

the dispatched worker.

These are new regulations on Worker Dispatching Undertaking, but some obligations or measures which the Worker Dispatching Agency and the User Company owe were also stipulated newly in this amendment. These obligations are intended to stabilize employment, to improve work conditions, and to facilitate career development of the dispatched workers. To assure the effectiveness of these obligations, for example, obligations on employment stabilization which are charged to the Dispatching Worker Agency are objects of administrative guidance, and violations against this guidance will be a reason to have the license rescinded [Art. 14, 48(3)]. It is also remarkable that the legislator uses the expression “consideration obligation” in this amendment, especially, concerning the obligation charged to the User Company on promotion of balanced treatment, because it is not sufficient to make an effort to be justified but required to take some concrete actions. So, the consideration obligation is interpreted as more burdensome than the other.

In this way, this amendment affects several domains of Worker Dispatching. However, it is necessary to mention that a supplementary resolution on several matters was adopted in this amendment as with the last reform. Also, concerning about dispatched workers employed under fixed-term contracts, a problem about article 18 of the labor contract law, which stipulates that the fixed-term employee continuously employed for more than 5 years can offer an indefinite-term contract to the employer, will arise. So, from various viewpoint, it is still necessary to pay attention to the WDL.

4. International Law and Organizations

Multilateral:

Date Coming into Force with Respect to Japan	Date of Adoption	Title of Treaties and Agreements
15 Apr. 2015	12 Sep. 1997	Convention on Supplementary Compensation for Nuclear Damage

13 May 2015	2 July 1999	Geneva Act of the Hague Agreement Concerning the International Registration of Industrial Designs
19 July 2015	24 Feb. 2012	Convention on the Conservation and Management of High Seas Fisheries Resources in the North Pacific Ocean
23 July 2015	28 Sep. 2007	International Coffee Agreement 2007

Bilateral:

Date Effective	Date Signed	The Other Party	Title of Treaties and Agreements
15 Jan. 2015	8 July 2014	Australia	Agreement between Japan and Australia for an Economic Partnership
11 Sep. 2015	12 Sep. 2011	Republic of Colombia	Agreement between Japan and the Republic of Colombia for the Liberalization, Promotion and Protection of Investment
25 Oct. 2015	23 Oct. 2014	Republic of Kazakhstan	Agreement between Japan and the Republic of Kazakhstan for the Promotion and Protection of Investment
26 Nov. 2015	5 Feb. 2015	Ukraine	Agreement between Japan and Ukraine for the Promotion and Protection of Investment
30 Dec. 2015	20 Feb. 2015	State of Qatar	Agreement between the Government of Japan and the Government of the State of Qatar for the Avoidance of Double

Taxation and the
Prevention of Fiscal
Evasion with Respect to
Taxes on Income