

Harassment in The Work Environment in Anime Zom 100: Bucket List of Dead

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Abstract

Japan's renowned work ethic and deep dedication stem from centuries of ingrained cultural values. Pillars like loyalty, discipline, and solidarity form the foundation of their professional world, driving high productivity. Principles such as "gaman" (enduring adversity) and "kaizen" (continuous improvement) aren't just workplace ideals; they embody Japan's resilient and innovative spirit. However, this intensity often leads to a heavy cost: increasing workloads. A significant 64.95% of Japanese employees work 10 to 80 hours of overtime monthly, indicating demanding schedules and high burnout risk. The drive for globalization often pushes Japanese companies to demand unreasonable work hours. This high-pressure setting unfortunately fosters various forms of harassment, known as *harasumento*. "Pawahara" (power harassment) is the most common issue reported by Japanese workers, with victim numbers rising yearly. Its negative effects impact not just victims, but also colleagues and the entire company. To counter this, the Japanese government passed the Comprehensive Labor Policy Promotion Act in 2019, requiring companies to prevent *pawahara*. The problem of "black companies" (*burakku kigyō*)—businesses exploiting employees with long hours and low wages—further exacerbates these issues, often causing severe mental and physical health problems. Popular media, like the anime "Zom 100: Bucket List of the Dead," increasingly highlights these social and psychological burdens, offering a stark critique of Japanese work realities and societal pressures.

Keywords

Workplace harassment, Black Company, Japan Work Culture, Anime Criticism.

Biographies

Yelni Rahmawati is a lecturer in Japanese Language and Literature with extensive teaching experience at various universities across Indonesia since 2015. With an academic background in Japanese Literature (B.A.) from Universitas Pakuan and a Master's degree in Japanese Area Studies from Universitas Indonesia, she demonstrates strong dedication to the development of expertise in Japanese language, literature, and culture. In addition to teaching at the Faculty of Social and Cultural Sciences, she is also actively involved in training and internship programs in Japan, including the EPA program and agricultural field studies.

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