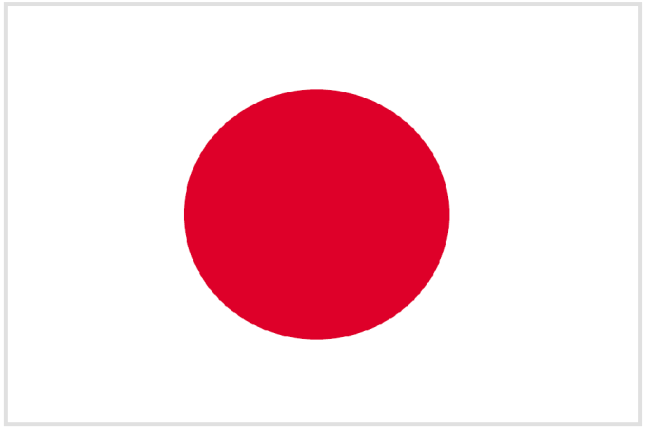

The Government of Japan

Mid-Term Report in the 4th UPR Cycle

as of April 2025

UPR Recommendation	Japan's follow-up
The followings are recommendations which Japan accepted to follow up or partially accepted to follow up (*).	
Section 1: International human rights instruments	
158.1* Consider ratifying the international human rights instruments that it is yet to ratify (Sierra Leone);	Refer to the following comments in this section.
158.8 Ratify the first Optional Protocol to the International Covenant on Civil and Political Rights (Cyprus) (Malta); 158.9 Become party to the first Optional Protocol to the International Covenant on Civil and Political Rights (Azerbaijan);	The Government of Japan (GoJ) continues to seriously consider whether or not to conclude the first Optional Protocol to the International Covenant on Civil and Political Rights (ICCPR), while taking into account opinions from various sources.
158.10 Ratify the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, and rigorously apply United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules) (Costa Rica); 158.11 Ratify the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (Austria) (Chile) (Czechia) (Denmark) (Maldives) (Mongolia) (Slovenia);	1. The GoJ continues to seriously consider whether or not to conclude the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, while taking into account opinions received from various sources. 2. Although the Nelson Mandela Rules are not legally binding, we recognize that they serve as international standards that we must strive to implement. We respect the principles of the Rules to the greatest extent possible in actual operation. For example, recent efforts include: • practicing dialogue that incorporates the Open Dialogue Method in the treatment of inmates; • incorporating methods for building relationships with inmates through dialogue and other means (dynamic security) into regulations; • initiatives to improve interdisciplinary collaboration and psychological safety in the workplace to enable treatment tailored to each inmate; and

	• carefully assessing the characteristics of each inmate and implementing tailored interventions based on their characteristics. Beyond these measures, mission, vision, and values (MVV) serving as operational guidelines for penal institutions are established based on the opinions of various members of the public, including former inmates and crime victims, as well as correctional facility staff. The efforts including those mentioned above are being made to realize the mission of "building a safer and more prosperous society through the power of belief in rehabilitation." Furthermore, in the operation of penal institutions, regular surveys of inmates and staff are conducted and the results are made transparent. Additionally, scientific analyses are conducted in collaboration with research institutions, such as universities, to pursue evaluation and improvement in an objective manner. These initiatives are similar at a fundamental with the principles of the Nelson Mandela Rules.
158.14 Ratify the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (Mongolia) (Switzerland);	The GoJ continues to seriously consider whether or not to conclude the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (OP-CEDAW), while taking into account opinions from various sources.
158.15 Accede to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Kyrgyzstan); 158.16 Consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Algeria); 158.17 Ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Niger);	The GoJ understands the principle of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW) which protects the rights of migrant workers and their families. At the same time, considering that ICRMW includes guaranteeing more rights to migrant workers than those guaranteed in Japanese domestic systems to citizens and foreigners other than migrant workers, the GoJ recognizes the need for thorough and careful consideration of whether or not to conclude the Convention from the perspectives of the principle of equality and Japan's various domestic systems, among others.
158.18* Ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Indigenous and	Refer to our comments on Recommendations 158.14 on OP-CEDAW and 158.15 on ICRMW.

Tribal Peoples Convention, 1989 (No. 169) of the International Labour Organization[1] and the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (Colombia);	
158.20 Consider ratifying the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) of the International Labour Organization (South Africa); 158.21 Ratify the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) of the International Labour Organization (ILO) (Togo);	This Convention prohibits discrimination in employment and occupation on the basis of seven grounds. In Japan, the Constitution stipulates equality under the law, and the measures against discrimination under the Labor Standards Act and other relevant laws and regulations are taken in the fields of employment and occupation. However, the GoJ considers it necessary to carefully examine consistency between domestic legislation and the Convention.
158.23 Consider ratifying the 1954 Convention relating to the Status of Stateless Persons (Côte d'Ivoire);	The need to guarantee the status and rights of stateless persons is recognized as an important issue in Japan, and appropriate measures are taken within the existing legal framework, while giving consideration to the situation of stateless persons. At present, proactive deliberations have not been given to the conclusion of the Convention relating to the Status of Stateless Persons. However, since this issue needs the deliberation on a wide range of policy areas by the government as a whole, the GoJ will carefully consider the issue in light of the social situation in Japan.
158.26* Consider ratifying the UNESCO Convention against Discrimination in Education[2] and the Convention on the Protection and Promotion of Diversity of Cultural Expressions (Mauritius); 158.33* Consider ratifying as soon as possible the Treaty on the Prohibition of Nuclear Weapons[3] and the Convention on the Protection and Promotion of the Diversity of Cultural Expressions (Djibouti);	The GoJ continues to consider whether or not to conclude the Convention on the Protection and Promotion of Diversity of Cultural Expressions, while examining the status of conclusion and implementation by other UNESCO Member States.

[1] The GoJ did not agree to follow up on the recommendation related to the Indigenous and Tribal Peoples Convention, and 1989 (No. 169) of the International Labour Organization.
[2] The GoJ did not agree to follow up on the recommendation related to the UNESCO Convention against Discrimination in Education.
[3] The GoJ did not agree to follow up on the recommendation related to the Treaty on the Prohibition of Nuclear Weapons.

158.27 Ratify the Optional Protocol to the Convention on the Rights of the Child on a communications procedure, to allow individual communications to the Committee on the Rights of the Child (France); 158.28 Ratify the Optional Protocol to the Convention on the Rights of the Child on a communications procedure (Slovakia);	The GoJ continues to seriously consider whether or not to conclude the Optional Protocol to the Convention on the Rights of the Child on a communications procedure, while taking into account opinions from various sources.
158.29 Ratify the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights (Portugal);	The GoJ continues to seriously consider whether or not to conclude the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights, while taking into account opinions from various sources.
158.30 Accede to the Optional Protocol to the Convention on the Rights of Persons with Disabilities (Slovenia);	The GoJ continues to seriously consider whether or not to conclude the Optional Protocol to the Convention on the Rights of Persons with Disabilities, while taking into account opinions from various sources.
158.31 Consider ratifying the Hague Convention on Protection of Children and Cooperation in Respect of Intercountry Adoption (Slovakia);	The GoJ is carefully examining issues that would pertain to concluding the Convention, such as domestic implications, consistency with domestic laws, and necessary legislation associated with the designation of the Central Authority.
Section 2: Cooperation with the UN human rights mechanisms	
158.34 Extend a standing invitation to all special procedures and cooperate fully with all United Nations special procedures (Vanuatu);	1. The GoJ extended a standing invitation to all thematic special procedures on March 2011. 2. The GoJ will continue cooperation with the Special Procedures to realize meaningful and constructive dialogues with the Procedures.
158.35 Continue its cooperation with the United Nations human rights mechanisms, including treaty bodies (Kyrgyzstan);	1. International human rights mechanisms, including the HRC, have a significant role to play in effectively responding to serious human rights violations around the world and in promoting the protection and promotion of the rights of all people. Japan has served as a member of the HRC for six terms and will continue to actively contribute to its activities, including the UPR. In addition, it actively participates in discussions to make various

	international human rights mechanisms, including the HRC, function more effectively and efficiently. 2. Over the years, Japan has produced several experts for each of the human rights treaty bodies, and has also developed a cooperative relationship with OHCHR, which supports the work of the HRC. 3. The GoJ will thoroughly consider the recommendations made by the respective human rights treaty bodies in order to strengthen its cooperation with them and its commitment to the implementation of the human rights treaties. The GoJ will continue to cooperate in achieving meaningful and constructive dialogue with the Special Procedures.
Section 3: National mechanism for the implementation of human rights	
158.36 Establish a permanent national mechanism for the implementation, reporting and follow-up of human rights recommendations (Paraguay); 158.37 Consider establishing an independent monitoring and reporting mechanism overseeing the effective implementation of human rights (Armenia); 158.38 Continue to analyse the protection of human rights, including the implementation of protection mechanisms based on individual law (Turkmenistan);	A whole-of-government approach is important for the effective implementation of human rights. Under this approach, all relevant ministries and agencies are involved in the implementation, reporting, and follow-up of recommendations by the treaty bodies.
Section 4: Human rights education and awareness-raising	
158.39 Continue to carry out human rights awareness-raising activities to deepen public understanding of human rights and to promote the principle of respect for human rights (Viet Nam);	1. Japan has been undertaking measures to promote human rights education in all settings including schools, communities, and workplaces. Furthermore, human rights education in schools is promoted in accordance with the “Act on the Promotion of Human Rights Education and Human Rights Awareness-Raising” (enacted in 2000) and the “Basic Plan on Human Rights Education and Human Rights Awareness-Raising” (approved by the

158.40 Continue efforts to promote human rights education, particularly those aimed at eliminating gender stereotypes and bias in society (Indonesia); 158.41 Continue efforts to promote education and training on human rights in all areas (El Salvador); 158.42 Continue its awareness-raising and training activities on human rights for the public to raise the legal awareness across the country (Turkmenistan); 158.43 Take extra steps to further promote human rights awareness and education (Armenia); 158.154 Continue and strengthen awareness-raising aimed at making the population better understand the fundamental rights of different categories of people (Burundi);	Cabinet in 2002 and partially amended in 2011), which was formulated pursuant to the Act. 2. The GoJ convenes meetings for persons in charge of human rights education, including those at prefectural boards of education (BOE), and also provides developments to train and improve the qualifications of social education officers, who play a central role in leading social education, with the aim of enhancing human rights education in schools and in society. Ministry of Education, Culture, Sports, Science and Technology (MEXT) is also conducting a human rights education research promotion project to improve teaching methods on human rights education in schools. As part of the project, a method to measure project outcome is being studied. MEXT intends to continue such efforts to raise awareness on and educate about human rights. 3. The GoJ is working to eliminate gender stereotypes and bias as well as unconscious bias. It promotes education to prevent children from becoming perpetrators, victims and bystanders of sexual crimes and sexual violence. 4. The human rights bodies of the Ministry of Justice (MOJ) have been carrying out various human rights awareness-raising activities, including a “Human Rights Week,” to promote and raise awareness on the idea of respect for human rights among the general public. 5. Human rights education/training 1) Judges All prospective judges and public prosecutors must undertake legal training before obtaining judicial qualification, and the training incorporates a curriculum that aims to deepen their awareness of human rights issues, including human rights treaties. As for

	judges, various training programs that they take after their appointment cover human rights issues, including human rights treaties. 2) Public prosecutors For prosecutors, in addition to the legal training, lectures are offered on human rights treaties, on protection of and support for victims of crimes, and on consideration for women as part of various trainings that they are required to take at the time of their appointment and also in accordance with their years of experience, and these efforts will continue to be made. 3) Prison officers With a view to enhancing respect for the human rights of inmates, the staff members of correctional institutions, including prison officers, are given education through various programs at the Training Institute for Correctional Personnel and the branch offices thereof, including lectures on the human rights of the inmates in light of the Constitution of Japan and various human rights treaties and programs adopting a behavioral science approach. At each correctional institution, prison officers receive practical training using role-playing materials assuming various scenarios with the inmates in order to improve their awareness of human rights. 4) Probation officers and rehabilitation coordinators Officials at probation offices participate in several training programs at the time of their promotion or according to their years of experience. The programs for probation officers include lectures on human rights of crime victims, probationers and parolees, and those for rehabilitation coordinators include lectures on human rights of victims of designated acts and individuals under medical treatment and supervision .

	5) Immigration officers To further promote awareness on human rights, the Immigration Services Agency (ISA) carries out training courses for relevant immigration officials based on their years of experience, including lectures on human rights, and courses specialized in matters such as measures to combat trafficking in persons and human rights for mid-ranking officials who deal directly with such cases, in cooperation with external instructors including from the International Organization for Migration (IOM). 6) Police personnel The National Police Agency (NPA) provides human rights education and education for ensuring proper execution of their respective duties with due regard to human rights in line with the nature of their fields of expertise to police personnel on various occasions, including at the time of hiring and promotion, as well as on-the-job training at police stations and other places. 7) Public servants in general For public officers in general, for example, MOJ holds human rights workshops for national government officials of central ministries and agencies every year, with the aim of enhancing their understanding and appreciation of human rights issues. MOJ also holds human rights workshops for local government officials engaged in duties for human rights awareness-raising activities in prefectures and municipalities every year with the aim of providing knowledge necessary for them to act as leaders. The Ministry of Internal Affairs and Communications (MIC) also held human rights educational programs at the Local Autonomy College for prefectural and municipal officials twice during fiscal year (FY) 2024 and plans to conduct the same programs twice in FY2025.
Section 5: National human rights institution	

158.46 Create an independent national human rights institution (France); 158.47 Create a national human rights institution with a broad mandate to promote and protect human rights as established by the principles relating to the status of national institutions for the promotion and protection of human rights (the Paris Principles) (Colombia); 158.48 Establish a national human rights institution, in accordance with the principles relating to the status of national institutions for the promotion and protection of human rights (the Paris Principles) (Qatar); 158.49 Establish a national human rights institution with a broad mandate to promote and protect human rights, in compliance with the Paris Principles (South Africa); 158.50 Establish a national human rights institution with a broad mandate to promote human rights in accordance with the Paris Principles (Timor-Leste); Establish an independent and impartial national human rights institution, in accordance with the Paris Principles (Spain); Establish a national human rights institution in accordance with the Paris Principles (Nigeria); Establish an independent national human rights institution with a broad mandate and matching resources in line with the Paris Principles (Nepal); 158.51 Establish an independent and credible human rights institution in line with the Paris Principles (Finland); 158.52 Establish independent national human rights institutions in accordance with the Paris Principles (Kazakhstan); 158.53 Establish its key national human rights institution, in accordance with the Paris Principles (Mongolia);	1. The GoJ continues to constantly review a framework for Japan's human rights remedy system, while bearing in mind the discussions conducted thus far. 2. MOJ has long had the Human Rights Bureau as an administrative organ responsible for human rights promotion and protection. Under the Bureau, there are Human Rights Promotion and Protection Departments in the Legal Affairs Bureaus (eight locations nationwide), Human Rights Promotion and Protection Divisions in the District Legal Affairs Bureaus (42 locations nationwide), and the Branch District Legal Affairs Bureaus (261 locations nationwide as of April 2025). Furthermore, in Japan, approximately 14,000 human rights volunteers (private citizens appointed by the Minister of Justice) collaborate with the Human Rights Bureau, the Legal Affairs Bureaus, and the District Legal Affairs Bureaus to carry out human rights promotion and protection activities.

158.54 Establish an independent and credible national human rights institution, in compliance with the Paris Principles (Montenegro); 158.55 Establish an independent national human rights institution to promote and protect human rights (New Zealand); 158.56 Finalize the process of enacting a human rights commission bill establishing a national human rights institution in line with the Paris Principles (Kenya); 158.57 Take the necessary and relevant measures to create a credible national human rights institution, in accordance with the Paris Principles (Gabon); 158.58 Move forward in making more efforts to establish a national human rights institution that is independent and in line with the Paris Principles (Chile); 158.59 Consider establishing a national human rights institution with a broad mandate to promote and protect human rights, in compliance with the Paris Principles (Türkiye); 158.60 Consider establishing an independent national human rights institution in accordance with the Paris Principles (Bangladesh); 158.61 Consider establishing a national human rights commission in accordance with the Paris Principles (Mauritania); 158.62 Consider establishing an independent national human rights institution in accordance with the Paris Principles (Dominican Republic); 158.63 Consider establishing an independent national human rights institution in accordance with the Paris Principles (Canada); Consider taking	

steps to establish a national human rights institution in accordance with Paris Principles (India); 158.64 Continue efforts towards the establishment of an independent national human rights institution, in compliance with the Paris Principles (Lithuania); Increase efforts towards establishing an independent national human rights institution (Ukraine); 158.65 Continue efforts aimed at establishing the national human rights institution, in accordance with the Paris Principles (Iraq); 158.66 Step up efforts to establish a national human rights institution with an express mandate to act on complaints of human rights violations, in line with the Paris Principles (Philippines); 158.67 Enhance the further effectiveness of the national human rights institutions, in accordance with their mandates (Kyrgyzstan); 158.68 Resume the establishment of a national human rights institution, ensuring its full compliance with the Paris Principles (Australia); 158.69 Continue working towards the establishment of a national human rights institution in line with the Paris Principles (Lebanon);	
Section 6: Implementation of the recommendations by CERD	
158.70* Implement the recommendations formulated by the Committee on the Elimination of Racial Discrimination (Angola);	The GoJ has thoroughly examined the recommendations made by the Committee on the Elimination of Racial Discrimination and is appropriately reflecting them in domestic policies. The GoJ will continue to faithfully comply with the International Convention on the Elimination of All Forms of Racial Discrimination.
Section 7: Prevention of all forms of discrimination	

158.71* Continue to strengthen efforts to prevent and combat all forms of discrimination, including by adopting a comprehensive law and by means of awareness campaigns (Italy); 158.75 Take further steps to ensure enjoyment of human rights by all categories of persons, including vulnerable groups (Azerbaijan); 158.76 Continue its efforts to combat various forms of discrimination and racism, including racist rhetoric, xenophobia and related intolerance (Algeria); 158.77 Continue its progress on implementing measures to combat all forms of discrimination (Sri Lanka); 158.78 Develop implementation measures regarding discrimination and hate speech (Sierra Leone); 158.79 Further explore the possibilities of enhancing enforcement of the legislation countering hate speech, racism and other forms of discrimination (Armenia); 158.80 Reinforce the public policy aimed at preventing hate speech and discrimination on the basis of race, religion, ethnicity or other affiliation (Belarus); 158.82 Strengthen efforts to address the issue of discrimination and hate speech, particularity against the minorities in society (Ghana); 158.83 Continue efforts to eliminate hate speech against minorities (Iraq); 158.84 Provide legal protection to vulnerable groups, whether from violence, discrimination or persecution (Kuwait);	1. Overview Article 14, paragraph 1, of the Constitution of Japan states that "[a]ll of the people are equal under the law and there shall be no discrimination in political, economic or social relations because of race, creed, sex, social status or family origin," thus stipulating equality under the law and prohibiting unreasonable discrimination. Based on this principle, in areas that are closely linked to people's lives and highly public in nature such as employment, education, healthcare, and transportation, relevant laws and regulations in respective areas provide for broad prohibition of discrimination. For example, regarding education, Article 26 of the Constitution and Article 4 of the Basic Act on Educations stipulate that all people shall have opportunities that correspond to their abilities to not be subjected to discrimination on account of race, creed, sex, social status, economic position, or family origin. 2. Awareness raising activities The human rights bodies of MOJ have set "Respect the human rights of foreigners" as one of the priority targets of their human rights awareness-raising activities and are conducting various human rights awareness-raising activities. Furthermore, in order to provide human rights counseling to foreigners, the Foreign-language Human Rights Hotline and the foreign language human rights counseling on the internet (both available in 10 languages) have been set up. When the bodies identify a case of suspected human rights violations through human rights counseling, it is promptly investigated and appropriate measures are taken according to the circumstances of the case. 3. Hate Speech Elimination Act Based on the Act on the Promotion of Efforts to Eliminate Unfair Discriminatory Speech and Behavior against Persons with Countries of Origin other than Japan (Hate Speech Elimination Act), the human rights bodies of MOJ are implementing measures to

158.85 Pursue the efforts aiming at fighting racial discrimination and hate speech in line with relevant acts (Lebanon); 158.87 Take effective measures to prevent, combat and prohibit racial discrimination and hate speech (Namibia); 158.88 Strengthen actions to put an end to hate and racist incitement, speech and crimes committed by individuals and public officials, including politicians and media professionals (Bolivarian Republic of Venezuela); 158.90 Take a set of legislative and practical measures aimed at combating any manifestations of discrimination against national and ethnic minorities (Russian Federation);	eliminate hate speech, including awareness-raising activities such as information dissemination via SNS. The Act declares that discriminatory speech and behavior against persons of foreign origin are not permitted, and aims to specify the basic principles, clarify the national government's responsibilities, and set out and promote basic measures relating to efforts to eliminate such discriminatory speech and behavior. 4. Criminal and civil liability Under the current law, liability for damages can arise as a tort under the Civil Code in the case of racially discriminatory acts. Criminal liability can also be held for acts that, for example, constitute defamation or insult. Investigative agencies also take appropriate measures based on the law and evidence when there are cases that should be dealt with as criminal cases. In June 2022, the statutory penalty for the offence of insult was increased in order to strengthen deterrence and enable stricter action to be taken, and this came into effect in July 2022. Accordingly, the statute of limitations for prosecution has been extended.
Section 8: Treatment of detainees	
158.104* Take concrete steps to improve the medical care system within immigration detention facilities and avoid unnecessary long-term detention of immigrants by defining detention criteria, introducing judicial review, setting a limit on the detention period and granting provisional release (Kingdom of the Netherlands); 158.288 Ensure that the Immigration Control and Refugee Recognition Act enshrines the protection of all migrants so that they have access to effective procedural safeguards and can challenge the grounds or legality of their detention in court (Spain);	1. In June 2024, the revised Immigration Control and Refugee Recognition Act (Immigration Control Act) came into force. The revised Act stipulates that appropriate medical measures be taken for detainees in line with general medical standards. Efforts are being made to strengthen the medical system, including the securing of full-time physicians. Furthermore, measures are taken to further improve the medical system in detention facilities, such as requiring detainees to undergo health checkups by a physician every three months. 2. The prerequisite deportation procedures for detention undergo a highly rigorous three-tier review process after an investigation by an immigration control officer: an

158.291 Increase protection of migrants' rights, including by bringing its deportation policy into line with international human rights law and limiting immigration administrative detention (Brazil);158.292* Seriously consider the long-term detention of foreign nationals at immigration centres and prevent the authorities from controlling the complaint process at immigration detention centres (Islamic Republic of Iran); 158.298* Establish a maximum term for the detention of immigrants, using it as a measure of last resort, and ensure that all asylum applications receive prompt and adequate treatment (Colombia);	examination by an immigration inspector, a hearing by a special inquiry officer, and a decision by the Minister of Justice on any objections raised. Additionally, individuals may seek judicial review through administrative litigation if they are dissatisfied with the decision. In addition, with the revised Immigration Control Act which came into force in June 2024, the Sponsorship system was established, which allows the deportation procedures to proceed without detention under the support of a sponsor, while preventing escape. In each individual case, an appropriate decision will be made on whether to refer the individual to a Sponsorship or detention. Even if detention is imposed, the necessity of detention is reviewed every three months to ensure the appropriateness of the detention decision. Through these pre- and post-procedural mechanisms, procedural fairness is sufficiently ensured. The GoJ considers it unnecessary to establish prior judicial review or an upper limit on the detention period. 3. Under the provisions of the Immigration Control Act, the principle of non-refoulement stipulated in Article 33(1) of the Convention relating to the Status of Refugees (the Refugee Convention) has been ensured. Under the Departure Order System, illegal residents who meet certain criteria can be deported through a simplified procedure without being detained. In June 2024, the Immigration Control Act was amended to further encourage voluntary departure, expanding the scope of individuals subject to the System. Furthermore, the establishment of a Sponsorship system, which is an alternative to detention, allows individuals to live in society without being detained during the period prior to deportation, thereby ensuring that deportation procedures take into account the human rights of foreigners.

	4. In accordance with the provisions of the Immigration Control Act, the Immigration Detention Facilities Visiting Committee (the Committee) has been established as an independent third-party body to contribute to proper operation of immigration detention facilities. The Committee is able to directly gather opinions from detainees and provide necessary recommendations to directors of immigration detention facilities on their operations. As an independent body, the Committee ensures that immigration authorities do not improperly manage complaint-handling procedures at each detention facility. While the appointment of members of the Committee is made by the Minister of Justice, the selection process is designed to prevent arbitrariness. Members are appointed from a wide range of stakeholders, including academic experts, legal professionals, medical professionals, NGO representatives, international organization representatives, and local community representatives, after receiving nominations from public and private organizations, in order to ensure that the Committee possesses sufficient expertise and impartiality. Regarding complaints from detainees at detention facilities, in accordance with the Immigration Control Act, detainees may file a Claim for Review, submit a Report of Cases, or make a Filing of Complaints depending on the measures or treatment they deem objectionable. A Claim for Review and a Report of Cases can be submitted directly to the Commissioner of the ISA, and if dissatisfied with the result, detainees may file a Claim for a Second Review or submit additional reports to the Minister of Justice. Detainees can also submit a Filing of Complaints directly to the Minister of Justice. Necessary measures must be taken to ensure that detainees can keep the content of their appeals confidential from facility staff. It is prohibited to inspect the written documents related to these appeals.

	By properly and promptly processing these procedures, efforts are made to protect the rights and interests of detainees and to ensure treatment that respects their human rights. 5. Individuals who are legally residing in Japan at the time of submitting an application for refugee status will not be detained. In cases where individuals without valid status of residence submit an application for refugee status, they will be granted permission of provisional stay and will not be detained unless they fall under certain grounds for exception. Grounds for exception in such cases include: having submitted the application more than six months after arriving in Japan, not having entered Japan directly from an area where they face a risk of persecution under the Refugee Convention, having been issued a deportation order, or having been identified as posing a risk of escape. Regarding acceleration of the refugee recognition examination process, the ISA has repeatedly strengthened and streamlined its review system to shorten the processing period for the examination process. In addition, the ISA is working to collect and utilize information on applicants' countries of origin taking into account the main content of applications by nationality, and to review examination methods. Regarding the appropriate handling of refugee recognition applications, a system for recognizing persons eligible for complementary protection was established in December 2023, in order to securely and promptly protect displaced persons from conflict and other similar persons who are not recognized as "refugees" under the Refugee Convention but need protection on humanitarian grounds. Those recognized as eligible for complementary protection are able to receive institutional and stable protection and support. Under the revised Immigration Control Act, which came into force in June 2024, individuals previously convicted of serious crimes or those making their third or

	subsequent refugee recognition applications may be subject to deportation even during the application process, as an exception to the suspension of deportation. However, even in cases of third or subsequent applications, individuals who submit materials with reasonable grounds for recognizing refugee status, etc. are not subject to deportation, thereby ensuring that those with sufficient reason to be protected are not deported.
Section 9: Human rights remedy system	
158.112 Strengthen legislation to provide adequate remedies for violation of rights and ensure the participation of beneficiaries during such legislative review (Botswana);	In Japan, a system has been set up whereby various human rights issues can be addressed through detailed remedial mechanisms based on individual laws.
Section 10: Dialogue with civil society	
158.115 Continue dialogue with civil society, including non-governmental organizations, to further promote and protect human rights (Bulgaria);	The GoJ has been engaging in dialogue with civil society and has utilized various opportunities such as informal meetings and solicitation of public comments on preparation of State Party reports on the implementation of human rights treaties and participation in meetings with non-governmental organizations (NGOs) to receive petitions on existing measures. The GoJ intends to continue such engagements.
Section 11: Population issues and demographic transitions	
158.117 Address pressing population issues and demographic transitions, including a declining fertility rate, an ageing population and urbanization, through a human rights-based approach (Malaysia); 158.118 Implement the commitment of the Nairobi Summit on the International Conference on Population and Development to apply a human rights-based approach to pressing population issues and demographic transition, including declining fertility, population ageing and urbanization, and collaborate with the international community to share experiences and accelerate policy implementation with a life-course approach (South Africa);	Japan has been sharing its challenges and knowledge especially on population aging at various global forums to date. Japan will continue to share information on its measures to address population issues and demographic transitions, including low fertility, population ageing and urbanization, and collaborate with the international community in order to accelerate policy implementation on these issues.

158.119 Implement the commitment made at the Nairobi Summit on the International Conference on Population and Development to apply a human rights-based approach to pressing population issues and demographic transitions, including declining fertility, population ageing and urbanization, and collaborate with the international community to share experiences and accelerate the implementation of policies with a life-cycle approach (Panama);	
Section 12: Efforts to combat trafficking in persons	
158.121 Continue its efforts to combat trafficking in persons, including through close partnership and cooperation with countries, international organizations and civil society organizations (Thailand); 158.122* Increase resources and training for law enforcement authorities for combating trafficking in persons (Azerbaijan); 158.123* Strengthen measures aimed at combating trafficking in persons at the legislative and practical levels (Belarus); 158.124 Strengthen enforcement and prosecutorial mechanisms to combat the sexual exploitation and human trafficking of girls and women (Gambia); 158.125 Enhance measures to strengthen mechanisms to combat trafficking in persons, especially women and children (Pakistan); 158.126 Step up efforts and measures to combat trafficking in persons, especially with regard to women and children (Serbia); 158.127 Effectively combat trafficking in persons and sexual exploitation and hold perpetrators accountable (China); 158.128 Continue efforts to combat trafficking in persons, including its prevention, protection of victims and prosecution of perpetrators (Georgia);	1. Overview The GoJ is making serious and continuous efforts to implement the United Nations Convention against Transnational Organized Crime (UNTOC) as well as the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UNTOC. For example, the GoJ as a whole properly identifies and protects victims of trafficking and provides them with assistance for their safe return to their home country or departure to other countries by strengthening coordination with relevant domestic and international specialized organizations as well as foreign governments. The GoJ is also undertaking awareness-raising activities for government officials and general public by utilizing materials that are updated annually. 2. Awareness-raising campaign Every FY since 2004, the Cabinet Office has produced awareness-raising flyers and leaflets on measures to combat trafficking in persons and posted them on its website. Since FY2021, it has created flyers and leaflets targeted at the demand side of trafficking in persons and the victims respectively and displayed them at railway stations. It has also created awareness-raising videos focusing on the demand side of sexual exploitation and are promoting awareness raising through social media and other channels, along with the flyers.

158.129* Step up efforts to combat trafficking in persons and adopt specific legislation that criminalizes it through proper investigations that result in prosecution[4] (Kenya); 158.130 Continue efforts to combat trafficking in persons, with measures to reduce impunity and to investigate cases of trafficking from a victim-centred approach (Peru); 158.131* Step up efforts to combat human trafficking, including efforts to bring perpetrators to justice and increasing the penalties for child trafficking[5] (Cyprus); 158.132 Intensify efforts to address child trafficking and ensure perpetrators are held accountable (Ghana);	3 Legislative and administrative measures to combat trafficking in persons 1) Cooperation among relevant ministries/agencies Based on Japan's 2014 Action Plan to Combat Trafficking in Persons, which was formulated in December 2014, the GoJ, centered around the Council for the Promotion of Measures to Combat Trafficking in Persons, comprised of Cabinet Ministers of relevant ministries, and with the coordination and cooperation of relevant ministries and agencies, is implementing various measures, including prevention, crackdowns, acknowledging cases, identifying victims without fail and provision of proper protection and support, eradication, and the approval and publication of an annual report on the status of efforts by relevant ministries and agencies to combat trafficking in persons. 2) Amendment of the Penal Code and Other Acts Japan has criminalized all acts that fall under trafficking in persons, as defined in the TIP Protocol, by an amendment to the Penal Code in 2005, which created and developed penalties (such as the insertion of Article 226), for acts that were not punishable under domestic law at the time. In accordance with the amendment to the Act on Punishment of Activities Relating to Child Prostitution and Child Pornography, and the Protection of Children (Act No. 52 of 1999), as revised in June 2014, the GoJ is implementing proactive and appropriate enforcement measures, including the application of provisions on the punishment of offenses committed abroad, to thoroughly combat violations of the Act and related offenses. The GoJ is also striving to uncover human trafficking crimes and ensure strict sentencing for perpetrators of such crimes. 3) Employment Security Act

[4] The GoJ did not agree to follow up on the latter part of the recommendation 158.129.
[5] The GoJ did not agree to follow up on the latter part of the recommendation 158.131.

	Article 63, paragraph (1) of the Employment Security Act provides for penalties for persons who have carried out or been engaged in employment placement, recruitment of a worker, or worker supply by means of assault, intimidation, unlawful confinement, or any other means of wrongful restraint to a person's mental or physical freedom. 4) Measures undertaken by the police authorities For the purpose of detecting and protecting victims of trafficking in persons, the NPA has prepared and distributed leaflets in 10 languages and posted them on digital signage at international airports and on the NPA website to encourage the victims to report to the police and other authorities. A private organization commissioned by the NPA also operates the "anonymous reporting program," whereby the organization receives anonymous tips from the public on cases of trafficking in persons, or on crimes that may lead to trafficking in persons and other relevant cases, and pays a reward in proportion to the information's contribution to the arrest. When the police identify a victim of trafficking in persons, it takes appropriate protective measures in cooperation with the Women's Consulting and Support Centers and other relevant institutions. The police also provide appropriate protection and support for victims, which include informing the victims of the protection measures and providing sufficient explanations on legal procedures such as status of residence, as well as taking measures with due consideration for the victim's situation. Furthermore, when the police receive a consultation from a victim of trafficking in persons or others, efforts are made to listen to the victim at a place where the victim does not feel psychologically pressured, such as at a consultation room. Furthermore, when a consultor is female, if requested, the police respond to each consultation with female personnel, while in case of a consultor being a foreign national, personnel who comprehend the native language of the concerned foreigner will undertake the consultation. In addition, the police are

	conducting training on measures against trafficking in persons for newly recruited police officers. Every year, the NPA holds the Contact Point Meeting on trafficking in persons to exchange views and information with embassies in Tokyo, relevant administrative agencies, prefectural police, international organizations, NGOs, and others. 5) Measures undertaken by the public prosecutors offices In March 2018, the Supreme Public Prosecutors Office notified public prosecutors nationwide that when applying the Child Welfare Act to trafficking in persons offences, prosecutors should see to it that strict penalties, consisting mainly of imprisonment, are imposed. The public prosecutors offices hand out a pamphlet illustrating the flow of protection for victims of trafficking in an easy-to-understand manner when interviewing them. Furthermore, the public prosecutors offices inform prosecutors of the need to proactively respond to trafficking offences at various training sessions held based on their years of experience and also at meetings of prosecutors from all over the country. 6) Measures undertaken by the ISA The ISA gives due consideration to the circumstances of victims of trafficking in persons and tries to stabilize the legal status of victims by allowing them to renew their period of stay or change their status of residence, taking into account the victims' wishes, and by granting them special permission to stay if they are in violation of the Immigration Control Act. In addition to placing leaflets prepared by the NPA at airports and other places, efforts are being made to provide multilingual automatic translations of information on the ISA website regarding tips and consultation services on trafficking in persons. The GoJ will continue to make concerted efforts to eradicate trafficking in persons. 4. Coordination among relevant agencies for law enforcement

	The Law Enforcement Task Force against Trafficking in Persons, consisting of relevant ministries and agencies, has prepared the Handbook on Measures against Trafficking in Persons (revised in February 2022), which summarizes laws and regulations applicable to trafficking cases and specific examples of such applications. This handbook is utilized in investigations and for other purposes. The relevant government offices collaborate and cooperate to carry out thorough crackdowns, endeavoring to impose strict penalties on perpetrators, and proactively dealing with peripheral cases which may potentially involve trafficking in persons. 5. Protection of victims Regarding measures undertaken by relevant authorities on trafficking in persons, the GoJ, through relevant ministries and agencies, is appropriately taking measures to protect victims based on the "Methods to Deal with Trafficking in Persons (Measures for Protection of Victims)" agreed in 2011. When a person consulting to relevant authorities is found to be or likely to be a victim of trafficking in persons, measures are taken to protect the said person by promptly reporting to or contacting the police, Regional Immigration Services Bureaus, the Japan Coast Guard, Women's Consulting and Support Centers, or child guidance center as necessary. These measures are taken by taking victim's wishes into consideration. 6. Cooperation with foreign countries, international organizations and NGOs The GoJ works with relevant foreign government agencies, international organizations, and NGOs to prevent and combat trafficking in persons, to properly identify and protect victims, to support the safe return to their home countries or third countries, as well as to raise awareness among relevant administrative officials and to conduct public awareness activities.
Section 13: Protection of employees	

158.134 Continue efforts to protect employees from abuses at workplaces (Sudan);	1. In accordance with the 14th Occupational Accident Prevention Plan, the items listed in the Plan have been properly implemented since the Plan was formulated, and efforts to protect workers' rights are steadily continuing. The actual results for 2024, the second year of the Plan against the Plan's targets are as follows: the number of fatalities decreased by 3.6% and the number of casualties (four or more days lost from work) increased by 2.5% compared to 2022. The percentage of workplaces taking mental health measures was 63.2%. This year marks the third year of the Plan, and further health and safety measures are promoted in accordance with the Plan to achieve the targets set out. In addition, with the revision of the Industrial Safety and Health Act which will be enacted in May 2025, all workplaces will be subject to mandatory stress checks. 2. Regarding workplace harassment, employers are required to implement necessary measures in employment management to prevent sexual harassment, power harassment, and other forms of harassment, thereby ensuring strict compliance with these measures. In addition, a revised law has been enacted. This revised law includes provisions strengthening measures against harassment, including a provision stipulating that the government will work to foster awareness of the prohibition of harassment in the workplace and a provision obligating employers to implement measures to prevent customer harassment. We will strive to ensure thorough implementation of these measures.
Section 14: Economic, social and cultural rights	
158.136 Strengthen the promotion and protection of economic, social and cultural rights by developing effective measures following the ratification of the relevant International Covenant (Cameroon);	The GoJ has continued making efforts to achieve the realization of the rights recognized in the International Covenant on Economic, Social and Cultural Rights by all appropriate means, including legislative measures.
Section 15: Sustainable Development Goals (SDGs)	

158.137 Continue to focus on the Sustainable Development Goals within its international commitments, especially those related to education, health, sanitation and poverty alleviation (Algeria); 158.140 Support the Sustainable Development Goals Promotion Headquarters in order to achieve these goals, including achieving universal health coverage and addressing climate change (United Arab Emirates); 158.162 Continue supporting the implementation of the Sustainable Development Goals at home and internationally (Sudan); 158.163 Continue to focus on the promotion of the Sustainable Development Goals in its international engagements, especially those related to economic, social and cultural rights (Malaysia); 158.164 Continue its strategy for the achievement of the Sustainable Development Goals (El Salvador);	1. Since 2016, under the SDGs Promotion Headquarters, which is headed by the Prime Minister and consists of all cabinet ministers, the GoJ has formulated the SDGs Implementation Guiding Principles as a medium- to long-term strategy for achieving the SDGs. The GoJ has been working to promote the SDGs both domestically and internationally based on the Guiding Principles, which was revised in December 2023. 2. The SDGs Promotion Headquarters identifies priorities in the SDGs Implementation Guiding Principles (revised in 2023) to accelerate the government's specific initiatives. The SDGs Implementation Guiding Principles prioritize the realization of an inclusive society where "no one is left behind" and aim to promote economic, social, and cultural rights. The Headquarters has been compiling a list of the initiatives and budgets of relevant ministries and agencies, with the total amount for the 2024 fiscal year reaching approximately 7.2 trillion yen. 3. Japan will conduct its third voluntary national review (VNR) on progress toward the SDGs in 2025, marking its first review since 2021. The VNR report will highlight Japan's efforts toward achieving the SDGs, including the realization of Universal Health Coverage (UHC) and addressing climate change-related issues. Through this follow-up and review process, Japan will continue to advance these efforts. 4. Under the SDGs Implementation Guiding Principles, relevant ministries and agencies will work together to collaborate with stakeholders in all fields and lead international efforts to achieve the SDGs.
Section 16: Support for vulnerable groups	
158.138 Ensure effective implementation of national programmes to support all socially vulnerable segments of the population (Uzbekistan);	1. The public assistance system provides necessary protection to individuals who are unable to maintain a minimum standard of living despite utilizing all available assets, abilities, and other resources, by providing assistance commensurate with the degree of

158.139 Take effective measures to address the impact of COVID-19 on poor and vulnerable groups (Azerbaijan); 158.261 Take measures to guarantee the minimum social protection of people living in poverty, persons with disabilities, single-parent families and their children, and older persons, taking into account the concerns expressed by the special procedure mandate holders (Bolivarian Republic of Venezuela);	their hardship. This system aims to ensure the minimum standards of healthy and cultured living while promoting self-reliance. There are eight types of assistance, including livelihood assistance, housing assistance, and medical assistance, which are provided within necessary limits to cover expenses such as food, housing, and medical treatment required for daily living. 2. The long-term care insurance system is based on the principles of maintaining the dignity of the elderly, supporting self-reliance, and preventing the progression of severe care needs. To this end, the system aims to establish a social support framework for elderly care, ensuring that even those who have severe care needs requiring long-term care can continue to live in their familiar communities in a manner consistent with their preferences until the end of their lives, by providing a variety of services tailored to the needs of individuals. 3. Furthermore, to support persons with disabilities in living in the communities of their choice and participating in society, welfare services for persons with disabilities provide a variety of services, including home-based long-term care, short-term inpatient services, employment support, and group home assistance. 4. Single-parent households face the dual responsibility of raising children and making a living, potentially encountering various challenges. To support their independence while raising children, multifaceted assistance is provided according to household circumstances, including financial support, as well as assistance with daily living, child-rearing, and employment.
Section 17: Sexual and reproductive health	
158.145 Ensure universal access to sexual and reproductive health and reproductive rights (Iceland);	1. The Children and Families Agency (CFA) promotes “counseling center services for sexual and reproductive health,” which provide counseling and support on sex and

	reproductive health that is adapted to different life stages such as adolescence, pregnancy, and childbirth. Through the Program, the CFA promotes preconception care that enables people of all genders to acquire accurate knowledge about sexual and reproductive health at the appropriate time and manage their health by considering life design (future planning), including pregnancy and childbirth as well as future health. The "counseling center services for sexual and reproductive health" are implemented in all prefectures. 2. MEXT is working to ensure that sexuality education is implemented in elementary, junior high, and high schools according to the stages of development of students, based on the National Curriculum Standards. To this end, MEXT is promoting thorough understanding of the meaning of the National Curriculum Standards, and creating and disseminating training videos for in-school training and reference materials for teaching individually. 3. The Ministry of Health, Labour and Welfare (MHLW) has launched a website providing information on women's health. MHLW has been promoting awareness of health issues at each life stage and diseases specific to women, and maternal health management in the workplace.
Section 18: Response to public health emergencies	
158.146 Ensure that future responses to the COVID-19 pandemic or other public health emergencies do not discriminate against ethnic minorities or other marginalized groups (Malaysia);	1. The "National Action Plan for Novel Influenza, etc." states that it is necessary to aim for a society that can respond strongly and flexibly to infectious disease crisis, balancing the prevention of infection with socio-economic activities. In order to achieve such a society, the Plan identifies the accomplishment of respect for fundamental human rights as one of its goals. With a view to achieving this goal, for example, the Plan sets out "awareness raising against prejudice and discrimination" as part of initiatives to provide and share information with the people.

	2. The “National Action Plan for Novel Influenza, etc.” stipulates that the national government will provide and share information in an easy-to-understand way, while giving appropriate consideration to foreign nationals with insufficient Japanese language skills, so that they can obtain the necessary information.
Section 19: Free primary and secondary education	
158.149* Include in national law a provision guaranteeing at least 12 years of free primary and secondary education (Luxembourg); 158.150 Continue to pursue measures in the direction of providing free primary and secondary education (Mauritius); 158.152 Adopt legislation to ensure and expand free compulsory primary and secondary education for all children residing in Japan, including immigrants, accompanied by public policies on non-discrimination, inclusion and gender equality (Brazil);	1. If foreign nationals wish to send the children under their care to public compulsory education schools, the children are accepted free of charge and are guaranteed the same education as Japanese students, including free textbooks and schooling assistance. 2. In FY2025, the standard amount (118,800 yen) of tuition support is provided to high school students from households with an annual income of approximately 9.1 million yen or more who are subject to income restrictions under the Tuition Support for High School Students[6], partly de facto eliminating the income restrictions.
Section 20: Gender-based violence in schools	
158.153 Strengthen legal protection against all forms of violence, including gender-based violence, especially in schools (Burkina Faso);	In accordance with the “Act on the Prevention of Sexual Violence Against Children and Students by Educational Personnel” (Act No. 57 of 2021) and the basic guidelines established under the Act, we are thoroughly implementing measures to prevent sexual violence against children and students by educational personnel.
Section 21: The Ainu people and the people from Okinawa	
158.155* Intensify current efforts to eliminate discrimination against the Ainu, Ryukyu and Okinawa communities in employment, education and access to services, and protect their rights to land and natural resources[7] (Peru);	1. The Constitution of Japan guarantees that all Japanese nationals, including the Ainu people, are equal under the law, and all their rights as Japanese nationals are equally guaranteed, and therefore there is no legal discrimination in civil, economic, social and cultural rights. The human rights bodies of MOJ are making efforts to deepen public

[6] https://www.mext.go.jp/en/policy/education/elsec/title02/detail02/1373867.htm

[7] The GoJ did not agree to follow up on the latter part of the recommendation 158.155.

158.156* Intensify efforts to eliminate discrimination against the Ainu people in employment, education and access to services and take measures to protect their rights to land, natural resources, their culture and their language (Colombia);	understanding of the human rights of various persons, including foreigners and the Ainu people, through various human rights awareness-raising activities and other activities, such as Human Rights Week. Human rights counseling is also provided in coordination with other relevant institutions. 2. Regarding the Ainu people, "the Act on Promotion of Measures for Realization of a Society in which the Pride of the Ainu People is Respected" was passed in April 2019 and came into force in May of the same year, stating that the Ainu people are "indigenous people" and establishing basic principles regarding prohibition of discrimination against the Ainu people. Based on the Act, Japan is also promoting comprehensive measures on welfare policy, cultural promotion, regional development, industrial promotion and tourism promotion, as well as endeavoring to deepen public understanding regarding the Ainu through educational activities and publicity activities through the National Ainu Museum and Park (Upopoi), which opened in July 2020. 3. Japanese nationals both residing in Okinawa and from Okinawa are equally Japanese nationals, and are equally vested with all the rights reserved for Japanese nationals.
Section 22: Minors' participation in their educational process	
158.159 Acknowledge the ability of minors to actively participate in their educational process and to exercise their rights autonomously through the support of their fathers, mothers or legal guardians (Cuba);	Article 26 of the Constitution stipulates that "[a]ll people shall have the right to receive an equal education correspondent to their ability as provided by law." Based on this article, Article 4 of the Basic Act on Education stipulates that "the people must be given equal opportunities to receive an education suited to their abilities, and must not be subjected to discrimination in education on account of race, creed, sex, social status, economic position, or family origin."
Section 23: Gender perspective in climate change adaptation and disaster risk reduction	
158.160 Consider further measures to integrate a gender perspective into the framework for climate change adaptation and disaster risk reduction (Bhutan);	1. The Assessment Report on Climate Change Impacts in Japan collects the latest scientific findings, including differences in the impact of climate change based on gender.

	2. In May 2020, the "Guidelines for disaster prevention and reconstruction from the perspective of gender equality" were created to encourage local government officials to implement gender equality initiatives at every stage of disaster response, from normal times to recovery and reconstruction. In addition, the Basic Disaster Prevention Plan and the Basic Plan for Gender Equality clearly state the importance of incorporating a gender equality perspective into all disaster prevention and response measures.
Section 24: Business and human rights	
158.166 Continue to implement the national action plan for the implementation of the United Nations Guiding Principles on Business and Human Rights, to ensure that multinational corporations headquartered in Japan do not commit any human rights violations (Egypt); 158.167 Continue the commendable efforts related to human rights and business within the framework of the Japanese action plan approved in 2020 (Mauritania); 158.168 Continue its commendable efforts in the business and human rights sphere (Mongolia);	Japan supports the UN Guiding Principles on Business and Human Rights and formulated a National Action Plan in October 2020 for their steady implementation. In September 2022, we formulated cross-industry guidelines titled "Guidelines on Respecting Human Rights in Responsible Supply Chains" and, through our support for international organizations, are also taking measures such as promoting responsible business conduct by Japanese companies and their suppliers and others in countries where Japanese companies operate. Japan is currently working to revise the National Action Plan by the end of 2025.
Section 25: Efforts toward recovery from the Great East Japan Earthquake	
158.141* Incorporate the human right to a clean, healthy and sustainable environment at the constitutional and legal levels [8], and address the consequences of nuclear radiation on victims of natural and other disasters (Costa Rica); 158.171 Comply fully with international obligations, in particular the United Nations Convention on the Law of the Sea, including a comprehensive	1. The GoJ continues to provide necessary support in accordance with the Act on Promotion of Support Measures for the Lives of Disaster Victims to Protect and Support Children and Other Residents Suffering Damage due to Tokyo Electric Power Company's Nuclear Accident, and other relevant laws. 2. The GoJ provides financial and technical support to Fukushima Prefecture by contributing 78.2 billion yen in grants to the Fukushima Residents Health Management

[8] The GoJ did not agree to follow up on the former part of the recommendation 158.141.

environmental impact assessment on the proposed Fukushima Daiichi discharge (Samoa); 158.178 Evaluate the impacts of the Fukushima Daiichi nuclear disaster on health, including the prevalence of cancer in children, and provide free, periodic and comprehensive health care to all persons exposed to radiation, especially women and children (Panama); 158.180 Continue to exert efforts and assistance to all evacuees affected by the Fukushima Daiichi nuclear disaster (Samoa); 158.299* Recognize the evacuees of the Fukushima disaster as internally displaced persons[9] and ensure the protection of their human rights, including regarding housing, health, livelihood and education for children (Austria); 158.300 Undertake and provide further scientific evidence of the safety, health and rights of internally displaced persons before people return to the vicinity of the Fukushima nuclear plant without coercion or financial duress (Vanuatu).	Fund, which was established by Fukushima Prefecture to enable medium- to long-term health management of Fukushima residents. Using this fund, Fukushima Prefecture has conducted the Fukushima Health Management Survey, including the comprehensive health check, to ascertain the external effective dose and health status for Fukushima residents. In particular, it includes the pregnancy and birth survey for pregnant women and children, and the thyroid ultrasound examinations, mainly for those who were 18 years old or under at the time of the accident. Furthermore, access to health services is guaranteed to everyone in Japan through a universal health insurance system. 3. Regarding support for affected pupils, efforts have been made to provide continuous support, including the assignment of school counsellors for the purpose of psychological care, and to inform each prefectural BOE and others so that measures are taken in accordance with the Basic Policy for the Prevention of Bullying. 4. When lifting evacuation orders, the following conditions must be met: (1) it is certain that the estimated annual cumulative radiation dose based on the spatial radiation dose rate will be 20 millisieverts or less; (2) infrastructure and living-related services necessary for daily life, such as medical care, are largely restored, and decontamination work has progressed sufficiently; and (3) sufficient consultation with local governments and residents has been conducted. Provided that these conditions are met, the decision to lift the evacuation orders will be made by the Nuclear Disaster Response Headquarters. 5. The discharge of Advanced Liquid Processing System (ALPS) treated water into the sea is carried out in strict compliance with the regulatory standards established under Japan's "Act on the Regulation of Nuclear Source Material, Nuclear Fuel Material and Reactors,"

[9] The GoJ did not agree to follow up on the former part of the recommendation 158.299.

	which are based on the recommendations of the International Commission on Radiological Protection. This discharge is consistent with relevant international safety standards and the discharge will only have a negligible radiological impact on people and the environment. Therefore, it does not constitute “pollution of the marine environment,” as defined in Article 1, paragraph 1. (4) of the United Nations Convention on the Law of the Sea, which results or is likely to result in such deleterious effects as harm to living resources and marine life and hazards to human health. Regarding the safety of the discharge of ALPS treated water into the sea, after two years of rigorous reviews, including five reviews by the International Atomic Energy Agency (IAEA), the IAEA concluded in its Comprehensive Report in July 2023 that the approach to the discharge of ALPS treated water into the sea, and the associated activities by Tokyo Electric Power Company Holdings (TEPCO), the Nuclear Regulation Authority (NRA), and the GoJ are consistent with relevant international safety standards, and that the discharge of ALPS treated water will only have a negligible radiological impact on people and the environment. Since August 2023, when the discharge of ALPS treated water began, twelve batches of ALPS treated water discharges have been completed (as of April 2025). The discharge of ALPS treated water into the sea has been carried out safely and as planned, in full compliance with international safety standards. Multi-layered monitoring activities by Japan, with the involvement of the IAEA, have confirmed its safety. The level of radioactive nuclides, including tritium, in the discharged water has been far below the regulatory standards. Additionally, in October 2023, and April and December 2024, a total of three review missions were conducted after the start of the discharge into the sea, including visits to TEPCO’s Fukushima Daiichi Nuclear Power Station by the IAEA Task Force, which consists of IAEA officials and international experts from various countries. The IAEA published reports in January and July 2024, and in March 2025, respectively, on its three review

	missions. The reports state that the Task Force did not identify anything that is inconsistent with the requirements in the relevant international safety standards regarding the discharge of ALPS treated water into the sea, and that the IAEA can reaffirm the fundamental conclusions of its safety review as outlined in the July 2023 Comprehensive Report. The results of ongoing reviews and multi-layered monitoring by the IAEA and international experts will continue to be provided to the international community in a transparent manner, and information and materials are readily available from various websites of the GoJ. Japan will continue its efforts to gain further understanding from the international community, and will continue to engage not only with interested parties in Japan but also with various concerned countries of the Asia Pacific region and beyond.
Section 26: Humanitarian and development assistance	
158.181 Continue to provide support and humanitarian and development assistance to the least developed and developing countries to contribute to the protection of human rights (Yemen);	Under the concept of human security, Japan has consistently provided development cooperation, including humanitarian assistance, taking into account the needs of developing countries - including vulnerable countries and regions. This has been carried out through a coordinated approach that integrates both bilateral and multilateral schemes. Japan will continue these efforts going forward.
Section 27: Women	
158.182 Enact laws for the comprehensive definition of discrimination against women (Gambia); 158.183 Enhance legal provisions combating discrimination against women and girls (Cyprus); 158.184 Continue its efforts in establishing comprehensive policies to promote women's advancement in workplaces (Türkiye); 158.185 Continue promoting government policies for the promotion of gender equality and the protection of sexual minorities (Cuba);	1. As stated in paragraph 1 (overview) of Section 7, Article 14 of the Constitution of Japan stipulates that all citizens are equal under the law and are not discriminated against on the basis of gender. In addition, Article 3 of the Basic Act for Gender Equal Society stipulates that "the Formation of a Gender-Equal Society shall be carried out [omission] not treating men and women in a way that discriminates against them based on gender [omission]." The Convention on the Elimination of All Forms of Discrimination against Women, which defines "discrimination against women" in Article 1, has the same effect as domestic laws.

158.186 Continue efforts to advance gender equality and promotion of women's empowerment in political and economic spaces (Canada); 158.187* Continue its efforts to increase the proportion of women in the legislature, the executive and the judiciary, particularly in senior positions (Bulgaria); 158.188 Accelerate the implementation of policies to promote the increased participation of women, in particular in political and economic life, as set out in the Fifth Basic Plan for Gender Equality (Djibouti); 158.189 Increase efforts to eliminate all forms of discrimination against women and establish full gender equality (Gabon); 158.190 Continue its efforts for the promotion and protection of gender equality (Sri Lanka); 158.191 Continue implementing measures to eliminate discrimination against women and promote women's empowerment (Maldives); 158.192 Enhance efforts to increase women's participation in political and public life (Iraq); 158.193 Strengthen the implementation of measures towards achieving the goals on gender equality and women's empowerment set forth in its national plans (Lao People's Democratic Republic); 158.194 Take measures to increase women's representation in public sector decision-making positions (Lithuania); 158.195 Speed up the implementation of the 2020 Basic Plan for Gender Equality to improve women's participation in all fields, while securing their equal access to education, job positions and public office (Germany);	Article 3 of the Basic Act for Gender Equal Society stipulates that "the Formation of a Gender Equal Society shall be carried out, aiming at respect for the dignity of men and women as individuals, not treating men and women in a way that discriminates against them based on gender, securing opportunities for men and women as individuals to exercise their abilities and respect for other human rights of men and women". In line with this basic principle, the GoJ has been working to ensure gender equality. 2. In December 2020, the GoJ formulated the Fifth Basic Plan for Gender Equality, and is working to increase women's participation in all fields, including politics, the economy, and public administration according to the basic principles set forth under the Basic Act for Gender Equal Society, which include: aiming at ensuring respect for the dignity of men and women as individuals; not treating men and women in a way that discriminates against them based on gender; and securing opportunities for men and women as individuals to exercise their abilities as individuals. In 2024, the Council for Gender Equality began discussions toward the formulation of the Sixth Basic Plan for Gender Equality. The GoJ has been making continuous efforts to strengthen gender equality, including by annually formulating the Basic Policy on Gender Equality and Empowerment of Women. 3. With the aim of eliminating prejudice and discrimination against women and to eliminate gender stereotypes and bias, the human rights bodies of MOJ have set "Protect Women's Rights" as one of the priority targets of awareness-raising activities, and are conducting various human rights awareness-raising activities throughout the country. 4. The Act on Equal Opportunity and Treatment between Men and Women in Employment ("The Equal Employment Opportunity Law") prohibits direct and indirect discrimination based on gender in the field of employment, including foreign workers,

158.196 Strengthen efforts to further increase women's participation in all fields, including politics, the economy and public administration, according to the basic principles set forth under the Basic Act for Gender Equality (Greece); 158.197 Accelerate implementation of the Fifth Basic Plan for Gender Equality, including on women's participation in decision-making processes (United Kingdom of Great Britain and Northern Ireland); 158.199 Step up efforts to implement the Basic Plan for Gender Equality to ensure women's equal participation in public and political life (Bangladesh); 158.200 Continue strengthening its policies to further enhance and promote gender equality (Singapore); 158.201 Continue and strengthen its efforts to guarantee gender equality through the promotion of women's participation in different spheres (El Salvador); 158.203 Continue efforts to address discrimination between men and women in the field of employment and the gender pay gap (Brunei Darussalam); 158.204 Bridge the gender gap in employment and wages (Nigeria); 158.207 Ensure the effective implementation of the Fifth Basic Plan for Gender Equality and strengthen the legislative framework to promote women's empowerment and gender equality, in particular by addressing unequal opportunities in the workplace and education, as well as in political participation (Estonia);	and prohibits the dismissal of and other disadvantageous treatment of women workers on the grounds of pregnancy and childbirth. The Prefectural Labour Bureaus provide correctional guidance to employers in violation of the Act. 5. In 2015, the "Act on the Promotion of Women's Active Engagement in Professional Life" was enacted, requiring employers to formulate and publicize action plans incorporating quantitative goals to promote the participation of women and career advancement and to also publicize the status of its implementation. 6. In accordance with the "Act on the Promotion of Women's Active Engagement in Professional Life," the national and local governments as well as private-sector employers with over 100 regularly employed workers are required to formulate and publish action plans on women's participation and career advancement and to also publicize the status of its implementation. The GoJ is promoting the advancement of women in the workplace by providing consulting services to individual companies, creating and promoting the use of simple tools for analyzing wage differences between men and women, and disseminating best practices. 7. From July 2022, the national and local governments as well as private-sector employers with over 300 regularly employed workers are required to identify and publicize information on wage differences between men and women in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life. Under the revised Act enacted in June 2025, the national and local governments, as well as private-sector employers with over 100 regularly employed workers, will be required to publicize information on wage differences between men and women and the ratio of women in managerial positions from 1 April 2026.

158.213 Continue to take measures to increase the proportion of women who are enrolled in and complete higher education in the areas of science and technology (India); 158.214 Strengthen efforts in the implementation of the right to work for women and in creating favourable working conditions for them (Indonesia); 158.215 Boost anti-discrimination measures for improving the situation of women in the labour market and the low representation of women in elected bodies (Islamic Republic of Iran); 158.216 Redouble efforts to ensure fundamental labour rights in accordance with international standards, particularly regarding working hours and workload, and equality of rights between men and women, including access to decision-making positions and remuneration (Paraguay);	8. In the area of politics, the "Act on Promotion of Gender Equality in the Political Field" was enacted in 2018, and based on this Act, the GoJ is conducting research and information gathering, as well as dissemination of information to stakeholders and encouraging them to take appropriate actions. Furthermore, the revised Act enacted in June 2021 stipulates that relevant organizations are to work together positively under an appropriate division of roles, and they are working on necessary environmental improvements. 9. With regard to education, Article 26 of the Constitution stipulates that "[a]ll people shall have the right to receive an equal education correspondent to their ability as provided by law." Based on this article, Article 4 of the Basic Act on Education stipulates that "the people must be given equal opportunities to receive an education suited to their abilities, and must not be subjected to discrimination in education on account of race, creed, sex, social status, economic position, or family origin."
158.205 Adopt measures in order to guarantee women's rights and access to fertility services and treatment (Chile);	1. The CFA is expanding support for infertility patients through peer support activities for individuals struggling with infertility, as well as consultation services on infertility in the Counseling centers for sexual and reproductive health. The CFA also publicizes information on medical institutions[10] that provide infertility treatment on its website. 2. Infertility treatment had previously been provided as non-insured medical treatment with varying treatment and prices. The Central Social Insurance Medical Council discussed the issue, taking into account the discussions at relevant advisory councils and the "Treatment Guidelines" created by the relevant academic societies. As a result, infertility treatment has been covered by health insurance since April 2022.

[10] You can tailor the search by prefecture, treatment, and other conditions, and check data such as reported medical service fees, staffing, treatment, treatment results, and safety.

158.206 Make quality, modern contraceptives available, accessible and affordable to women of reproductive age through government subsidies and accelerate efforts to make emergency contraceptives available at pharmacies without a medical prescription (Kingdom of the Netherlands);	Regarding the sale of emergency contraceptive pills without a prescription at pharmacies, a trial sales program has been implemented since FY2023. Based on the results of this program, the GoJ will take swift action to ensure that those who require emergency contraceptive pills can access them in an appropriate manner.
158.210* Ensure access to safe abortion for all women without requiring spousal consent and take further strides towards increasing women's political participation and empowerment in the workplace (Denmark); 158.212* Decriminalize abortion[11] and amend the Maternal Protection Act to guarantee access to safe, timely and affordable abortion care without the requirement of spousal consent (Iceland);	Under the Maternal Health Act, induced abortion generally requires the consent of the spouse. However, the woman's consent alone is sufficient in the following cases: • where the spouse is not known or cannot express an intention; or • where the spouse has died after the pregnancy. Additionally, in March 2021, it was clarified that cases where "the marriage has effectively broken due to circumstances such as domestic violence by the spouse, making it difficult to obtain the spouse's consent for induced abortion" fall under the category where "the woman's consent alone is sufficient." This clarification has been communicated to the relevant organizations.
158.218 Pursue the establishment of national mechanisms aimed at protecting vulnerable groups, in particular women, children and foreigners (Gabon);	1. The GoJ has formulated a Basic Plan for Gender Equality based on the Basic Act for Gender Equal Society. From a gender equality perspective, the GoJ is promoting the creation of an environment in which women can live in peace by providing detailed support to all women facing various difficulties. 2. Child guidance centers respond to consultations from families regarding children, such as consultations on child protection, including in cases of child abuse. They also provide temporary care and other necessary support in cases where there is a risk of child abuse. 3. In the human rights bodies of MOJ, Legal Affairs Bureau staff and human rights volunteers receive consultations on human rights, including the human rights of women,

[11] The GoJ did not agree to follow up on the former part of the recommendation 158.212.

	children and foreigners. Such consultations are received via telephone, the internet and online chat services. Various initiatives have been put in place as part of a system that makes it easier for children to seek consultation. These include "Children's Rights SOS Mini-Letters," which are distributed to elementary and junior high schools nationwide, and consultations are received in the form of letters . For foreigners who have difficulty in speaking Japanese, the "Foreign-language Human Rights Hotline" and the "Human Rights Counseling Center for Foreigners" have been established. When the human rights bodies identify a case of suspected human rights violations through human rights counseling, the necessary investigation is conducted, and appropriate measures are taken according to the circumstances of the case.
158.219 Continue its good efforts to address violence against women and children (Kazakhstan); 158.220 Continue efforts to prevent, combat and monitor all forms of violence and abuse against women and children (Lithuania); 158.224 Enhance further efforts to combat gender-based violence and all forms of discrimination, including those directed against migrants, women and minorities, by enacting relevant laws, among other measures (Philippines); 158.225* Guarantee that all the human rights of all women are protected, including through equal representation in political and public life and the criminalization of domestic violence, marital rape and incest[12] (Costa Rica); 158.226 Continue efforts to protect women and children from all forms of violence (Bhutan);	1. Behind violence against women lies gender stereotypes. Based on the Basic Act for Gender-Equal Society, the GoJ has formulated a Basic Plan for Gender Equality as part of efforts to correct gender stereotypes and bias as well as unconscious bias, and also to promote education and awareness-raising activities to eliminate violence against women. 2. Violence against women and children (including domestic violence (DV) and child sexual abuse) is subject to criminal punishment, including for homicide, injury, assault, penetrative sexual assault, and indecent assault, and appropriate dispositions are carried out based on each case. 3. The Cabinet Office has designated the period from 12th through 25th November (the latter day is the International Day for the Elimination of Violence against Women established by the United Nations) as the annual "Campaign for Eliminating Violence

[12] The GoJ did not agree to follow up on the latter part of the recommendation 158.225.

158.227* Take further measures to criminalize marital rape[13] and to prevent domestic violence against women, including through awareness-raising campaigns (Israel);	against Women" period, and is further strengthening efforts to address violence against women, including raising awareness, in coordination and cooperation with the national and local governments, women's groups, and other relevant organizations. To ensure that foreign nationals who have been subjected to harm have immediate means of redress and protection, the Cabinet Office has prepared and distributed information materials for foreign victims to relevant organizations, and also provides useful information to support victims of domestic violence on the internet, including information in eight languages. The status of consultation at the Spousal Violence Counseling and Support Centers established at local governments are also published, and surveys are conducted, including on the number of consultations. In April 2020, a "Domestic Violence (DV) Hotline Plus" was set up to provide consultations via online chat, in 10 foreign languages. Furthermore, SNS consultations on sexual violence is available in 10 foreign languages. 4. Based on the Fifth Basic Plan for Gender Equality (approved by the Cabinet on 25 December 2020), the Cabinet Office designated April as "Youth Sexual Violence Prevention Month," recognizing that April is a period when young people's living environments undergo significant changes due to events such as entering school or starting a job, thereby increasing the risk of becoming victims of date rape drugs, sexual violence caused by social media, and molestation. During this month, the Cabinet Office is effectively conducting awareness-raising activities through social media platforms and other communication channels that are easily accessible to young people. 5. As part of its various efforts to support and protect victims of violence against women and children, MOJ actively provides human rights counseling through telephone counseling (Human Rights Hotline and Children's Rights Hotline) and letters with a

[13] The GoJ did not agree to follow up on the former part of the recommendation 158.227.

	stamped envelope (Children's Rights SOS Mini-Letters) that are distributed to elementary and junior high school students nationwide by Legal Affairs Bureau staff and human rights volunteers at the Legal Affairs Bureaus nationwide. 6. The Japan Legal Support Center provides victims, including potential victims, of DV, stalking, and child abuse with necessary legal advice on prevention of harm in accordance with the Comprehensive Legal Support Act. The Center also provides information on the legal system and consultation services related to victim support as well as referral to lawyers with knowledge and experience in supporting crime victims via its Crime Victim Support Line and in its local offices. 7. Placing top priority on the safety of victims, the police pursue coordinated responses to stalking, DV cases, and other similar cases, such as prevention of harm by apprehending perpetrators and taking protective measures for victims, by making full use of the Anti-Stalking Act, the Act on the Prevention of Spousal Violence and the Protection of Victims, and other relevant laws and regulations. The police is also promoting measures in cooperation with relevant institutions and organizations based on the Comprehensive Measures against Stalking and the Fifth Basic Plan for Gender Equality. Furthermore, the Anti-Stalking Act was amended in 2021 in order to implement measures such as expanding the range of behaviors that are subject to regulation. 8. The ISA, when identifying a foreigner who is a victim of DV, ensures physical protection of the victim in cooperation with relevant agencies and also takes humanitarian measures to victims who are in violation of the Immigration Control Act due to DV, by giving sufficient consideration to the circumstances of each case.
Section 28: Children	

158.228 Adopt a comprehensive law on children's rights and take steps to fully harmonize its legislation with the Convention on the Rights of the Child (Poland); 158.229 Ensure the adoption of laws on the rights of children, in accordance with the Convention of the Rights of the Child (Afghanistan);	The Basic Act on Children's Policy was enacted in June 2022 and came into effect in April 2023 as a comprehensive basic law for promoting children's policies in a comprehensive and powerful manner throughout society. The Act aims to promote children's policies in a comprehensive manner in order to realize a society in which all children can live happy lives in the future, in line with the principle of the Constitution of Japan and the Convention on the Rights of the Child.
158.230 Take further steps to better protect children, privacy and personal rights in cyberspace (Türkiye);	1. Based on the "The Sixth Basic Plan on Measures for Providing Safe and Secure Internet Use for Young People," which was decided at the Council for the Promotion of Child-Related Measures in September 2024, relevant ministries and agencies are promoting initiatives to develop the internet environment for young people with the aim of protecting children in cyberspace. 2. In accordance with the "Act on the Protection of Personal Information," the Personal Information Protection Commission receives reports of incidents involving personal data leaks, including cases where such data has been leaked onto the internet, and conducts effective and efficient investigations and analyses of each incident to identify causes and measures to prevent such leaks from recurring. The Commission exercises its monitoring and supervision authority to provide timely guidance, advice and recommendations to prevent the same kind of situations from occurring in the future. 3. MIC launched a website in 2021 aimed at raising awareness about safe and secure internet use among children under the name: "Let's Use the Internet Wisely! A Guide to Safe and Secure Internet Use, 17th edition." The website features content tailored to various generations, such as preschoolers and their parents, teenagers, parents and educators, and seniors. It also includes special features on timely topics such as "cyberbullying on social media platforms," "countermeasures against pirated content online," and "mis- and disinformation" to enhance digital literacy.

	4. The Legal Affairs Bureaus nationwide provide advice on how to request the removal of information suspected of violating human rights on the internet, when receiving a consultation, based on the wishes of victims. They also investigate the legality of such information. As a result of the investigation, if the information is found to be illegal, for example for constituting defamation or invasion of privacy, the Legal Affairs Bureaus request the provider or host to remove the information.
158.231 Review and strengthen the current national legislation regarding the situation of children deprived of a family environment, considering the introduction of mandatory judicial oversight to determine the family separation of the child from the family, thus guaranteeing children's full enjoyment of their rights (Uruguay); 158.233 Step up the efforts of its Subcommittee on Family Law to update national legislation on caring for minors following the divorce of their parents (Cuba); 158.242 Amend the legislation to recognize joint custody of parents and ensure that in the event of divorce, both parents can continue to have contact with their children (Spain);	1. Japan is appropriately addressing issues related to parental child removal, including Hague Convention cases. Through the amendment to the Civil Enforcement Act in 2019, rules were established to enable direct enforcement of the return of children in cases of wrongful parental child removal. Additionally, the amendment to the Civil Code in 2024 introduced a joint parental responsibility system after divorce and clarified the rules governing the exercise of parental responsibility when both parents have such responsibility, as well as the court procedures for determining who has parental responsibility. These legal reforms are intended to further improve the handling of the issue of parental child removal. 2. In May 2024, the Civil Code was amended to protect the interests of children when faced with their parents' divorce, clarifying the responsibilities of parents regarding child rearing and revising provisions related to parental responsibility. As a result, both parents can now be designated to have parental responsibility upon divorce. 3. The Civil Code stipulates that the arrangements of visitation or contact with children should be determined giving the highest priority to the child's interests (Article 766). The

	amended Code revised the system to appropriately ensure safe and secure visitation and contact with children.
158.232 Continue to step up measures to prevent suicide, especially among young people (Angola); 158.239 Take the necessary mental health measures to combat suicide among adults and children (Paraguay);	1. In Japan, the Basic Act on Suicide Countermeasures was enacted in 2006, thereby recognizing suicide, which used to be considered an individual problem, as a broader "social issue." In the following year, the GoJ formulated the "General Principles of Suicide Countermeasures Policy" as guidelines for suicide prevention measures to be promoted by the government. Based on these guidelines, comprehensive suicide prevention measures are being promoted with the aim of realizing a society in which no one is driven to suicide. 2. In light of the increasing number of suicides among elementary, junior high, and high school students, the "Liaison Conference of Related Ministries and Agencies on Child Suicide Countermeasures," chaired by the Minister of State for Policies Related to Children, has been held since 2023. In June 2023, measures by relevant ministries and agencies to strengthen suicide prevention for children were compiled into the "Emergency Enhanced Plan for Child Suicide Countermeasures," as part of a coordinated approach to promoting measures to prevent children's suicide.
158.234 Continue to work on the elimination of all forms of violence against children (Georgia); 158.235* Take further steps to combat sexual and criminal exploitation of children (Israel); 158.237 Continue efforts to conduct awareness-raising activities to combat the stigmatization of child victims of sexual exploitation and abuse (Kenya); 158.238* Strengthen legislation to combat the sexual and criminal exploitation of children (Malaysia);	1. The human rights bodies of MOJ continue to actively provide human rights counseling through toll-free, dedicated hotlines set up at the Legal Affairs Bureaus nationwide, and letters with a stamped envelope that are distributed to elementary and junior high school students nationwide. Consultation services are also provided at child guidance centers for families and others on issues affecting children, including protective consultations on abuse and delinquency. In addition, necessary support, such as temporary protection, is provided in cases of suspected violence against children by their custodians, including sexual abuse. 2. In December 2022, the "New Comprehensive Plan to Strengthen the Prevention of

158.240 Enforce effectively the Basic Plan on Measures against Child Sexual Exploitation of 2022 in order to combat child pornography and other forms of sexual exploitation and abuse, including those committed in the digital sphere (Philippines); 158.241 Prohibit fully all corporal punishment and strengthen measures to eliminate that practice in all settings (Poland);	Child Abuse and the Fundamental Strengthening of Measures to Prevent Child Abuse" (revised on 26 December 2023, and revised again on 23 December 2024, as decided by the Inter-Ministerial Liaison Conference on Child Abuse Prevention Measures) was established, and initiatives are underway to strengthen child abuse prevention measures, including the reinforcement of child guidance centers and other relevant facilities. 3. Violence against children (including DV and sexual abuse) is subject to criminal punishment, including for homicide, injury, assault, penetrative sexual assault, and indecent assault, and appropriate dispositions are carried out based on each case. In addition, the GoJ provides victims of DV, stalking, and child abuse with the necessary legal consultation on prevention of harm. 4. On addressing sexual exploitation of children, based on the "Plan for the Prevention of Sex Crimes against Children (Basic Plan on Measures against Child Sexual Exploitation) 2022," which was formulated by the Ministerial Meeting Concerning Measures against Crime in May 2022, relevant ministries and agencies have been comprehensively promoting various measures, including prevention of and crackdowns on distribution and viewing of child pornographic images on the internet, and protection of victimized children. In addition, relevant ministries and agencies are working together to prepare for the enforcement of the "Act on Measures for the Prevention of Sexual Violence against Children by School Operators and Private Education and Childcare Providers (Prevention of Sexual Violence against Children Act)," which was enacted in June 2024. 5. Regarding support for victimized youth, the police provide ongoing counselling and other services. This support is provided by juvenile guidance personnel and other staff from the Juvenile Support Centers set up at police headquarters and at other places

	taking part in this initiative. Investigative agencies also take appropriate measures based on the law and evidence when there are cases that need to be dealt with as criminal cases. Furthermore, a crackdown on malicious child sexual exploitation offences, such as child pornography offences, is being intensified. 6. Based on the amendment to the law prohibiting corporal punishment, including by guardians, which came into force in 2020, the GoJ is conducting public information and awareness-raising activities for the public on child-rearing without corporal punishment. In the field of education, awareness is raised at such meetings as those of student guidance officers that corporal punishment of pupils by teachers and staff is prohibited under Article 11 of the School Education Law. For sports club activities, guidelines were formulated, and efforts to eradicate corporal punishment and harassment are requested every academic year through notifications to BOE and at meetings of those in charge of the boards, and all instructors involved in school physical education activities are to ensure thorough implementation of these guidelines. Guidelines were also formulated regarding cultural club activities, and by disseminating them through BOE, these guidelines call on principals and cultural club instructors to eradicate corporal punishment and harassment in a thorough manner. 7. In light of the concern that the provision regarding the right to discipline children in the Civil Code (Article 822) could be used as a pretext for justifying child abuse, the “Act Amending the Civil Code” (Act No. 102 of 2022) was enacted in December 2022, which removed the provision regarding the parents’ right to discipline children from the Civil Code, and amended the Civil Code to prohibit words and behaviors that harm the healthy physical or mental development of children, such as corporal punishment.
158.236 Continue to strengthen efforts to implement the 1980 Hague Convention on the Civil Aspects of International Child Abduction (Italy);	Japan continues to implement the Hague Convention appropriately through cooperation with other Contracting States. The amendment to the Act for

	Implementation of the Convention on the Civil Aspects of International Child Abduction (the Implementation Act) came into force in April 2020 with the aim of making the procedures for the compulsory execution of return of children more effective. As a result, the rate of return of children in cases where execution by substitution was carried out by courts has improved.
158.243 Bring the juvenile justice system into full compliance with the Convention on the Rights of the Child and other applicable standards (Chad);	1. The GoJ is taking necessary measures in line with the principles of the Convention on the Rights of the Child, with the aim of ensuring the best interests of children. In June 2014, the new Juvenile Training School Act and the Juvenile Assessment Center Act were enacted, and these Acts established the legal framework to ensure that juvenile training schools and juvenile assessment centers can fully function through the following measures: • legalization of the basic framework for correctional education and social reintegration support in juvenile training schools; • strengthening of the functions of juvenile assessment centers to enhance efforts to prevent recurrence of juvenile delinquency; • clarification of the rights and obligations of juveniles, and the authority of staff; and • appropriate treatment including improvement of health and medical care. 2. The Juveniles Act of Japan aims to promote the sound development of juveniles, while correcting character flaws and modifying the environment of delinquent juveniles through disposition for rehabilitation of the adjudicated delinquents, and implementing special measures for juvenile criminal cases. It is in line with the principles of the Convention on the Rights of the Child.
Section 29: Persons with disabilities	
158.245 Take all necessary measures for the entry into force of the amended law to eliminate discrimination against persons with disabilities	1. The Basic Act for Persons with Disabilities, which the GoJ amended in line with the principles of the Convention on the Rights of Persons with Disabilities (CRPD), stipulates that no person “may commit an act of discrimination or any other act which violates

(2021) and continue efforts to ensure that this group has access to all areas of political and economic life (Libya); 158.256 Continue the progress achieved in the promotion and protection of the rights of children, women and persons with disabilities through the respective implementation of the Convention on the Rights of Persons with Disabilities, ratified in 2014, and the Convention on the Civil Aspects of International Child Abduction, ratified in 2014, and through intensifying campaigns for the elimination of violence against women (Cameroon); 158.259 Continue efforts to promote and protect the rights of vulnerable groups, including persons with disabilities (Lao People's Democratic Republic); 158.262 Harmonize national legislation and policies with the Convention on the Rights of Persons with Disabilities and set up a comprehensive strategy for the inclusion of children with disabilities (Poland); 158.263 Make more efforts to eliminate prejudice and discrimination on the basis of disability (Qatar); 158.264 Continue strengthening its policies on disability issues (Singapore);	interests or rights against a person with a disability on the basis of the disability." Furthermore, in accordance with each basic principle of the Basic Act, the GoJ is to implement comprehensive and systematic measures to support the independence and social participation of persons with disabilities toward the realization of such principles, and various government-wide initiatives are being undertaken based on the Fifth Basic Plan for Persons with Disabilities, approved by the Cabinet in 2023. Furthermore, to realize a society of coexistence without prejudice and discrimination against persons with disabilities, a Promotion Headquarters headed by the Prime Minister and composed of all cabinet members was established. In December 2024, an "Action Plan Toward a Society of Coexistence Without Prejudice or Discrimination Against Persons with Disabilities" was compiled, incorporating measures to strengthen efforts for human rights protection. 2. Administrative organizations and private businesses in Japan are taking appropriate actions to eliminate discrimination on the basis of disability, including prohibiting unfair discriminatory treatment and providing reasonable accommodation, based on the Act for Eliminating Discrimination against Persons with Disabilities (Disability Discrimination Elimination Act), which came into force in April 2016. Furthermore, in April 2024, a revised Act that requires businesses to provide reasonable accommodation came into force. Briefings on the revised Act are being held for businesses and local government officials. In order to strengthen the consultation system on discrimination against persons with disabilities, a one-stop consultation service called *Tsunagu Madoguchi* (intermediary desk) has been established. 3. The "Basic Plan on Human Rights Education and Human Rights Awareness-Raising," which was formulated in accordance with Article 7 of the "Act on the Promotion of Human Rights Education and Awareness," specifies human rights of persons with

	disabilities as one of the human rights issues, and that such activities to raise awareness and expand the idea of respect for human rights shall be enhanced and strengthened in an effort to realize a society in which persons with disabilities can become self-reliant and fully participate in the activities in the community by eliminating prejudices and discrimination against them and by establishing the principle of normalization. Furthermore, the human rights bodies of MOJ have set “Eliminate Prejudice and Discrimination on the Grounds of Disabilities” as one of the priority targets of their human rights awareness-raising activities and are conducting various human rights awareness-raising activities. 4. The Cabinet Office designated 3–9 December of each year as the Week for Persons with Disabilities under the Basic Act for Persons with Disabilities to broaden public interest in and understanding of disability and people with disabilities and also to promote social participation of persons with disabilities. The Cabinet Office conducts active awareness-raising and public relations activities by holding a concentrated number of nationwide, public-private collaborative events before, during, and after the Week. 5. In accordance with the Basic Act on Children’s Policy, to comprehensively promote children’s policies, the “General Principles for Child-Related Measures” (approved by the Cabinet on 22 December 2023) established the basic policies of child-related measures across the entire government. In “(5) Support for handicapped children and children requiring medical care” of section one “Important matters throughout all life stages” under chapter three “Important Matters Concerning Child-Related Measures,” the principles state that in line with the principles of the Convention on the Rights of Persons with Disabilities, we will promote the participation and inclusion of children and young people with disabilities and those with developmental characteristics in local communities, and provide support for their development, future independence and

	social participation, taking into account their individual circumstances and life stages, within the continuity of general childcare support." The GoJ is promoting the necessary initiatives in this regard.
158.246 Continue to support projects related to the promotion of community life for persons with disabilities, especially those with mental disabilities (United Arab Emirates); 158.247 Ensure adequate social support for vulnerable populations, including persons with disabilities and older persons (Belarus); 158.252 Continue its efforts to provide comprehensive support to persons with disabilities in their daily life and in society, providing them with appropriate assistance in various forms (Turkmenistan); 158.254 Take concrete measures aimed at fully and systematically supporting the autonomy of persons with disabilities and their participation in the life of society (Burundi);	1. The GoJ, in accordance with the Act on Providing Comprehensive Support for the Daily Life and Life in Society of Persons with Disabilities, provides various forms of assistance to promote the social participation of persons with disabilities, such as: provision of mobility assistance; provision of welfare devices, including wheelchairs and prosthetic legs; dispatch of sign language interpreters; and provision of places in which activities can be conducted. 2. Regarding employment, the Act to Facilitate the Employment of Persons with Disabilities stipulates the prohibition of discrimination against persons with disabilities in employment, the obligation to provide reasonable accommodation, and relevant dispute resolution procedures. Specifically, by establishing an obligatory system for the employment of persons with disabilities, Public Employment Security Offices, in cooperation with relevant organizations such as the Employment and Living Support Centre for Persons with Disabilities and the Regional Vocational Centre for Persons with Disabilities, take the lead in providing consistent support for both persons with disabilities and employers. This support is provided throughout the employment process and ranges from employment readiness support to support for retention once in the workplace. As of 1 June 2024, the number of persons with disabilities employed in the private sector was 677,461, the highest for 21 consecutive years.
158.248 Strengthen partnerships with stakeholders in undertaking anti-discrimination awareness campaigns targeting both the public and people living with disabilities (Botswana);	1. The Cabinet Office, in collaboration with local governments nationwide, implements the "Project for Promoting Understanding of Persons with Disabilities to Expand Your Mind's Connections" during "the Week for Persons with Disabilities," which takes place from 3 to 9 December every year.

	2. The human rights bodies of MOJ have set “Eliminate Prejudice and Discrimination on the Grounds of Disabilities” as one of the priority targets of their human rights awareness-raising activities. In collaboration with Social Welfare Councils and other organizations, the Legal Affairs Bureaus and the District Legal Affairs Bureaus are conducting human rights awareness-raising activities, including wheelchair experiences, lectures by Paralympic athletes, and disability sports experiences, combined with human rights education sessions by human rights volunteers on the human rights of persons with disabilities and the concept of “mental barrier-free.” 3. MEXT is promoting education to foster understanding toward persons with disabilities through the following initiatives: • publishing examples of local government initiatives in a guide for schools and other educational institutions to promote “Joint Activities and Learning” between children with disabilities and those without, where they interact and engage in activities together; • introducing outstanding practices from local governments through videos; and • disseminating the “Mental Barrier-Free Notebook.”
158.249 Ensure that persons with disabilities continue to enjoy the same privileges in schools as well as the workplace (Brunei Darussalam); 158.250 Promote further the inclusive education of children with disabilities by upgrading its education legislation, policies and administrative arrangements (Bulgaria); 158.251 Recognize inclusive education within the framework of its national education policy, its legislation and its administrative provisions, guaranteeing access to ordinary schools for children with disabilities, eliminating segregated	1. Refer to our comments (paragraph 1 and 2) on Recommendation 158.245. 2. In education, various measures are being taken based on the principle of the Basic Law for Persons with Disabilities and other relevant laws and regulations. Furthermore, in order to ensure educational access for persons with disabilities and to provide instruction that most appropriately meets the educational needs of each individual, the GoJ is developing a diverse range of continuous learning opportunities, such as regular classes, regular classes with special support services, special needs classes, and special needs schools. For higher education, the GoJ has held a Study Group on Support for Students with Disabilities in Education, compiled a report on the concept of “unfair discriminatory

education and the obstacles that may exist in higher education for persons with disabilities (Argentina); 158.253 Take all necessary measures and allocate additional resources for ensuring quality education to children, in particular girls and children with disabilities (India); 158.255 Adopt further measures to ensure the full enjoyment of the rights of persons with disabilities, particularly in education and access to services (Israel); 158.260 Continue efforts to reform and develop the education sector to include all segments of society, including persons with disabilities (Libya);	treatment" and "reasonable accommodation" as stipulated in the Disability Discrimination Elimination Act, and disseminated the report to universities and other institutions. The GoJ also implements necessary measures to improve the environment for accepting students with disabilities and to promote cooperation among related universities/institutions. The GoJ is also undertaking efforts to create an environment where students can continue their studies throughout their lives, even after graduation. 3. The Fifth Basic Plan for Persons with Disabilities, approved by the Cabinet in March 2023, calls for active engagement in public relations and awareness-raising activities with a view to improving accessibility and promoting mental barrier-free in all aspects of society in order to realize an inclusive society. Further, in December 2024, to strengthen efforts—including education and awareness-raising—to realize a society of coexistence without prejudice and discrimination against persons with disabilities, the GoJ compiled an "Action Plan Toward a Society of Coexistence Without Prejudice or Discrimination Against Persons with Disabilities."
158.257 Continue ongoing efforts to safeguard the provision of human rights towards people with psychosocial disabilities (Greece);	1. In order to build a system where a variety of services are comprehensively ensured so that persons with mental disabilities can live their own lives with peace of mind as members of the community, the GoJ has supported the initiatives of local authorities, such as projects related to community life support for persons with mental disabilities in hospital, through financial measures. With the amendment to the Act on Mental Health and Welfare for the Mentally Disabled in 2022, the GoJ is promoting the expansion of mental health consultation support systems in municipalities, the establishment of visiting consultation support for patients admitted to psychiatric hospitals, and the enhancement of efforts to minimize the need for inpatient hospital care. 2. In terms of medical care, continuous treatment for mental disorders is positioned as medical care for services and support for persons with disabilities (outpatient mental

	healthcare), and part or all of the medical costs are covered by public funds to improve medical and rehabilitation care for persons with mental disorders. The GoJ places importance on ensuring the provision of high quality and appropriate medical care based on the characteristics of the relevant disability and other mental and physical conditions of persons with mental disabilities. For this purpose, MHLW has formulated guidelines that set out the direction to be pursued by all parties involved in health and medical care and welfare for persons with mental disabilities.
158.258 Take effective steps to combat abuse of persons with disabilities, especially for the reported cases of sexual abuse of women with disabilities (Islamic Republic of Iran);	1. MHLW is conducting a survey of local governments on the number of consultations and reports they receive regarding abuse of persons with disabilities, including sexual abuse, as well as the number of cases recognized as such. Based on the results of this survey, MHLW is compiling a report that summarizes the perspectives and points to be considered for measures deemed effective in preventing such abuse from occurring in advance and preventing its recurrence. 2. In cooperation with relevant ministries and agencies, the GoJ is promoting awareness-raising activities such as the "Campaign for Eliminating Violence against Women," establishing systems that facilitate consultation, and enhancing training, regardless of age, gender, nationality, or disabilities, to prevent the concealment of violence.
Section 30: Sexual orientation and gender identity	
158.275 Prevent discrimination against members of the LGBTQI community (Germany); 158.283* Ensure that enforcement mechanisms against discrimination, harassment and hate speech are strengthened to allow women, LGBTQI persons and minorities full and equal participation in society and politics, including access to effective remedy (Norway);	1. Based on the "Act on the Promotion of Public Understanding of the Diversity of Sexual Orientation and Gender Identity (Act No. 68 of 2023)," which came into effect in June 2023, the GoJ is promoting public understanding of diversity in sexual orientation and gender identity. In order to eliminate bias and discrimination on the basis of sexual orientation and gender identity, the GoJ has prepared awareness-raising booklets and leaflets, human rights awareness-raising videos and video clips, and distributes them through the

	internet. In addition, the GoJ is implementing various awareness-raising activities such as symposiums and training sessions. 2. In cases where incidents suspected to be human rights violations are detected through human rights counseling services, the GoJ immediately initiates an investigation and takes appropriate measures depending on the case. Such measures include “assistance” to provide legal advice; “conciliation” to mediate talks between the parties concerned; “instructions” or “recommendations” that require human rights violators to improve the situation; and “requests” that are made to persons who are capable of responding in an effective manner. 3. As part of awareness-raising activities concerning fair recruiting and selection processes, MHLW has published on its website an awareness-raising pamphlet for employers, stating that “specific people, including sexual minorities, are not to be excluded” and also provides briefings at training sessions for employers. Regarding measures to prevent sexual harassment in the workplace based on Article 11 of the Equal Employment Opportunity Law, the guidelines clearly state that preventive measures are applicable regardless of the sexual orientation or gender identity of victims. With regard to measures to prevent power harassment based on Article 30-2 of the Act on the Comprehensive Promotion of Labour Policies, and the Employment Security and the Productive Working Lives of Workers, it is clearly stated that insulting remarks or outings on sexual orientation or gender identity may constitute power harassment, and awareness-raising is conducted through pamphlets and other means. 4. Concerning promotion of efforts to eliminate discrimination based on sexual orientation and gender identity in the private sector, in order to promote correct understanding of sexual orientation and gender identity in the workplace, the GoJ

	prepared and published reports and other information on examples of efforts by companies regarding sexual minorities. 5. Human rights education in schools is promoted in accordance with the Act on the Promotion of Human Rights Education and Human Rights Awareness-Raising and the Basic Plan on Human Rights Education and Human Rights Awareness-Raising. MEXT is also making efforts to build a support system in schools, to improve understanding and awareness of teachers and staff toward sexual minority students, and to improve the educational consultation system so that sexual minority students do not fall into self-denial due to worries and anxieties. Regarding social education, MEXT is steadily promoting human rights education by holding programs on human rights issues, including sexual orientation and gender identity, at training courses for social education directors, who play a central role as leaders of social education. 6. In the area of medical care and welfare, information on services such as medical care, long-term care, and welfare for persons with disabilities is provided to people through nationwide meetings or other trainings, both of which are for local public entities in order to ensure that people who need these services, including LGBT people, can surely avail of the necessary services.
Section 31: Migrants, refugees, foreigners and minorities	
158.151 Better address societal discrimination against migrants and ensure their equal access to housing, education, health care and employment opportunities, without discrimination (Viet Nam); 158.265 Continue to implement the policy of effective social integration of minorities already recognized by the Constitution of Japan (Burundi);	1. Refer to our comments on paragraph 1 of Section 7. 2. The human rights bodies of MOJ have set “Respect the human rights of foreigners” as one of the priority targets of their human rights awareness-raising activities and are conducting various human rights awareness-raising activities. Furthermore, in order to provide human rights counseling to foreigners, human rights counseling, such as the foreign-language human rights hotline and the foreign language human rights counseling

158.286 Promote the rights of minorities, migrants and refugees (Cameroon); 158.287 Continue to strengthen policies for the protection of refugees and migrants (Egypt); 158.289 Continue efforts to eliminate all forms of discrimination against minorities, foreigners and migrant workers (Nepal); 158.290 Continue efforts to ensure the right to education for children of migrants, refugees and asylum-seekers (Indonesia); 158.293 Enhance efforts to assure decent working and living conditions for foreign workers and intern trainees by taking measures and working with sending authorities to provide full protection and support for them (Thailand); 158.294 Take further measures for the protection of migrant workers and ensure oversight of the technical intern training programme (Sri Lanka); 158.295 Strengthen the protection of migrant workers and members of their families, through awareness-raising and educational actions on the guidelines on the management of the employment of foreigners (Burkina Faso); 158.297 Strengthen and safeguard the economic and social rights of migrants and refugees (Pakistan);	on the internet (both available in 10 languages), have been set up. When the bodies identify a case of suspected human rights violations through human rights counseling with foreigners, it is promptly investigated and appropriate measures are taken according to the circumstances of the case. 3. Education Article 26 of the Constitution stipulates that "[a]ll people shall have the right to receive an equal education correspondent to their ability as provided by law." Based on this article, Article 4 of the Basic Act on Education stipulates that "the people must be given equal opportunities to receive an education suited to their abilities, and must not be subjected to discrimination in education on account of race, creed, sex, social status, economic position, or family origin." If foreign nationals wish to send the children under their care to public compulsory education schools, the children are accepted free of charge and are guaranteed the same education as Japanese students, including free textbooks and schooling assistance. 4. Healthcare Access to health services is guaranteed to everyone in Japan through a universal health insurance system. 5. Employment 1) Overview Regarding the treatment of foreign workers, labor standards inspection agencies focus on ensuring proper working conditions, including for foreign workers, and instruct employers to rectify any identified violations of labor standards-related laws and regulations. Investigative agencies also take appropriate measures based on the law and evidence when there are cases of suspected abuse of migrant workers that should be

	dealt with as criminal cases. Furthermore, regarding offences of trafficking in persons through labor exploitation, the police, in cooperation with the Labor Standards Inspection Bureau and the ISA, ensure thorough crackdown on such cases by applying labor related laws and regulations and other measures. In addition to the relevant provisions of the Labor Standards Act, Guidelines on Employment Management of Foreigners have been set up as guidance on necessary measures to be taken by employers with regard to improving the employment management of foreign workers, including migrant workers and their families. Awareness-raising and instruction on the guidelines are continuously provided at the time of on-site visits to employers, among other occasions. The GoJ also conducted a proper examination of applications for working visas filed by foreign nationals. As part of this process, the GoJ carefully checked requirements such as the requirement that remuneration received by foreign nationals is to be equivalent to or more than that which Japanese nationals would receive for the same work. 2) Technical Intern Training Program In the Technical Intern Training Program, under the system based on the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees ('Technical Intern Training Act'), which came into force in 2017, a license system for supervising organizations and an accreditation system for Technical Intern Training Plans were introduced. The Act also has provisions on prohibiting infringements on the human rights of trainees, such as retention of their passports and other documents and restrictions on private life, and penalties have been set up for supervising organizations and implementing organizations that infringe on trainee's human rights. As part of the program, the Organization for Technical Intern Training (OTIT) also regularly conducts on-site inspections of supervising organizations and implementing organizations, and if any problems under the Technical Intern Training Act are identified,

	the GoJ takes strict actions, including administrative dispositions. In addition to these measures, the OTIT strengthens the protection of trainees, including through the establishment of consultation services in the trainees' native languages, support for changing training sites, and memoranda of cooperation, and aims to ensure that the Technical Intern Training Program is properly operated. All trainees receive the Technical Intern Trainees' Handbook containing information on relevant regulations and support services at the time of their entry to Japan, and such information is also explained during post-entry lectures. Furthermore, employment transfer is permitted in cases of "unavoidable circumstances" under the program. In November 2024, Operational Guidelines for the Technical Intern Training Program, which sets out necessary measures to be taken by supervising organizations and implementing organizations, were revised to clarify the scope of "unavoidable circumstances" and make the procedures more flexible. Furthermore, the Amendment Act of the Immigration Control and Refugee Recognition Act and the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (Act No. 60 of 2024; Amendment Act) was promulgated in June 2024. This was done with the objective of abolishing the current Technical Intern Training Program in a progressive manner and establishing a new Employment-for-Skill-Development Program aimed at human resource development and securing human resources. The Employment-for-Skill-Development Program is a system aimed at fostering human resources by accepting unskilled workers and providing them with a three-year training program through employment, with the goal of facilitating their transition to Specified Skilled Workers (under Item (i) of the Amendment) in fields that are facing labor shortages. In addition, the following measures will be taken to protect the rights of foreign nationals:

	• allowing workers to change their employer based on the individual's will and under certain conditions; • strengthening the licensing criteria for supervising and support organizations that provide supervising and support services to accepting organizations; and • establishing the Employment-for-Skill-Development Organization (ESDO) by reorganizing the OTIT, and strengthening supervision and guidance to accepting organizations and supervising and support organizations, as well as support and protection functions for foreign nationals. The Employment-for-Skill-Development Program is scheduled to begin operating in April 2027, and the GoJ is currently making the necessary preparations. 3) Specified Skilled Worker System The "Ministerial Order to Provide for Criteria for the Employment Contract for Specified Skilled Workers and Support Plan for Specified Skilled Workers" stipulates the standards on the working conditions of Specified Skilled Workers of foreign nationality. In addition, the "Ministerial Order to Provide for Criteria Pursuant to Article 7, Paragraph (1), Item (ii) of the Immigration Control and Refugee Recognition Act" prohibits the conclusion of contracts stipulating security deposits or penalties not only with the Specified Skilled Workers of foreign nationality themselves but also with their spouses, lineal relatives or relatives living together, or any other person who has a close relationship with the applicant in terms of social life. As part of efforts to support Specified Skilled Workers of foreign nationality, details are required to be explained during advance guidance. Furthermore, the GoJ actively disseminates information through publication of the "Operational outline for accepting Specified Skilled Workers," which summarizes the interpretations of laws and regulations and the points of operational consideration to those utilizing the Program.

	Furthermore, the GoJ disseminates information on the standards regarding immigration or labor-related laws and regulations to be met by the accepting organizations of Specified Skilled Workers, and on obligations to support Specified Skilled Workers through the portal site of the system in 13 languages.