

(the actual content of job the employee performs and the level of responsibility entailed); the scope of possible alteration to the nature of work and position (the scope of possible alteration to the placement of personnel including relocations and promotions as well as to the role of the worker which does not involve change of the position); other relevant circumstances, including reasonable practices deployed by the management and labour.

Editorial Note:

In view of the above-mentioned rapid increase in the number of term employment contracts, the latest revision of the Labour Contract Act aimed at easing some of the instabilities associated with term employment and removing the inequalities of employment conditions resulting from the differences in the terms of employment contracts. In relation to the former, the art.18 of the Act now provides that in the case where a term employment contract with the same employer has been repeatedly renewed for the period exceeding 5 years, an open-ended employment contract is established, upon the employee's indication of will to convert the contract to an open-ended one (in which case the employer's consent is not required). Further, art.19 of the Act now incorporates the case-law on termination of term contracts, which in some cases allows for the invalidation of termination on the analogy of the principles of law concerning unfair dismissal. As for the removal of inequalities, the art.20 now clearly provides that any differences of employment conditions existing between an employee employed on a term contract and an employee employed on an open-ended contract cannot be unfair or unreasonable.

7. International Law and Organizations

Multilateral :

Date Coming into Force with	Date of Adoption	Title of Treaties and Agreements
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Respect to Japan

Jun. 8, 2012	Jul. 23, 2010	The Protocol Amending the Treaty of Amity and Cooperation in Southeast Asia
Jun. 27, 2012	Jan. 30, 2009	Amendment of the Articles of Agreement of the International Bank for Reconstruction and Development
Nov. 1, 2012	Nov. 23, 2001	Convention on Cybercrime
Aug. 22, 2012	Sep. 30, 2011	Amendments of the Agreement Establishing the European Bank for Reconstruction and Development
Oct. 1, 2012	Sep. 25, 2012	Schedules of Tariff Concessions to the General Agreement on Tariffs and Trade 1994

Bilateral:

Date Effective	Date Signed	The Other Party	Title of Treaties and Agreements
Jan. 21, 2012	Dec. 20, 2010	Republic of Korea	Agreement between the Government of Japan and the Government of the Republic of Korea for Cooperation in the Peaceful Uses of Nuclear Energy
Jan. 21, 2012	Jan. 20, 2011	Socialist Republic of Viet Nam	Agreement between the Government of Japan and the Government of the Socialist Republic of Viet Nam in the Development and Peaceful Uses of Nuclear Energy
Feb. 7, 2012	Sep. 10, 2010	Hashemite Kingdom of Jordan	Agreement between the Government of Japan and the Government of the

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Mar. 1, 2012	Jul. 29, 2010	Federal Republic of Brazil	Agreement between Japan and the Federal Republic of Brazil on Social Security
Mar. 1, 2012	Oct. 22, 2010	Swiss Confederation	Agreement between Japan and the Swiss Confederation on Social Security
Mar. 1, 2012 Oct. 22, 2010	May. 31, 2011 Oct. 22, 2010	Republic of Peru	Agreement between Japan and the Republic of Peru for an Economic Partnership
Apr. 1, 2012	Sep. 22, 2011	United Mexican States	Protocol Amending the Agreement between Japan and the United Mexican States for the Strengthening of the Economic Partnership
May. 3, 2012	May. 12, 2009	Russian Federation	Agreement between the Government of Japan and the Government of the Russian Federation for Cooperation in the Peaceful Uses of Nuclear Energy