



Sindikat kulture in narave Slovenije

Dalmatinova ulica 4, 1000 Ljubljana

glosa@sindikat-zsss.si

<http://www.sindikat-glosa.si/sl/>

Mr Takumi Nemoto
Minister of Health,
Labour and Welfare
2-2 Kasumigaseki
Chiyoda-ku
Tokyo 100-8916
Japan

Ljubljana, May 8, 2019

Distinguished Minister,

In Glosa – Trade Union of Culture and Nature of Slovenia, the member of International Federation of Actors (FIA), we are aware of the fact that most professional performers in Japan have been **excluded from the scope of a recent reform tackling workplace bullying and harassment** – merely due to their independent contractor status.

It is our understanding that a supplementary resolution calls on the Japanese government to also address the situation of self-employed workers, on the basis of the Law on Equal Employment Opportunities.

Performers are very skilled workers but they are also **extremely vulnerable**. They are driven by passion and the desire to bring their stories to an audience. Facing fierce competition, with no job security and a highly unpredictable career, they depend on a few gatekeepers to audition and be selected for their next role. International media has exposed some of the worse abusive practices that performers have to withstand on a daily basis simply to be able to work, due to opaque and unregulated environments. This, of course, is also the case in Japan.

The forthcoming ILO Convention concerning the Elimination of Violence and Harassment in the World of Work, with which Japan is seeking to comply, clearly applies to all workers, irrespective of their contractual status, and acknowledges their **protection against all forms of harassment – including gender-based – as a fundamental human right**.

We therefore urge you, in the strongest possible terms, to ensure that the fundamental rights enshrined in this Convention are granted to **all workers in your country, regardless of their employment status**, and to commit to any additional reform that may be necessary to this end.

Yours truly,

Mitja Šuštar
President of Glosa

