

extra pay covering the amount increased by this revision (the balance amount (25 percent) increased from 25 to 50 percent), provided that an employer has to pay the current extra pay of 25 percent.

2. System for obtaining annual paid holidays by the hour (Article 39, paragraph 4)

It was originally provided that annual paid holidays should be obtained by the day. However, under this revision, if an employer makes a collective agreement with a trade union representing the majority of the workers or a person representing a majority of the workers, workers can obtain annual paid holidays by the hour; however, annual paid holidays covered by this provision here should be up to five. The Act was revised so that workers could take holidays by the hour to go to hospital, however, the purpose for obtaining the said holidays are unlimited. Workers have options to obtain the holidays by the day or by the hour.

## 8. International Law and Organizations

### Multilateral:

Date Coming into Force with Respect to Japan	Date of Adoption	Title of Treaties and Agreements
Feb. 20, 2009	Jun. 15, 2006	Convention concerning the Promotional Framework for Occupational Safety and Health
Aug. 1, 2009	Apr. 11, 1980	United Nations Convention on Contracts for the International Sale of Goods
Aug. 10, 2009	Sep. 23, 1997	Fourth Amendment of the Articles of Agreement of the International Monetary Fund

### Bilateral:

Date Effective	Date Signed	The Other	Title of Treaties and
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		Party	Agreements
Mar. 1, 2009	Feb. 21, 2008	Kingdom of the Netherlands	Agreement between Japan and the Kingdom of the Netherlands on Social Security
May 19, 2009	Feb. 17, 2009	Government of the United States of America	Agreement between the Government of Japan and the Government of the United States of America concerning the Implementation of the Relocation of III Marine Expeditionary Force Personnel and their Dependents from Okinawa to Guam
Jun. 1, 2009	Feb. 21, 2008	Czech Republic	Agreement between Japan and the Czech Republic on Social Security
Jul. 27, 2009	Aug. 18, 2008	Kingdom of Saudi Arabia	Agreement between Japan and the Kingdom of Saudi Arabia for Air Services
Sep. 1, 2009	Feb. 19, 2009	Swiss Confederation	Agreement on Free Trade and Economic Partnership between Japan and the Swiss Confederation
Sep. 24, 2009	May 23, 2008	Hong Kong Special Administrative Region of the People's Republic of	Agreement between Japan and the Hong Kong Special Administrative Region of the People's Republic of China on Mutual

		China	Legal Assistance in Criminal Matters
Sep. 24, 2009	Aug. 15, 2008	Republic of Uzbekistan	Agreement between Japan and the Republic of Uzbekistan for the Liberalization, Promotion and Protection of Investment
Oct. 1, 2009	Dec. 25, 2008	Socialist Republic of Viet Nam	Agreement between Japan and the Socialist Republic of Viet Nam for an Economic Partnership
Dec. 10, 2009	Nov. 21, 2008	Republic of Peru	Agreement between Japan and the Republic of Peru for the Promotion, Protection and Liberalization of Investment
Dec. 19, 2009	Jan. 20, 2009	Brunei Darussalam	Agreement between Japan and Brunei Darussalam for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with respect to Taxes on Income
Dec. 30, 2009	Dec. 19, 2008	Republic of Kazakhstan	Convention between Japan and the Republic of Kazakhstan for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with respect to Taxes on Income