

My name is Wilfredo Ramos. I am also known as Fred Ramos. I worked for Interac and its related companies from April 2006 until July 2017 as an ALT, teaching English in public schools in Kanagawa. During those years, I worked sincerely and faithfully. I was proud of the work I did with students, teachers, and schools. I believed that I was doing meaningful work as an educator in Japan.

Throughout my employment, my contracts and actual working life were not like a short, occasional, or casual job. I worked at schools during the regular school day, from Monday to Friday. I prepared for classes, taught classes, worked with teachers and students, and was expected to remain at school according to the school schedule. I understood myself to be working as a regular educator in practice.

However, despite this reality, I was not enrolled in the proper social insurance system during my employment. The explanation I have repeatedly heard is that my weekly working hours were said to be 29.5 hours. But that number does not reflect the reality of the work I actually performed. It does not reflect the time I was required to be at school, the responsibilities I carried, or the way the company and schools relied on me.

For many years, I continued working with loyalty and trust. I did not want a conflict with my employer. I believed that if there was a problem, it could be addressed fairly. But now that I have reached retirement age, the consequences have become very real. This is not an abstract issue for me. After building my life in Japan over many years, it is deeply upsetting to find that my retirement security has been reduced because I was not properly enrolled in social insurance.

I also believe this case is important beyond my own situation. Many foreign and Japanese education workers have worked for years in schools under contracts that do not reflect the reality of their work. Workers should not lose pension rights simply because an employer writes an artificial number into a contract while expecting them to perform the duties of regular school staff.

I respectfully ask the Court to look at the reality of my employment, not only the number written in the contract. I worked seriously for many years, and I believe I should not now be left to carry the loss caused by my employer's failure to enroll me properly.

Finally, I would like to thank my lawyers, Ms. Sadaoka and Mr. Murasumi, the General Union, and everyone who has supported me. Your support has meant a great deal to me.

Thank you.



Wilfredo "Fred" Ramos

