

MISSION PERMANENTE DU JAPONAUPRÈS DES ORGANISATIONS INTERNATIONALES
GENÈVE-SUISSE

OHCHR REGISTRY

30 AUG 2011

Recipients *ADU*

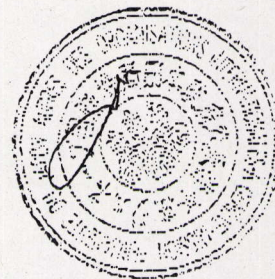
MN/UN/416

The Permanent Mission of Japan to the United Nations and Other International Organizations in Geneva presents its compliments to the United Nations Office of the High Commissioner for Human Rights, and with reference to the latter's note verbale YU/MN/IT dated 24 June 2011, has the honour to transmit herewith information from the Government of Japan on relevant legislation, good practices and reports related to child protection against racism, racial discrimination, xenophobia and related intolerance prepared in accordance with paragraph 72 of the report A/HRC/16/64, as well as relevant legislation, good practices and non-discrimination in the area of employment referred to paragraph 91 of the same report.

The Permanent Mission of Japan to the United Nations and Other International Organizations in Geneva avails itself of this opportunity to renew to the United Nations Office of the High Commissioner for Human Rights the assurances of its highest consideration.

Geneva, 30 August 2011

Enclosure mentioned



< Protecting children from racism, racial discrimination, xenophobia and related intolerances >

The Human Rights Section at the Ministry of Justice holds nationwide awareness-raising activities throughout the year, making the slogan "respect the human rights of foreigners" among its matters of the utmost priority each year. In addition, it has set up Human Rights Counseling Offices and taken other steps to respond to inquiries about human rights. Should a human rights infringement be suspected, the Section rapidly investigates it and takes the appropriate measure on a case by case basis.

< Non-discrimination in the area of employment >

Labor laws and regulations are applied to all workers employed by all business entities operating in Japan. Article 3 of the Employment Security Act prohibits discriminatory treatment with respect to race, nationality or other such criteria when it comes to employing, placing and training workers.

[Reference] Quotation from Article 3 of the Employment Security Act:

No one shall be discriminated against in employment placement, vocational guidance, or the like, by reason of race, nationality, creed, sex, social status, family origin, previous profession, membership of a labor union, etc.; provided, however, that this shall not apply in the case where the terms of a collective agreement entered into between an employer and a labor union in accordance with the Labor Union Act provide otherwise.

[Reference] Quotation from Article 3 of the Labour Standards Law:

An employer shall not discriminate against or in favour of any workers with wages, working hours or other working conditions because of the nationality, creed or social status of any worker.