

UPR Japan

Statement by Ireland

Thank you, Mr President.

Ireland welcomes the delegation of Japan and commends Japan on the progress made in implementing recommendations made during the second UPR cycle.

We acknowledge that since then progress has been made to eliminate discrimination based on sexual orientation. We regret to note however that a legal framework to achieve equality and freedom from discrimination for LGBTI persons does not yet exist at the national level in Japan

Ireland **recommends** that Japan moves quickly to introduce comprehensive anti-discrimination legislation to provide equal protection against discrimination for all persons and on all grounds, including sexual orientation or gender identity.

We welcome the adoption of the Promotion of Women's Participation and Advancement in the Workplace Act in 2015. However, we remain concerned at the widening gender pay gap and the underrepresentation of women in management and in politics.

Ireland **recommends** that Japan step up its efforts to encourage enterprises to take positive measures to narrow the gender pay gap, including regarding women's access to managerial positions. We note also the need for a greater reconciliation of work and family responsibilities for all workers, both men and women.

Thank you.