

Committee: International Labour Organization

State: Japan - Government Representative

Agenda: Achieving the Decent Work Agenda

Through Reinforcement of Collective Agreements



After the Industrial Revolution, people wanted better working conditions and more rights for workers. This caused a struggle between workers and employers. In the 20th century workers rights became protected by law. Workers are important in the economy because they are needed for production. Collective agreements have helped workers get stronger and create fairer relationships with employers. These agreements caused to improving workers' rights and equality in society. Japan has laws about labours for decades and Japan is leading for ensuring humaniterian rights.

The Government of Japan believes that the decent work agenda is important for societies and countries to become more equal, livable and sustainable. The agenda aims to create countries which has sustainable and growing economies. And the agenda aims to create workers with human rights and working conditions. These may seem to contradict each other, but they can exist at the same time. Each will ensure a sustainable economy and this is why we must create balance between two of them . Japan has pretty good laws that explain workers rights compared to other countries but we have some problem in practice. For example we organize campaigns to raise awareness in society to ensure gender equality in employment and provide humane working conditions.

There are some problems in Japan's economy. Japan's economy has not grown in nearly 30 years. Japan has aging population. According to the data, more than 28.7% of the population is over 65 years old. Workers in Japan are working generally unproductive compared to other countries. For example Japan has had the lowest worker productivity per hour among G7 countries for decades. Japanese society has conservative habits and people generally do not spend a lot of money. Considering that Japan's annual GDP growth has been only around 10% from exports for long time (except for recent years) it is a big problem that the domestic market does not have a consumption habit. This is why Japan's economy is in danger.

Japan is strongly committed to the main mission of the International Labour Organization (ILO) and the Decent Work Agenda. Japan works with the ILO to improve labor standards which is humanitarian, promote fairness among the employees, and create sustainable economic growth.

Through the Decent Work Agenda, Japan aims to create good jobs, protect workers' rights, and ensure equal opportunities for all. The country has put in place policies to help women, people with disabilities and the young people join the workforce. Japan also focuses on improving work and life balance and flexible work practices to improve the quality of life for workers by law.

We support workers rights by protecting labour unions, syndicates and strengthening collective agreements, ensuring job security. Japan's commitment to the Decent Work Agenda is about balancing economic growth with social welfare and social justice.

In Japan, labor laws are created through a solidarity process in which the Minister of Health, Labor and Welfare works closely with unions, local governments and employers. Before making decisions, the minister has to listen the views and needs of each group. We think in this way, the labor laws are designed to be fair and take into account the needs of workers, employers, and local authorities. By involving different groups in the decision making process, Japan aims to create laws that promote fair working conditions, support economic growth, and ensure creating welfare society. This collaborative process helps balance the needs of all parties and makes the labor laws more effective in the long term.

To achieve the Decent Work Agenda by strengthening collective agreements, Japan can take several steps. Firstly, the government should make sure that collective agreements are legally sufficient and easy to enforce. This will help protect workers rights. Secondly, ensuring open communication between employers, workers and trade unions to build trust and make agreements more effective. Finally, creating systems to inspect agreements and adding penalties for breaches can ensure that these agreements are followed and accepted.

The International Labour Organization (ILO) is a good example of international cooperation. It brings together governments, employers, and workers from different countries to improve working conditions and protect labour rights. For example, the ILO has worked to reduce child labor through global programs like the International Programme on the Elimination of Child Labour.

In conclusion Japan aims to strengthen the Decent Work Agenda by improving workers' rights, ensuring fair working conditions, and reinforcing collective agreements. In the ILO committee, Japan promotes strong labor laws, encourages communication between employers, employees, and unions, and works to balance economic growth with labour rights. We think ensuring legally collective agreements and better enforcement. Additionally, it continues raising awareness on gender equality and humane working conditions, collaborating with the ILO to improve labor standards. These actions seek to create a sustainable economy with fair and decent work for all.

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