Jan. 22, 1999 (Dec. 17, 1997)	Convention on Combating Bribery of Foreign Public Officials in International Business Transactions
Feb. 26, 1999 (Feb. 27, 1998)	Fifth Protocol to the General Agreement on Trade in Services
Jul. 29, 1999 (Dec. 10, 1984)	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
Sep. 30, 1999 (May 29, 1998)	Amendments to the Agreement Establishing the African Development Bank
Oct. 15, 1999 (Nov. 11, 1998)	Protocol of 1988 Relating to the International Convention for the Safety of Life at Sea, 1974

Bilateral:

Date Effective (Date signed)	State and Other Parties	Treaties and Other International Agreements
May 27, 1998 (Feb. 27, 1998)	Oman	Agreement between Japan and the Sultanate of Oman for Air Services
May 27, 1998 (Mar. 4, 1998)	Bahrain	Agreement between Japan and the State of Bahrain for Air Services
Oct. 12, 1998 (Feb. 25, 1998)	UK	Agreement between the Government of Japan and the United Kingdom of Great Britain and Northern Ireland for Co-operation in the Peaceful Uses of Nuclear Energy
Dec. 17, 1998 (Mar. 3, 1998)	UAE	Agreement between Japan and the United Arab Emirates for Air Services
Jan. 22, 1999 (Nov. 28, 1998)	South Korea	Agreement on Fisheries between Japan and the Republic of Korea

Jun. 2, 1999 (Apr. 28, 1998)	USA	Agreement Amending the Agreement between the Government of Japan and the Government of the United States of America Concerning Reciprocal Provision of Logistic Support, Supplies and Services between the Self-defense Forces of Japan and the Armed Forces of the United States of America
Jul. 15, 1999 (May 3, 1999)	Korean Peninsula Energy Development Organization	Agreement between the Government of Japan and the Korean Peninsula Energy Development Organization on the Provision of Financing for the Implementation of the Light-water Reactor Project
Jul. 28, 1999 (Nov. 10, 1998)	Bangladesh	Agreement between Japan and the People's Republic of Bangladesh Concerning the Promotion and Protection of Investment
Aug. 16, 1999 (Mar. 4, 1998)	Qatar	Agreement between Japan and the State of Qatar for Air Services
Nov. 22, 1999 (Nov. 28, 1998)	South Korea	Convention between Japan and the Republic of Korea for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect to Taxes on Income
Nov. 29, 1999 (Feb. 19, 1999)	Sweden	Protocol Amending the Convention between Japan and Sweden for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect to Taxes on Income
Dec. 3, 1999 (Feb. 19, 1999)	Malaysia	Agreement between the Government of Malaysia for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect the Taxes on Income

Dec. 16, 1999 (Dec. 4, 1998)	International Atomic Energy Agency	Protocol Additional to the Agreement between the Government of Japan and the International Atomic Energy Agency in Implementation of Article III.1 and 4 of the Treaty on the Non-proliferation of Nuclear Weapons
Dec. 21, 1999 (Apr. 20, 1998)	Germany	Agreement between Japan and the Federal Republic of Germany on Social Security

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