

The Plenary of the International Labour Conference, 114th Session, 2026

Statement by the Government of Japan

Thank you, Chair,

Thank you, Director-General and Distinguished Delegates,

It is my great honor and privilege to deliver this statement today on behalf of the Government of Japan.

I would like to express my sincere appreciation to the Director-General for his timely and ambitious report on AI and employment.

For over a century, the ILO has addressed the evolving challenges of each era and has advanced efforts to protect workers' rights. As a founding Member State and long-standing Governing Body member, Japan shares the values of the ILO and has actively contributed to its work through both international labour standards and development cooperation.

On 1 April this year, in the presence of the Director-General, Japan

deposited its instrument of ratification of Convention No. 155 on Occupational Safety and Health and the Working Environment, one of the ILO's fundamental conventions. Japan will continue its efforts to further prevent occupational accidents domestically and to promote international occupational safety and health standards.

In addition, as the largest voluntary contributor in the Asia-Pacific region, for over 50 years, Japan has provided a wide range of development cooperation, particularly across Asia, through projects tailored to the unique circumstances and needs of each country. These include improving occupational safety and health, strengthening social security systems, and enhancing working conditions in supply chains.

Japan also supports the Director-General's Global Coalition for Social Justice and has actively contributed to its work as a member of its Coordinating Group. We remain committed to continuing our cooperation, including through human resource contributions.

I am honored that these efforts enable Japan to contribute to the

realization of decent work worldwide through the ILO.

While the ILO is currently facing a challenging financial situation, Japan's commitment to supporting the Organization remains unwavering. Japan paid its assessed contribution for this year in full in May. We support ILO reform efforts aimed at building a more efficient organization with a focus on its core mandate, and will continue to support the Director-General in advancing these reforms.

As highlighted in the Director-General's report, the advancement of digital technologies, including artificial intelligence, will continue to transform the world of work. Japan shares the view that ensuring decent work through a human-centered approach to AI is a critical challenge.

In response, Japan is actively harnessing the potential of AI. To ensure its transparency, fairness, and safety, we enacted the AI Act in June 2025, and established a government-wide framework, led by the Prime Minister, under which all ministries and agencies work together to

promote the development and utilization of AI. Furthermore, in December 2025, we adopted our first AI Basic Plan through a Cabinet decision, as a national strategy to advance comprehensive AI initiatives through public–private collaboration.

In the field of labour, Japan is promoting initiatives such as those aimed at supporting AI reskilling for workers and promoting the use of AI in public employment services. At the G7 level, discussions are also ongoing on the sharing of information regarding initiatives for improving AI-related skills, and we will continue to strengthen our cooperation in this area.

In response to the rapid development of AI and other digital technologies, Japan will continue to work in collaboration with employers and workers to build a society in which all individuals can maximize their potential. We will promote further initiatives and share our experiences with the international community.

Technological innovation, including AI, is bringing about a major turning point in the world of work. The international community must respond flexibly to these changes and ensure that all workers can benefit from technological progress while securing decent work, thereby achieving sustainable and inclusive development.

With this shared understanding, Japan will continue to place great importance on dialogue with social partners, including employers and workers, and will make every effort to address the enduring challenges in the world of work.

Thank you for your kind attention.