

Article 16.

5. Generally, the law is required to show a legal norm. On the other hand, in case of application of the labor contract law, considering diversities of employment relations, it is necessary to respect the directions not to impose all rules on the labor relations, but to provide the opportunity where the specific party can select the necessary items for specific employment relations.

8. International Law and Organizations

Multilateral:

Date Coming into Force with Respect to Japan	Date of Adoption	Title of Treaties and Agreements
Jun. 14, 2007	Mar. 15, 2000	Protocol on Preparedness, Response and Co-operation to Pollution Incidents by Hazardous and Noxious Substances, 2000 (OPRC-HNS Protocol)
Sep. 2, 2007	Apr. 13, 2005	International Convention for the Suppression of Acts of Nuclear Terrorism
Oct. 1, 2007	Jul. 17, 1998	Rome Statute of the International Criminal Court
Oct. 24, 2007	Nov. 21, 2006	Agreement on the Establishment of the ITER International Fusion Energy Organization for the Joint Implementation of the ITER Project
Oct. 24, 2007	Nov. 21, 2006	Agreement on the Privileges and Immunities of the ITER International Fusion Energy Organization for the Joint Implementation of the ITER Project
Nov. 1, 2007	Nov. 7, 1996	1996 Protocol to the Convention on

		the Prevention of Marine Pollution by Dumping of Wastes and Other Matter, 1972
Dec. 10, 2007	May 14, 1954	Convention for the Protection of Cultural Property in the Event of Armed Conflict
Dec. 10, 2007	May 14, 1954	Protocol for the Protection of Cultural Property in the Event of Armed Conflict
Dec. 10, 2007	Mar.26, 1999	Second Protocol to the Hague Convention of 1954 for the Protection of Cultural Property in the Event of Armed Conflict

Bilateral:

Date Effective	Date Signed	The Other Party	Title of Treaties and Agreements
Jan.1, 2007	Feb. 23, 2005	Kingdom of Belgium	Agreement between Japan and The Kingdom of Belgium on Social Security
Jan. 26, 2007	Jan. 20, 2006	Republic of Korea	Treaty between Japan and The Republic of Korea on Mutual Legal Assistance in Criminal Matters
Apr. 1, 2007	Sep. 20, 2006	United Mexican States	Protocol between Japan and The United Mexican States Related to Improvement of Market Access Conditions Based on Paragraphs 3 and 5 of Article 5 of the Agreement between Japan and The United Mexican States for the Strengthening of the Economic Partnership

Jun. 1, 2007	Feb. 5, 2007	European Atomic Energy Community	Agreement between the Government of Japan and the European Atomic Energy Community for the Joint Implementation of the Broader Approach Activities in the Field of Fusion Energy Research
Jun. 1, 2007	Feb. 25, 2005	French Republic	Accord de sécurité sociale entre le gouvernement du japon et le gouvernement de la république française
Sep. 2, 2007	Mar. 19, 2007	Republic of Singapore	Agreement between Japan and the Republic of Singapore for a New-Age Economic Partnership (JSEPA)
Sep. 3, 2007	Mar. 27, 2007	Republic of Chile	Agreement between Japan and the Republic of Chile for a Strategic Economic Partnership
Nov. 1, 2007	Apr. 3, 2007	Kingdom of Thailand	Agreement between Japan and the Kingdom of Thailand for an Economic Partnership
Dec. 1, 2007	Jan. 11, 2007	French Republic	Avenant à la convention entre le gouvernement du japon et le gouvernement de la république française en vue d'éviter les doubles impositions et de prévenir l'évasion et la fraude fiscales en matière d'impôts sur le revenu