

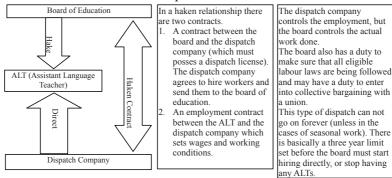
**IOB INFORMATION** 

## **Dispatching a lower quality of education**

Andrew Sekeres III

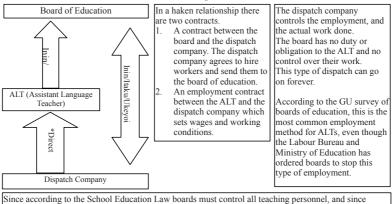
## Direct Employment Board of Education This is the simplest **Glossary of Terms** relationship. The board hires 直接雇用(chokusetsu koyo): Direc Direct the teachers, controls salaries employment. and benefits and the day to day 派遣 haken: dispatch according to the 労 work The board is also responsible 働者派遣法 (rodosha hakenho) which is if there are any employment the Worker Dispatch Law. 請負・委任・委託 (ukeoi, inin, itaku): disputes and has a duty to ALT (Assistant Language negotiate with a union. Teacher)

## Dispatch/Haken



If all conditions are properly met, this type of dispatch is legal under the Dispatch Law and the School Education Law

## Subcontracting/Inin/Itaku



ALTs, who have no teaching license, are team teaching and under the supervision of a licensed teacher, this time of employment relationship is ILLEGAL.

\*ZIAC (the most widely used dispatch company in Osaka Prefecture) does not even have an employment relationship with their dispatched ALTs. ALTs are treated as independent subcontractors with no protection under Japanese labour laws