

The Plenary of the International Labour Conference, 113th Session, 2025

Statement by Japanese Government

Thank you Chair, Director-General, and Distinguished Delegates. It is my great honor and privilege to deliver this statement today on behalf of the Government of Japan.

First, I would like to thank the Director-General for putting together a comprehensive and constructive report. Japan shares the Director General's sense of urgency regarding the need to strengthen the link between jobs, rights, and growth.

Within the country, the government is promoting labor market reform. It's a strategy aimed at achieving sustainable and structural wage increases based on various measures such as supporting skills enhancement through reskilling and facilitating labour mobility to growth sectors. To create a society in which every individual exercises their skills to the fullest, the Japanese government is accelerating the reform in close collaboration with both workers and employers.

The report also highlights the reality that many people are compelled to engage in informal work. According to ILO research, such informal workers are about twice as likely to fall into poverty compared to formal workers. Furthermore, global transformations — such as climate change and digitalization—are having a profound impact on the very nature of work, and thus we are all compelled to respond to those changes in a flexible and accurate manner.

The ILO has been working on addressing the challenges of each era and protecting workers' rights for more than one hundred years. As a founding member of the ILO, Japan shares the organization's values and has actively contributed to the ILO's work both through the promotion of international labour standards and development cooperation.

Japan is currently taking steps toward the ratification of the Occupational Safety and Health Convention, 1981 (No. 155), which was

added to the list of fundamental Conventions at the 2022 ILC. Last month, the Diet approved the ratification of the Convention, and the Government of Japan will now proceed with the necessary procedures toward its ratification.

Furthermore, for over 50 years, as the biggest contributor to the ILO's voluntary funding in the Asia-Pacific region, Japan has engaged in a wide range of development cooperation efforts through the ILO-Japan Multi-Bilateral Programme. Such efforts include improving occupational safety and health and developing social security systems in accordance with the actual conditions and needs of recipient countries.

I am honored that Japan plays a significant part in making decent work a reality through those initiatives.

As the report rightly underscores, “Jobs, Rights, and Growth” can reinforce each other. Japan fully endorses this vision.

The Japanese government has been actively contributing to the Global Coalition for Social Justice, led by the Director-General, as a member of its Coordinating Group. In particular, the Japanese government is promoting responsible business conduct by developing guidelines to encourage companies to respect human rights and creating a checklist to raise awareness of the fundamental principles and rights at work. Through these efforts, Japan is helping companies deepen their understanding while supporting their initiatives.

Furthermore, in the Asia-Pacific region, Japan is implementing multiple projects to improve supply chains. One of them, for instance, focuses on promoting decent work in specific industries such as automotive, electronics, and aquaculture.

Japan is confident that those initiatives serve to reinforce the triangle of values represented by “Jobs, Rights, and Growth”. And we are committed to sharing our experiences within the international community.

I am certain that strengthening the link between “Jobs, Rights, and Growth” will generate sound development—and I believe such development will bring stability to both individual societies and the world.

Sharing this view within the international community, Japan will be making every effort to address persistent challenges in the world of work while holding dialogues with its social partners.

Thank you for your attention.