

Editorial Note:

Child care leave and family care leave aim to prevent employment relations from ending because of child care or family care and to attempt to make employment relations continue. But, it was thought that this leave system did not suit “workers” whose employments are normally limited to not more than a year because child care leave and family care leave could be long term. Therefore, they were not allowed to take child care leave and family care leave.

However, the number of fixed term workers is increasing year after year and many of them continue their employment relations with their labor contracts renewed repeatedly. In this amendment, one of whose purposes is to deal with this situation, an employee who is employed as a fixed time worker gets to be able to take child care leave and family care leave only if his/her employment relation is expected to be considerably long.

7. International Law**Multilateral:**

| Date Coming into Force with Respect to Japan M/D/Y | Date of Adoption | Treaties and Other International Agreements |
|--|---------------------|--|
| 2/16/2005 | 12/11/1997 | Kyoto Protocol to the United Nations Framework Convention on Climate Change |
| 2/24/2005 | 5/25/2000 | Optional Protocol to the Convention on the Rights of the Child on the Sales of Children, Child Prostitution and Child Pornography |

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| 2/27/2005 | 5/21/2003 | WHO Framework Convention on Tobacco Control |
| 2/28/2005 | 6/8/1977 | Protocol Additional to the Geneva Conventions of 12 August 1949, and Relating to the Protection of Victims of International Armed Conflicts (Protocol I) |
| 2/28/2005 | 6/8/1977 | Protocol Additional to the Geneva Conventions of 12 August 1949, and Relating to the Protection of Victims of Non-International Armed Conflicts (Protocol II) |
| 3/3/2005 | 5/16/2003 | Protocol of 2003 to the International Convention on the Establishment of an International Fund for Compensation for Oil Pollution Damage, 1992 |
| 3/10/2005 | 6/5/1992 | Protocol to Amend Paragraph 2 of Article X of the International Convention for the Conservation of Atlantic Tunas |
| 5/19/2005 | 9/26/1997 | Protocol of 1997 to Amend the International Convention for the Prevention of Pollution from Ships, 1973, As Modified by the Protocol of 1978 Relating Thereto |
| 8/7/2005 | 9/5/2000 | Convention on the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean |
| 8/15/2005 | 10/4/1977 | Annex XV to the Convention on the Privileges and Immunities of the Specialized Agencies |
| 9/15/2005 | 5/16/1998 | Amendments to Articles 24 and 25 of the Constitution of the World Health Organization |
| 11/1/2005 | 4/9/1965 | Convention on Facilitation of International Maritime Traffic, 1965 |

Bilateral:

| Date Effective | Date Signed | State and Other Parties | Treaties and Other International Agreements |
|----------------|-------------|--------------------------|---|
| 4/1/2005 | 2/17/2004 | Republic of Korea | Agreement between Japan and the Republic of Korea on Social Security |
| 4/1/2005 | 9/17/2004 | United Mexican States | Agreement between Japan and the United Mexican States for the Strengthening of the Economic Partnership |
| 10/1/2005 | 2/19/2004 | United States of America | Agreement between Japan and the United States of America on Social Security |