

## Contributions from Japan

### "Employment"

Para 2:

We would like the word "urge" to be replaced by "encourage" or add "to consider" before ratify and implement. Also, please note that ILO 100 is on equal remuneration and ILO 111 is on discrimination in employment (the draft is mixing 100 and 111).

(Reasoning)

Japan understands fully the philosophy of the Convention on Protection of the Rights of All Migrant Workers and Members of Their Families. At the same time, we are required to consider extensively and thoroughly for its ratification due to the complementarity with domestic legislation etc. It goes the same for ILO Convention 111.

Para 3:

We would like the word "urge" to be replaced by "encourage" and/or add the term "where appropriate."

(Reasoning)

In Japan, discrimination based on race, nationality, etc are prohibited and addressed by Employment Security Act.

### "Migration"

Para 2:

Due to the reason above, we would like the similar changes to be reflected.