



平成26年度 第2回意見交換会

サポート体制の改善に関する
JET参加者の意見報告書

2014年12月12日

MIC・MOFA・MEXT・CLAIR・AJET



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摘要

在職期間中に、多くのJET参加者はメンタルヘルスに関する問題に直面する。本報告書は、JET参加者の会(AJET)により現役JET参加者を対象に実施したアンケート調査のデータを利用して、この間のサポート体制の改善のJET参加者のメンタルヘルスへの影響を理解しようとする。

以前、JETプログラムがとりまとめ団体アドバイザーを通して提供したサービスは、国外移住者として経験する生活問題から心的外傷まで問題を抱えるJET参加者にアクセスしやすいサポートを提供した。このサポート体制を利用したJET参加者の大多数(81%)がサポート体制を肯定的に見た。全く否定的な意見を表現したJET参加者わずか4%だった。

一方、今回のサポート体制の改善については、86%が否定的な意見であり、肯定的な回答をしたのはわずか3%だった。

否定的意見は、ケアの質、公的イメージ、ロジスティクス、大きく3つのカテゴリーに分別できる。各カテゴリーの問題の概要は以下の通りである。

1. ケアの質:十分な代替体制がないということ、改善を冷淡だと感じるJET参加者のモチベーションの低下、任用団体がカウンセリング担当になる適合性の疑念、任用団体そのものが問題の原因である場合に支援が得られないこと、プライバシー侵害、メンタルヘルスケアを求めることによる文化的烙印
2. 公的イメージ: CLAIRとJETプログラムの公的意識とイメージの悪化、JETプログラムの水準の低下、転職率の加速.
3. ロジスティクス:とりまとめ団体アドバイザー(PA)の役割の曖昧さ、1万円助成の不十分さ、地方に配置されているJET参加者への差別、改善の決定と報告方法への非難。

最後に、本報告書は上記の批判の処理方法を提案する。AJETは下記のことをするのは有益だと考えている。

1. 少なくともより包括的な調整が実施できるまでとりまとめ団体アドバイザーのリスニングサービスを提供する力を復活させる
2. 任用団体がJET参加者である職員のメンタルヘルスに関するニーズにこたえるための必要な技術を身につけることが出来るよう、研修プログラムを開発する
3. 任用団体がCLAIRの正式ウェブサイトで、メンタルヘルスとJET参加者がアクセスできるカウンセリングサービスについて、最新で正確な情報を維持する。
4. JET参加者の日本法律上の機密情報や職場での法令違反を報告する時のプライバシーと客観性の権利を保障する任用団体の責任を持たずシステムを導入する
 - A. この責任システムでは、任用団体がJET参加者のメンタルヘルスのニーズにこ

たえるかどうかについて、第三者を通してCLAIRか他の管理団体に匿名で報告できるべきだ

- B. JET参加者のメンタルヘルスのニーズにこたえない任用団体を支援する対策と最低基準への改善がない場合に予想される結果を示すべきだ

引用について: 回答者の意見をより正確に伝えるため、翻訳せずに英語のまま箇所がある。

はじめに

JETプログラムの強いサポート体制は以前から高く評価されていた。7月24日付通知で、一般財団法人自治体国際化協会 (CLAIR) がサポート体制の改善を報告した。改善について、JET参加者から多数の質問や悩みを聞き、JET参加者を代表する団体として、AJETがJETコミュニティの意見を集めるためにアンケート調査を実施した。

METHODOLOGY

本報告書のデータは、AJETによって平成26年11月7日から11月22日までの期間に、匿名のグーグルフォームを利用して実施したアンケート調査によるものである。アンケートはAJET役員の会のFacebookページ、各AJETブロックのFacebookページ、月刊メールマガジンeConnect NewsなどのAJETの正式メディアを利用して現役JET参加者に広告された。

アンケート調査は英語で実施され、選択式(2問)、チェックボックス選択式(1問)、自由記述(4問)の形式の7問が含まれた。選択式の2問が必須で、その他の質問は任意回答だった。

アンケートのほとんどは自由記述形式で行われた。この形式は、初期の解釈バイアスをかけずにJET参加者の率直な意見を集めることができるため選ばれた。自由記述形式は、回答者が質問と選択の理解より自分の答えに集中することで質問を誤って解釈する確率も低下させる。これにより分析チームと報告書の読者にできるだけ精確なデータを提供できる。このデータの多くは「調査結果と分析」の定性分析の部分に組み込まれている。

AJETの報告筆者が各自由記述の回答を分析し、アンケート調査のデータを定量的に表現するために3つの一般的な姿勢のカテゴリーに分類した。カテゴリーの定義は下記の通り:

肯定的	回答者が当項目についておおむね肯定的な考えがあつておよびまたはJET参加者に役に立つと考えた
否定的	回答者が当項目についておおむね否定的な考え方があつておよびまたはJET参加者に役に立たないと考えた
どちらとも言えない	回答者が当項目について中立、無関心、または矛盾する意見があつた

- JETプログラムに関する用語の名称は、以下のように省略している:
- AJET: JETプログラム参加者の会
- ALT: 外国語指導助手
- CLAIR: 一般財団法人自治体国際化協会
- CIR: 国際交流員
- JET: JETプログラム、または「語学指導等を行う外国青年招致事業」
- PA: とりまとめ団体アドバイザー

調査結果と分析

アンケート調査で集まったJET参加者の意見の主なテーマは深刻な懸念だった。まず、このセクションはJET参加者の一般的な意見を定量的に分析してから懸念の原因項目を定性的に分析する。本報告書に記載されている数値は、少数第一位を四捨五入して整数にしてある。

JET参加者がアンケート調査で書いたことを直接に示すため、回答から多くの引用文が適切なタイトルの下に組み込まれている。明快さのため、引用文はインデントされている。

データ概観

アンケート調査の2週間の実施期間中、163の回答が記録された。このセクションはアンケート調査の各設問に対する回答の概観である。

第1問は、回答者が前のサポート体制の下でPAに提供されているカウンセリングサービスを利用したことがあるかどうかを尋ねた。利用したことがない人は多かったが、29%の回答者が利用したことがあると回答した。さらに、以下のセクションで議論されるように、利用しなかった回答者にはカウンセリングが不必要ということではなくて、プライバシーや効率性について疑惑を感じたためこのサービスを利用しなかったと報告した人は少なくなかったである。

1. P Aに提供されているカウンセリングサービスを利用したことがありますか？		
いいえ	116	71%
はい	47	29%
合計	163	100%

第2問は、前のサポート体制のカウンセリングサービスを利用した人の意見を尋ねた。P Aに相談したことがある回答者の大半(81%)が肯定的な意見だった。回答者は、P Aによるカウンセリングが「平等」「有能」「バランスのとれた」「使いやすい」と書いて、「必要不可欠」と考えた回答者もいた。多くの回答者が、同じようなことを経験したことがある仲間からの緊密なサポートの源があることは「非常に貴重なこと」と報告した。(おそらく回答者と同じ地域に住んでいる)1年目J E T参加者が義務のカウンセリングあるいはビデオ会議に参加しないといけなくてそれが貴重だと報告した回答者も何人かいた。

回答者によって、P Aが「日本人の同僚の気持ちと職場での緊張した雰囲気はどうやって取りかかれればいいかについて新しい見方と洞察を提供した」。P Aの提言のおかげで、ある日本人外国語担当教員や学校全体との職場問題が緩和し、解決に向かった。

2. もし利用した場合、どう思いました？		
態度	回答	%
肯定的	38	81%
どちらも言えない	7	15%
否定的	2	4%
合計	47	100%

危機の時にもP Aが「とても役に立った」と言及された。多くの回答者がカルチャーショックや心理的ストレス(親族が亡くなった時、セクシュアリティによる問題等)を経験しているとき、P Aに相談して安心感とサポートを受けたと報告した。P Aによるサポートは「英語が話せる医者・英語で書かれている情報を探すのを手伝ったり、緊密なアドバイスを提供したり」することを含めた。P Aが理解して聞くだけでJ E T参加者が「同僚を動転するのを心配せずに最初の否定的な反応を表すことができたから、冷静になって問題に取り掛かることができた」。

とはいえ、回答者はP Aが専門家ではないと明確に理解しているが、医療的なアドバイスを提供していないので問題ないと考えていた。どちらとも言えないカテゴリーに入った回答者の多くがPAができることは聞くだけに限られていると認知したが、同時に「問題の解決にはあまり役に立たなかったが、そのサービスがあるのを知って嬉しい」と報告した人も多かった。P Aが提供するサービスは「P S Gとだいたい同等」と書いた回答者もいた。P S GはA J E Tが支援するピアサポートグループのことである。否定的な回答を書いた2人だが、1人はP Aが信頼を破った事件を報告して、もう1人が時間の

無駄遣いだったと書いた。

第3問が、アンケート調査に参加する前にC L A I Rのカウンセリング体制の改善について知っていたかどうかを尋ねた。大多数の89%が改善について知っていたが、C L A I Rからの覚書の日付が7月なのに11%の回答者が11月にもまだ知らなかったことは心配だ。

3. C L A I RのJ E T参加者のためのカウンセリング体制の改善についてご存知ですか？		
いいえ	18	11%
はい	145	89%
合計	163	100%

次の質問は改善について知っていた145名にどうやって知ったと尋ねた。回答者が1つ以上の選択を選択することができた。結果は以下のテーブルに分類して表示されている。

大多数のJ E T参加者(79%)が改善のことをP Aから聞いた。次に多い29%が他のJ E T参加者から聞いた。これは情報を広める方法の中でP A体制が一番広い範囲を及ぼすということを示唆する。27%の少数がC L A I Rの通知で改善のことを知り、8%だけが任用団体から聞いた。従って、この方法の使用頻度がより低く、信頼性もより低い。

4. もしご存知でしたら、どこから聞きました？		
情報源	回答	%
とりまとめ団体アドバイザー	115	79%
他のJ E T参加者	42	29%
C L A I Rの通知	39	27%
A J E T全国役員会	35	24%
県A J E T	22	15%
教育委員会	11	8%
その他	10	7%
A J E Tピアースポートグループ	4	3%

第5問と第6問の自由記述式質問では、カウンセリング体制の改善についての意見を尋ねた。163人の回答者から、152人が有意な意見を出して、その意見が以下の通り分類された。

5. 改善についてご存知の場合、改善についてどう思いますか？
6. 改善についてご存じない場合、この概要を読んで意見を聞かせてください。

態度	回答	割合
肯定的	5	3%
どちらとも言えない	16	11%
否定的	131	86%
合計	152	100%

ケアの質に関する懸念

参加者のために代わりうるサポートと配慮はない

多くのJET参加者は、親しみのない文化に慣れることに関する困難、職場に関する問題や、その他の以前から存在する問題と新しい問題と取り組む。多くの回答者はCLAIRがこの問題を無視していると感じた。CLAIRはJET参加者が日本で直面する独特な困難を理解しないうえ、JET参加者が直面している困難について配慮しないと感じたJET参加者が多かった。この困難は、精神的、情緒的な苦労やカルチャーショックから職場で発生する問題とは異なる。回答者が精神的に強いJET参加者でも問題と取り組んでカウンセリングサービスを必要とすることがあると言及した。回答者の数人がこのサポート不足でJETプログラムは私営の競合企業と区別できなくなったとコメントして、現在の状態でJETプログラムの範囲を広める計画に不安な気持ちを表した。多くのJET参加者が改善はコストダウンして、責任を除去して、手順を標準化するための官僚的な決定だと感じた。

JET参加者への配慮がない

多くの回答者は改善がJET参加者の事情と懸念に配慮がないということの意味した。

回答者に強調された懸念のひとつはJET参加者が配置先によって差別される懸念である。この懸念はJET参加者が前のPA体制で提供されたサポートを利用するために「遠距離を行かなければならない」ということに集中した。たしかに、自分が住んでいる地域に英語のカウンセリングサービスがないと多くの回答者が報告した。さらに、十分な日本語能力を持つJET参加者が日本人のカウンセラーと通じ合える能力にもかかわらず、大切な問題について打ち明けるのをまだ躊躇した。多くのJET参加者が、否定的な判断と文化的な違いから共感や理解ができないことを恐れていた。地方に配置されているJET参加者のサポートネットワークは狭い、あるいは存在しないということも回答者に指摘された。

この懸念は地方に住んでいる回答者に限られなかった。都市部に住んでいるJET参加者も英語のカウンセリングサービスの不足とCLAIRのカウンセリング助成にもかかわらずコスト面では健康保険適用外サービスを利用するのを難しくすることについて心配した。

都市部と地方のJET参加者の懸念は以下の引用で要約される：

“The changes simply put in hurdles for JETs to receive support without offering even an comparable alternative. While yes the stipend is now there, if we wish to take advantage of its pitiful compensation, many rural areas do not have English speaking mental health professionals. Essentially, JETs have been left high and dry in terms of options for seeking counseling”

他の回答は以下の引用を含めた：

“It’s hypocritical in my opinion. You want good cultural ambassadors and teachers but are only willing to provide very little support for their mental well-being while they are trying to adjust to a foreign environment. It should also be noted that sometimes we are thrown into hostile environments. Not everyone wants to work with a foreigner and some make that abundantly clear by creating a hostile work environment. The feelings of isolation can be severely dangerous to an individual and easy access to a mental health advisor is critical. It can make the difference between successful or unsuccessful employee, and that goes for both Japanese and foreign worker.”

“...severe lack of regard for and support of JETs and the very real mental and emotional struggles that JETs face as foreign residents agreeing to come to Japan to further Japan’s goals of internationalization and English language learning.”

“...an overt and distasteful disregard for the difficulties and hardships”

“JET had problems with suicides of members in the past and I feel these changes are a step backwards, towards that again.”

“We were told that the changes were made in order to deepen and strengthen the bond between participants and their respective COs. However, I do not believe that the changes will make any difference in my relationship (or lack thereof) with my supervisor. The changes made it sound as if participants were deprived of a plan B if contact and/or communication with their CO were to fail or turn badly.”

“It feels as though CLAIR is slashing a lot of beneficial programs with very little regard for the employees of the JET Programme. It seems laughable that CLAIR would continue to increase numbers of participants in the JET Programme every year while failing to provide resources that help JETs in times of personal struggle and crisis.”

“...CLAIR does not understand the situations that JETs are in and doesn’t care about their well-being. It is preposterous to think that a JET is going to go to his/her employer about counseling issues especially given the language barrier let alone the stigma and risk of retribution. An independent third party or ombudsman is needed for these situations. CLAIR can count on more broken contracts and sadly more mental health issues, but then what do they care as long as they and the COs are saving money and covering their liabilities? What differentiates JET from Interac now?”

“...the idea that CLAIR or the ministries feel it acceptable to reduce their support this much is decidedly disrespectful of the realities of the potential challenges JET participants may face.”

“These changes seem purely bureaucratic in nature, meant to further solidify the process rather than actually help JETs.”

“People in charge choose to remain fecklessly ignorant about the challenges and struggles of living in an entirely different cultural context.”

“don’t solve the problem but defer it to our BOE or CO to expose the JETs to further difficulties.”

*“An employer cutting counseling options for people who are undergoing severe life changes that are created and necessitated *by their job*, and then also putting them in the position of having to beg their employer to fund part of the counseling in a country with a severe stigma against: emotional suffering, mental illness, so much as discussing problems in your workplace, and asking for help? This WILL lead to horrible problems. It is not a question of “if”, it is a guarantee.”*

“A terrible idea which could even lead to people dying. Emotional stress is not something to trifle with, and taking away people’s options for dealing with such is a damn dangerous game. Talk about going out of your way to prove to your employees that saving money matters more than their wellbeing.”

“The changes to PA mediation and JET mental health practices are unrealistic and, frankly, insulting.”

“At best, this seems to be an attempt to remove a support structure from vulnerable stakeholders (JETs) and push the responsibility for any problems into their laps or under a convenient rug where it can be dismissed. I imagine any statistics currently kept will be much lower after these changes, as JETs have no access to help.”

“The changes amount to nothing less than a callow and ham-fisted attempt at cutting program costs while reaffirming contracting organizations’ already extensive control over ALTs. By removing the official ability of PAs and CLAIR to negotiate and intervene in situations where miscommunication and abuse from COs harm JETs, as well as to provide serious and meaningful mental health care, CLAIR has intentionally cut a last, essential line of defense for JETs in distress. The CLAIR email, a masterpiece of passive-aggression, says, in so many fine words “Like it or lump it, gaijin. The COs own you”. This is unconscionable.”

“Anytime a major international exchange organization decides to suspend all (or most) mental health support services, it smacks of total incompetence at best, gross negligence at worst.”

“This is so incredibly counter-intuitive. More than that, it’s reckless and irresponsible. There is now NO JET Counseling Support System...just like when JET started. I wonder how CLAIR will respond when the number of mid-contract drop-outs, the number of cases related to mental health, the number of suicides return to the levels that prompted the creation of the support system in the first place?”

“Essentially it looks like CLAIR decided people’s mental health wasn’t worth the money.”

代わりとなるサポートがない

CLAIRが誠意をもってカウンセリング体制の改善を導入したことは理解したが、実施方法と代わりとなるサポートがないということにがっかりしたと言ったJET参加者もいた。JETプログラムの人事部がないということと相まって、JET参加者が本当に孤立してしまった懸念がある。JET参加者がJETプログラムと関係ないリソースがいくつかあると認識したが、このサポートリソースはPAほど個人化された思いやりのあるものではないとコメントした。

“I called the Tokyo Life Line once to see if there was some place left but [got] the most generic of replies”

“the nature of the changes and the lack of any proper replacement is very shocking coming from a

program as highly regarded as JET. The old system was already poorly advertised and not accurately described or shared, but this new system is absolutely ridiculous.”

“I’m glad to hear PAs don’t have counseling duties anymore, since a couple days of training doesn’t make them great counselors. But it doesn’t sound like they’ve replaced it with anything. Are JETs supposed to find counseling in their area? What if they’re in rural areas with no English-language counseling? Will JETs be told about national helplines at Orientation? Also, are JETs supposed to contact their contracting organizations about mental health problems? That feels like a breach of privacy that most people won’t risk. In summary, I think it’s good that they removed the current system, but I don’t understand what that has been replaced with or how it’s better for JETs. I think the changes encourage JETs to be proactive and more self-reliant, and seek to work out their problems with their supervisors/contracting organizations directly instead of gossiping or running around behind their backs. That being said, it’s a pretty serious (so much so that it’s comical) breach of privacy to have to divulge to your CO something so personal as your reasons for seeking counseling help.”

“I understand the reasons given by CLAIR as to why they made these changes. However, I wished that they’d have come up with a better alternative before implementing the changes, because I feel like this is a huge step back.”

“I had to source an English speaking psychiatrist on my own which was EXTREMELY hard as I cannot speak Japanese and mental health resources for foreigners are limited outside Tokyo and Osaka. Finding access to mental health services has by far been the most stressful thing for me since arriving here.”

“While I do believe that CLAIR had the best intentions in making these changes, I believe they were poorly thought out, and sloppily implemented. I agree that the CO should take a more active role in providing living support for their JETs. But, an alternate to the counseling system should be proposed that is easier to access than the current “find a mental health professional and send us the receipt and we will throw some change your way” approach that was implemented.”

“I think CLAIR is unaware of how many serious issues occur and are experienced by JETs, for example, sexual harassment, intimidation, stalking, depression, overworking, etc. etc. I don’t feel that these type of situations are adequately covered and protected under the new support system. If an ALT has a problem with their supervisor, who can they turn to for support? If an ALT has been sexually harassed in the same workplace where their supervisor works, how can they bring up an already sensitive issue without feeling embarrassed or without the fear of coworker comments? If someone is depressed, who can they turn to? I know many people do not want to call PSG for fear that they will end up talking to someone they know or someone who many know someone they know. Who can these people turn to then? CLAIR has not provided us PAs with any information regarding alternative counseling options we can refer ALTs to.”

“It is extremely irresponsible for CLAIR to refuse to allow PAs to get involved in certain situations in the host prefecture/city. For ALTs and CIRs, there are no functioning HR departments available to file work place issues, especially with co-workers and supervisors. JETs are therefore in a vulnerable position to begin with. With the support of the PA, at least there is a second opinion that could be contributing to the ease of tension. However, the new system directs JETs to the people who they may have problems with. This is extremely bizarre in terms of asset management as many JETs will be put in very awkward and dis-functioning environments. Not every contracting organization and personnel in charge will provide sufficient support for JETs with problems, and this move will likely increase the tension between current and future JETs and their contracting organizations.”

“However this is a typical Japanese change to a system that I felt was perfectly functional. Make it so impossible to effect change that no one will attempt to do so. I am extremely disappointed not only by these changes but by the thought process behind them. Create a system where you place inexperienced 20-30 year olds and then force them to acclimate to a radically different culture with little safety net and no one to turn to for advice. These changes have created a spiderweb of cultural and language barriers that seem impossible to overcome.”

“It seems like these recent changes by CLAIR will prevent people from being able to make use of counseling services in the situations where they are most needed. CLAIR can encourage JETs to resolve issues through their CO without taking away the support network and the basic right to privacy that is needed when such a resolution isn't possible.”

任用団体

理解とリソースの不足

相互の異文化理解不足があるので任用団体がサポートを提供する能力について懸念を感じるJET参加者は多くいる。LGBTのJET参加者のために重大な懸念が表された。JET参加者は任用団体が自分が取り組んでいる問題を自分と同じようにみるのを楽観的に期待できず、その問題について担当者に打ち明けるのに気が進まない。

回答者の一部が、PAはJET参加者のすべての質問に答えることが出来ないと認識したが、任用団体も同じ立場にいるからそれは的外れであると指摘した。PAが前に努めた役割は今任用団体が務めるので、任用団体はせめてPAと同じカウンセリングと紹介の研修を受けるかどうかをについて数人のJET参加者が尋ねた。全体的に、回答者が責任をPAから任用団体へ移動するのは何の解決にはならず逆に多くの新しい問題が発生しうると感じた。

“There is not enough cultural understanding in Japan yet and it is not in individual JET's responsibilities to make COs understand foreigners and gay people. That is just too much.”

“If you can't talk to a person with a similar cultural background, who will listen, and have understanding in what it feels like being an expat in Japan (an eternal outsider) as well as cultural understanding about gay people, I think there will be an increase in suicides. The closet is a really hard place to live.”

“The changes put too much responsibility on supervisors who are ill-equipped to deal with it.”

“Teachers are teachers and given that most of them have never spent ANY time outside of Japan, let alone in an English-speaking country, how can they possibly provide adequate assistance to JETs?”

“I feel that CLAIR's policy puts the onus of initiating and maintaining communication on JETs, many of whom cannot speak Japanese or are unfamiliar with the culture, while COs are not given any support or instruction in how to improve communication on their end.”

“Do our Contracting Organisations receive any training to help us with mental health issues, like the Prefectural Advisors did? If I went to my Board of Education and told them I was depressed and struggling, would they be able to deal with me? I don't think so. And maybe some issues might have been too much for the PAs to handle, but I feel like they were a lot more capable of dealing

with this sort of thing than our Contracting Organisations.”

“I do have some sympathy in a situation where a serious mental health issue would place a burden upon the PA fig example but I fail to see how placing that burden upon the CO (who presumably has less training, less fluent language skills and possibly less interest) in supporting the JET and referring them on to appropriate sources of help and support.”

“In my situation, my ALT supervisor, who is the person I will be relying on under this new system, is very slow to respond to emails, has not been reliable in the past, and has never been to a foreign country in his life. I do not have anything against him, but he is not equipped to take on this responsibility, specifically in the realm of soft skills (understanding, listening, selflessness, making time for people, taking care of people that are under his care).”

“It is absurd to ask JETs to rely so heavily on their contracting organizations when many ALTs don’t speak proficient Japanese (and many COs don’t employ fluent English speakers). There is also an issue of a cultural barrier; some issues that are important or distressing to JETs may not seem so pressing to their Japanese employers. Personally, at my contracting organization I do not feel like I am even on my supervisor’s radar, and I know that many JETs in my area feel a similar lack of support. I would not feel comfortable talking with my CO about a work issue like sexual harassment or health issues, physical or mental.”

“Misunderstanding and stigmatization of mental illness is prevalent in many of our home countries, but in most cases these problems are even more serious in Japan. What with the constant personnel changes in the Japanese workplace, even if a JPA or staff member at the CO does handle mental health issues sensitively, that person will be transferred away within 3 years. It has never been likely for a CO to be understanding or sensitive toward mental health issues, especially ones “serious enough” to merit seeing a counselor, for non-Japanese employees, considering the issues of Japanese employees themselves are already swept under the rug. There is no anonymity, only feelings of vulnerability. While this subsidy is a nice gesture from CLAIR, I imagine most JETs will not take advantage of it.”

直接的な問題

すべてのJET参加者は任用団体と良好な関係にあることから理想的だ。しかし残念ながら、現実的にはいつもそうではない。多くのJET参加者は改善が任用団体と争議や問題があるJET参加者を引き離すと感じる。CLAIRは確かにこのような問題を解決できないが、今までPAは争っているJET参加者と任用団体の間のコミュニケーションを円滑にする中立の者だった。多くのJET参加者は、任用団体が自分と協力したくないと報告した。ある回答者がPAに話すために任用団体を通さないといけないことは「自分を虐待している人に警察を呼んでもいいかどうかと聞くことと同じだ」とコメントした。これは理想的な状況ではないが、残念ながら日本のここかしこに配置しているJET参加者が直面する状況である。日本語を流暢に話せない人に特にそうだ。JET参加者の職場環境をより心地よくするにはPAは貴重な仲介者である。

さらに、多くのJET参加者は助けを求める場合の任用団体の反応について懸念を表した。叱責される、あるいは免職されるのを恐れて仕事を失うより何も言わないようにすると数人の回答者が述べた。

“How is it useful to ask our contracting organization for permission to seek advice or mediation from the PA in cases where the dispute is within the contracting organization? What incentive do

they have to agree if they are trying to go against our contracts or exploit us? And in the case of the mental health allowance, it's even worse. Not only is \$100 a paltry amount (I would be less offended if they offered nothing), it requires the JET to be public about their mental health needs with their employer and direct supervisor. Considering the stigma against mental health in Japan and the fear of being fired, who would they want to do that for only \$100? Are they trying to discourage us from seeking financial help with mental health problems by making the risk outweigh the benefit?"

"There are no protections for JETs who want to take advantage of services. I have heard of JETs being let go in the middle of their contracts for seeking help. It seems like the whole system is designed to discourage JETs from getting help they need that would greatly improve their experiences and relationships with schools or others the JET interacts with."

"The reason almost anyone contacts the PA is because they are being treated poorly, sometimes even in a racist manner, by their contracting organization. Being told to contact the organization that is mistreating you before seeking help is akin to asking your abuser if it is okay to call the police on them. CLAIR's actions over the past 2 years have been disgusting."

"In the case of mental health issues the expectation that JETs are supposed to go to their COs before coming to PAs is especially dangerous; for many JETs, even those working for more communicative COs, they would rather speak to no one at all than take what they consider an extremely personal issue into a work setting, and (as they might believe) potentially putting their job at risk."

"It is nearly unimaginable to have to reveal that sort of intensely private information to a superior who is in charge of our hiring and firing in order to receive help...will cause JETs to avoid seeking mental help and will do much more harm than good."

"Schools do not wish to have a bad reputation or expend significant energy to deal with problems, and instead sweep serious issues under the rug."

"I recently had a concern with my school regarding a teacher and was turned aside and told to handle the situation myself. Despite having attempted to already do so. I was and am in need of another voice in my quest for mutual understanding at my school. Now I have no one to help me or give advice. Therefore my situation stagnates with no strong voice to make a decision."

"I also think that this change jury-rigs the system into one in which the JETs can be more easily taken advantage of by their CO's. If a JET is having an issue and first approaches a CO, if the CO feels it is too bothersome or uncomfortable to deal with, the JET might be brushed off, given evasive answers, or even [given] false ones. The PA system as it was acted as a system of advocacy for the JETs, who a lot of the time are alone in an incredibly foreign work environment facing different expectations, a different language, and a different method of accomplishing things. Having another JET in a time of crisis or when a problem arises is immensely comforting as then you are no longer standing alone versus the entire system."

"In the past year alone, such stress-inducing conflicts and struggles have included, for example, challenges posed by lazy or uncollaborative coworkers (coworker in question has since been [as] reprimanded as possible given their position). In other cases, ALTs are given responsibilities and demands are made of them by the contracting organization that don't line up with the JET participant's understanding of their job nor with what their contract states (extreme overtime including 4 Saturdays per month with no daikyuu options, working until 8pm 5 days a week, regularly being told to teach classes alone rather than team teaching, etc.). In other cases, conflicts have been smaller, but due to communication or language barriers, the conflicts have been hard

to resolve (not every supervisor is fluent, nor might they want to put their necks on the line when there are potentially school politics involved)."

"Like any reputable company or organization, a HR representative or team is available to discuss and resolve issues between different individuals in a workplace. By taking PAs out, the equivocal [sic] HR neutral body is taken out."

"Under the new changes, if a JET is having issues with a CO, they have essentially been cut out from any way of changing or resolving issues if their CO is unavailable or uncooperative."

"Why require JETs to contact their Supervisors before their PAs instead of empowering PAs to say no or forward them to other sources? The changes fail to address this basic question: what if the supervisor is the problem? If the CO is the source of the problem or the miscommunication, or the supervisor is busy or forgetful, or if the supervisor doesn't know what to do, what should the JET do?"

"People go to the PAs for help in dealing with communication or other issues with their COs, not instead of their COs."

"...obvious conflict of interest created by making COs responsible for counseling JETs or helping them out. What if the JETs problem is with their relationship with the CO and need advice? What if the CO is unwilling or unable to help the JET out?"

"...in my experience as PA I have dealt with some COs who either cannot communicate with their JETs due to a language or cultural barrier, or simply refuse to do so. Despite what CLAIR may believe, I have seen first-hand that not all COs consider working with their JETs a priority."

"Many supervisors do not take ALT complaints seriously - especially if part or all of the issue is due to miscommunication or mistreatment on the school's side."

プライバシー問題

J E T 参加者が最も共通して持っていた懸念は、プライバシーが欠如しているということだった。任用団体を通して、J E T 参加者は安心できる環境でのカウンセリングという選択肢があることを確認する必要がある。この問題は母国と日本とで違いがあるだろう文化的規範を表示していることは事実ではあるが、この場合では、プライバシーが文化的な問題であるというより、法と雇用の問題であるということを知っておくのが重要だ。日本の法律では、従業員はハラスメントやその他の諸問題について内密に報告できるという権利があると述べている。しかしながら、新しい取り組みがもたらす制限により、プライバシーについて保証することは不可能になる。したがって、多くの J E T プログラム参加者は個人的、精神的、そして身体的といった重要な問題について任用団体に話を持ち出すのは不快であると述べていた。J E T プログラム参加者の中には、雇用者に対して一身上の問題を持ち出すという考え方に難色を示す者もいた。多くの J E T プログラム参加者は、同様に、C L A I R から支給される助成金を得るときに任用団体を通す必要があるということも問題点として言及していた。

多くの J E T プログラム参加者は、任用団体を通さなければいけないということはプライバシーの欠如と等しいと意見を述べた。また、日本に存在している精神的問題に対するネガティブなイメージについて心配しているものも多いた。多くの回答者は、日本でのプライバシーは母国のものと違い、そして一般的に個人情報本人の許可の有無に関係無しに広まってしまうことを言及した。助けを求めてい

るJETプログラム参加者を阻止している実際の悪い原因を見逃すわけにはいけません。このことがJETプログラム参加者とその任用団体を、改善が意図していたように近い関係にするのではなく、むしろさらに離れた関係にするのではないかという懸念が浮上した。

LGBTであるJET参加者、またセクシュアルハラスメントを受けた参加者たちからも主要な問題が挙げられた。JET参加者は、彼らの抱える問題に任用団体がいつも真摯な姿勢で反応をするだろうと楽観的に期待することはできない。

“Having to wear that scarlet letter [as a result of using the reimbursement program] at my schools has been the most humiliating thing. There’s no privacy and there’s so much behind it my Japanese coworkers can’t understand... I deeply worry if I’ve made it worse and ruined my relationships with my schools... I feel exposed and open to speculation and more misunderstanding and that doubt will never go away... [The changes] didn’t think to protect the ALTs, but [instead] the liability and responsibility of CLAIR.”

“If I were to tell my supervisor that I was having troubles with depression or something along those lines they would treat me differently. I am already an outsider who is treated differently in the workplace so to go and then encourage this is just insanity. I would never approach my supervisor with my issues no matter how bad because this would impact my workplace relationships.”

“Absolutely ludicrous. How is it that every other teacher or government worker in Japan is allowed to have privacy, but we’re not?”

“Now that there’s no privacy, people will be less likely to seek help if something is wrong. Japan can be an extremely isolating place, and you’ve just succeeded in making it even more so.”

“...very short-sighted and leave a lot of JETS open to risks. Without the promise of confidentiality and protection they will be less inclined to engage in support it the first place. Not to mention forcing JETS to speak to their school first before they are even allowed to contact an outside source, especially if a JET has an issue with their school that they wish to simply seek external advice on seems deeply ill-thought.

“...to have a safe place to talk about anything you might need to talk about, anytime you might need to talk about it... The changes remove that safety by making you go through professional lines for something that is private. These changes will drive JETs, CLAIR, and Contracting Organizations further apart, not closer together.”

“...issues like sexual harassment where the JET might not feel safe speaking to the BoE directly.”

“...a problem with the trans and or LGBT community, where in Japan there is no active anti-discrimination laws in employment. So if a trans person has gender dysphoria, they would essentially have to tell their Contracting Organisation they are trans.”

“Being forced to submit paperwork through the CO for re-compensation for counseling seems to be the best way to keep those who most need mental support from seeking it. Generally the last thing a person seeking mental support wants is for their workplace and coworkers to learn of their mental health situation. Particularly in a country like Japan, where (particularly in more rural regions) mental health is still largely frowned upon.”

“...after I was sexually assaulted, I knew I needed to see a therapist, but I did not want to discuss this issue with my male boss because it was highly personal and something I wanted to keep quiet.

I didn't want my small town to know. At that time, the PAs were able to refer me to a therapist. If I had had to go to my supervisor, it would have added another layer of worry and trauma to an already incredibly traumatic experience.”

“for non-work related issues, many JETs may wish for their own privacy to keep their problems from COs. It's not their business if it's not work related, anyway. Also, COs are not trained in counseling.”

“One of the main reasons for having this service is to address issues that require confidentiality and independence from the school system. What if someone is suffering from sexual harassment in the workplace for example? They may not be able to request any necessary counseling without the perpetrator finding out before the complaint becomes official, or without putting another work colleague in an extremely awkward position.”

“I would much rather talk to a PA if I had any problems because they understand that in Western countries we like to keep certain things private- if I had a problem and I told my Contracting Organisation, suddenly everyone would know about it, as per Japanese workplace culture. I don't want that to happen. One of the JETs in my city was sick and he went to the BoE for help, and then at the monthly meeting one of the women from the BoE who is in charge of looking after us proceeded to tell all the ALTs in my city about this guy and how his illness had been treated. I just don't think that's acceptable. It's none of our business. It really put me off going to my BoE with any problems because I feel like they'll just tell everybody.”

“One key difference is that if a foreigner shares a struggle with the CO, this information will be dispensed to all of their coworkers, and everyone will begin to offer advice on how to fix their problems. This is a very Japanese way of dealing with problems. At least for me as an American, I purposefully seek out the people I think can give me good advice, and ask them for help. If I don't want someone to know about my struggle, I don't tell them, regardless if they are my coworker or not. Maybe this is a difference between our cultures, but I think there is also a difference in the way the CO and PA systems actually carry out counseling.”

文化的烙印

多くの回答者がさまざまな要因が組み合わさり、多数のJET参加者が必要な時に助けを求めることを思いとどまらせていると指摘した。要因にはプライバシーの欠如、秘密が守られる保証のなさ、はじめは些細な問題（しかし後に、深刻なものとなりうる）を大げさにされたくないののでプロの助けをもとめたくない。などが含まれている。特に問題なのは、最初は簡単になおせたはずである些細な問題が、後に命に危険を及ぼすものへと悪化していき、不幸にも改善するには手遅れになってしまうことである。

JET参加者の助けをもとめたいという意味に影響を及ぼしている、もう一つの強い要素は、日本でのメンタルヘルス問題に対する烙印である。多くの回答者が、助けを求めたいと感じても、彼らは職場の同僚や任用団体に知られ得る方法では助けを求めることはしない。これには主に、二点の懸念が挙げられた。一点目に、JET参加者は、彼らの職場で気まずい雰囲気になることを避けたいと思っていること。二点目に多くのJET参加者は任用団体がこのことを次期の再任用の際に契約しない理由にするのではないかと懸念している。実際にはそのようなことはしないかもしれないが、JET参加者にとっては本当に真剣な悩みである。JET参加者は第三者に助けを求めに行く前に、強制的に任用団体に行かないといけなことは、ただ単に間接的に彼らが助けをもとめることから遠ざけていると感じている。

“I wonder how many other ALTs won’t get the help they need and I wonder how easy it will be for the Jet Program to sweep them under the rug too. It is not easy living as a foreigner in Japan.”

“Having a more casual first option, that of a PA who has some basic training, is more comforting and valuable to someone who is going through difficulties, than hot potato-ing them off to a third party- further, people tend to self-assess their problems as ‘not important’- and important enough for third party professional help is a WHOLE LOT more important than important enough to book in a chat with the PA. That increase in perceived troublesomeness will make people more inclined to keep their problems to themselves.

“But a PA with basic training is relaxed enough to go to with problems that aren’t ‘I’m slitting my wrists’, and that bit of training can really boost a person’s confidence in their PA.”

“Getting counseling is not well seen in Japan. There’s still a lot of prejudice against it and forcing us to talk to our CO first is like saying “don’t try to get help”.

“I was utterly shocked and disappointed with how the counseling has changed. I hope someone realizes this is not a good idea and the potential disastrous effects this can have.”

“This seemed like [a] Japanese move since they do not encourage people to seek counseling and instead tell them to internalize problems and ganman!”

“This is a work culture where people don’t discuss their problems, take holiday instead of sick pay, and paternity leave is on offer but if you take it you become a local celebrity for all the wrong reasons. My medical report, for example, was supposed to be private, but was openly discussed by teachers in the staff room. Does CLAIR honestly expect it’s in the best interests of ALTs to report what will be perceived as a ‘mental problem’ to their employer? Councelling is a great service, sometimes councillors just listen, and sometimes people just need to talk. This is going to stop people going to councillors, and I hate to say it, but that’s how it looks like it was designed. They’ve closed down a good service here and winters coming. Bottom line, councillors listen to people’s problems no matter how big or small. A small worry can stop turning into a big one, sometimes councillors stop people killing themselves.”

“I feel that it could potentially leave loopholes for schools and BOE’s to dismiss their ALT’s because of bias and/or seeking help will be at a tremendous expense to the ALT, or even worse the ALT will just seek no help.”

“These changes will not “transfer” JET participants’ issues onto the COs, but just isolate JETs further and I fear many will be afraid to seek the help or assistance they require.”

“...to go to their superior and ask to receive the stipend is ridiculous and insulting considering the stigma of mental health problems in Japan.”

“There is such a cultural stigma against mental illness in Japan already, does CLAIR really think this will be taken up by JETs at all?”

“With the social stigma and cost in Japan of mental health JET’s are unlikely to be able to afford counseling independently, but can’t necessarily inform their workplace as suggested for a subsidy.”

公的イメージの懸念

CLAIR/JETプログラムのイメージと基準低下

討論では、JET参加者の回答者はCLAIRが独断かつ軽率にシステムを変える決断をしたことがCLAIR自体のイメージを悪くし、JET参加者にとってJETプログラムが善意をつくしているという信念を失うことに繋がってしまったと述べている。不満が蓄積することによって、JETプログラムの基準が低下している、また一度プログラムに入った途端JET参加者に対する思いやりが急激に低下したというイメージを描くことになる。さらにJET参加者は、このような認識により、国際的コミュニティからのJET参加者の日本での扱いに対するイメージの悪化に繋がるのではないかと批評した。これにより、今後の応募者が現役・元JET参加者からオンラインを通じての提案を求めるにつれて、応募を思いとどまる可能性がある。さらに、再契約を希望しないJET参加者の率を加速させる可能性があり、政府が掲げている2020年までに全体のALTの数を増やすという目標を達成することが更に難しくなるであろう。

“While the previous counseling options weren’t great and the advice from CLAIR poor or lacking, not having someone available in person for each ken is quite a worry. What JETs really need is a true councilor, properly trained and with better legal protection. My PA and myself have tried to help another jet this year with severe depression and the previous system just didn’t work. The PA (and myself) found it incredibly difficult to help and all advice from CLAIR was “the JET should see a professional or go home”. Getting the JET to see a professional was easier said than done and sending them home is not solving their problem just stopping them being CLAIR’s. I am glad that this responsibility has been taken off the PAs as it is too much for them but a proper answer should be in place not just what is basically a small bandage over a gaping wound.”

“Beyond just the changes, I want to say that the entire way this was dealt with was horrendous. These changes went into place WELL BEFORE we were informed of them, meaning that FOR MONTHS people were operating on the illusion of privacy. I found out unofficially and immediately warned others. And when these changes were finally addressed in an official capacity we were told that the system was originally developed because so many JETs were breaking contract. This is true, many early JETs did break contract--by committing suicide! Nice euphemism there, CLAIR, and way to show you care about the people you’re bringing into this country.”

JETプログラムの基準を低下する

多くのJET参加者は本来のカウンセリング制度の成立について書いた。このサービスは異国で生活をする中で深刻な問題を抱えていたJET参加者を支援するために導入されたものであるという事がしばしば述べられている。本来の制度も決して完璧ではなく、ある程度問題もあったものの、もしもの時のセーフティーネットとして、それなりに有難いことであった。JET参加者は組織内部での影響のほかに、結果として国際化と草の根国際交流の推進を目標とするプログラムの世界的イメージが損害を被るであろうと述べている。

毎年、奮闘しながら取り組んでいるJET参加者は、彼らの抱えている問題のせいで日本を去る。とはいえ今までの歴史は、クリアが誇ってもいいような歴史であった。JET参加者による再契約の希望や、大勢の要求によって、再契約の更新をできる期間を3年から5年に延ばす判断をしたことがその証拠である。さらに、JETプログラムは他と比べ常にそのサポート体制が際立っていることで知られていた。

むしろ、そのサポート体制は、政府が今後数年にかけてJET参加者数を更に増やしていく計画から考え

て今まで以上に必要になってくる。参加者の数が増えるとなると、彼らの健康が保障されるためのサポートが必要である。

多数のJET参加者が新サポート体制について、JETプログラムを非協力的かつ、名声を傷つけ、さらに、JETプログラムが日本に連れてきた参加者をおろそかにしている証であると感じている。そして新サポート体制により、JETが他より際立っていた必須な部分を取り除かれてしまったと知っている。全体的に、多くの回答者はJETプログラムが、後退してっていると述べた。

“The counseling services in JET were established for a reason: because JETs were having serious issues and needed assistance. Living in Japan brings a lot of loneliness, isolation, culture shock, and sometimes people need assistance. Everyone also comes to Japan with a past, and may need to work through some of those issues while in Japan. I think the CLAIR is going to see some negative effects on the program due to these changes.”

“Horrible. If I understand correctly, the PA system started years ago partially to prevent JET suicides and to generally support them. A well-supported JET is better JET at school and in the community. How awful to remove this kind of support when the system is already in place and PAs WANT to help and have been trained to offer some assistance or refer the JET to the right place. Disgusting, really, these changes.”

“The availability of counseling was one of the things that made the JET program stand out above the other programs, the fact that the program cared enough about its participants to guarantee accessibility of mental health support in a country where mental health counseling is not a widely acceptable option for people really made the JET program seem like it cared about the participants as individuals and not merely as English -speaking commodities. Now the new system, which essentially requires a person to forego any sort of anonymity in an effort to seek help in a time when they are likely already highly distressed seems so detrimental to the mental health and well being-of the participants in need, that it makes me wonder if the program cares about the participants in any capacity.”

“These kinds of reductions do not strengthen the public image that Japan’s government or CLAIR values the contributions and sacrifices that foreign residents make in order to further their aims.”

“The reduction in support systems seems typical of the current JET Programme philosophy of reducing and dismantling all the wonderful support systems and incentives that existed for our predecessors and made the program great. “

“These changes reflect a serious disconnect with the reality of the JET program and a reluctance to take responsibility and care for the JETs CLAIR has brought to Japan. Yes, we are employed by our COs but we were recruited by the JET Program and fed high promises and expectations, and JET should aim to be better than private programs and regular people working in Japan. We should be moving to add more supports for JET, professionally, medically, and psychologically, not take them away suddenly and leave JETs with no way to voice our opinions other than these surveys.”

“I couldn’t disagree with [the changes] more. The large built-in support system, both for general counseling and mental health, was one of the big benefits of choosing the JET Programme over companies that offer similar work in Japan. It was a sense of security that we weren’t coming to Japan without support. These programs were started with the needs of JETs in mind and I see nothing that has changed to make them less necessary.”

“It makes the JET Program feel like more of a go-between for finding a job rather than a community focused on positive change and internationalization. It also makes it feel like there is not a minimum standard for how JET Program participants are treated by their CO.”

“One of the great things about the program was the access to counseling specific to my situation. I can’t imagine how much more stressful it would be if I need counseling in the future and have to go through the Japanese system. For someone dealing with culture shock that doesn’t sound very helpful.”

CLAIRのJETコミュニティからの孤立

多くのJET参加者はCLAIRの最近の行動について困惑していると述べており、JET参加者との意思疎通の欠如と徐々に距離が遠のいていくこと等が懸念として挙げられた。次に、意思疎通の欠如により、JET参加者はCLAIRの意図と思考を憶測するしかなくなる。考えが不明瞭で不安に感じている憶測を強めていくのである。

多くのJET参加者は現地で起こっている差し迫った事件を強調した。ALTの自殺等である。そしてそれはCLAIRやJETプログラムに無視されたかもしくは、気づかれなかった。情報の欠如の結果、JET参加者は、CLAIRがJET参加者の社会的・職業上での福利等を優先するのではなく、自身の責任を出来るだけ最少にすることを他の何よりも優先したと結論付けたのである。

“CLAIR has been trying to get rid of many responsibilities recently: no more professional counsellors, no more mid-term conference for non-English speaking JETs, no more cooperation with AJET when it comes to organizing the Tokyo orientation. And all those decisions made without consulting JETs.”

“The distance between CLAIR and JETs was already big, now I really feel like they live in their own world.”

“Perhaps, though, we could better understand where CLAIR is coming from if they actually communicated with us the rationales and reasons. What CLAIR does not realize is that it continually undermines the credibility of the JET program.”

“CLAIR has demonstrated that they are both out of touch with the needs of JET participants, and don’t care what happens to them/us.”

“...another change being made by CLAIR to further demoralize JETS. Every year we are told we are important, but CLAIR’s actions such as removing counseling, gutting the Tokyo orientation, and requiring we talk to our contracting organization for personal issues prove that we are uncared for and seen as foreign pests.”

“I think this is completely ridiculous. CLAIR is no longer a transparent, if it even was in the beginning, organization. Now it is not even going to respond to ALT questions. It is essentially hidden behind the Prefectural Organizations. Though I can’t say I have been happy with much that CLAIR does, nor do I understand why they are separate from everything else.”

“It occurs to me that CLAIR is increasingly trying to delegate responsibility to other bodies and minimise its responsibilities (as with the decision to not allow AJET or Volunteer JETs at the Tokyo orientation any more). They are clearly more concerned with preserving their own image and any potential risk to it than they are with the welfare of JETs.”

"...It also seems like they are trying to get rid of CLAIR..."

"...ALT in Amagasaki committed suicide... I was also very disappointed in how the JET Program/ CLAIR addressed this incident. The only reason I found out was through a distant relation from my home country and another ALT living in Japan. I still have ALTs who were also friends with this girl asking me about how she is and what she is up to. I have had to break this news multiple times to multiple ALTs. I feel like she was just swept under the rug and forgotten about. In my opinion, some kind of respectful announcement would have been appropriate. Her friends have had to grieve alone and question what happened."

"Overall, I find this change in keeping with CLAIR's recent trend of dismantling every JET support network they can, so I can't say I'm surprised they've done it but it's certainly added to my distrust of them. I wouldn't be surprised if they start trying to dismantle even those networks they're not a part of--they already cut ties with AJET in the hope it'll die and there was no mention of PSG as a possible alternative venue for support with the new changes."

離職率への影響

多数のJET参加者はカウンセリング制度の変化によってJET参加者が再契約を希望するかどうかや、JETプログラムを他者へ勧めるかどうかに影響すると述べた。様々な理由がこれに対して挙げられた。JET参加者のメンタルヘルス、参加者が自分の任用団体と効率的に意思疎通を図ること等に悪影響を与えるのではないかという心配の声が挙げられた。精神状態が直接的に職務遂行能力に影響するので、多くのJET参加者はこの結果JETプログラム自体に、国際的レベルで内外に被害をもたらすだろうと述べた。皆の一致した意見としてはプログラム全体のアイデンティティが失われたということである。

"It's appalling, to the degree that I don't think I'll ever recommend the JET Programme to anyone, ever. The length to which CLAIR is attempting to distance itself and the Programme from any responsibility or involvement from the people it recruits and hands over to various COs completely changes the identity of the Programme."

"...strongly damage [the Program] in the eyes of current and alumni JETs, and I further believe that will trickle down to those future JETs that approach the current/alum community for their opinions of the JET program as a whole."

"I will not be considering re contracting for more than 3 years due to the continuing lack of support I feel I am getting from the program."

"The changes are awful. If I wasn't a JET already, it would make me reconsider becoming one. I wouldn't recommend JET to anybody now that these changes have been made."

"I joined JET in large part because I knew I would be well-supported once here. I knew there would be challenges living away from what is familiar with the support of family and friends. I feel this is an essential service."

"I would suspect that it will result in a lower retention rate of JETs, and will herald a significant downturn in the mental health and wellbeing of many more. If there are any significant problems, these will become exponentially bigger, and could lead to international problems. It will reduce the public standing of the JET program internationally too."

"I think it takes a large step in the wrong direction and at worst I think the missing support could

cause JET turnover and contract breaking to increase. Most problems in school are caused by communication breakdowns. Without the support of PAs to help facilitate communication, JETs without Japanese ability have one less way to improve their situations, and have lost the ability to even ask for advice on how to improve things by themselves. It can, and has, left JETs feeling totally totally helpless in a situation that could easily be fixed (or have been avoided) if they had the support that they had before the changes.”

“Even before I applied for JET I encouraged people to pursue it because of the support networks and community but I couldn’t recommend the job to anyone coming in now. My new advice: find a nice eikaiwa and join the AJET community wherever you are.”

“I have had 3 friends leave the program and break contract because they needed to be in a place where getting mental health care was possible. This is a major weakness of the program and CLAIR should be trying to expand its network of available options to ALTs and not reduce it.”

新サポート体制への懸念

導入

JET参加者にとって新サポート体制移行への手続方法、早急さは納得できるものではない。多くのJET参加者は今回の改善は拙速であると声をあげている。改正の法的必要性は理解できるが、新サポート体制では意図したとおりの結果は得られないというJET参加者もいる。また、多くのJET参加者が新システムに関して十分に周知されておらず、新システムには不明瞭な部分が多いため結果的にJET参加者、CLAIRそして任用団体との関係が悪化するのではないかと懸念している。多くの者は、提示された改正目的はJET参加者と任用団体がより意思の疎通を図り相互理解を深めることとあるが、そのような関係性を築けるほど両者のコミュニケーション能力の下地ができていない状況ではないので、新システムで両者が相互理解を深めることは実際には現状より困難になると感じている。

JET参加者が新サポート体制の導入は、深刻な結果を導きかねないと懸念しているように、新システムが孕んでいる問題は深刻である。現に抱えている問題として報告されているものには自殺、重度のうつ病、中途退職などが含まれている。これらの問題は関係諸団体が掲げる国際化という目的達成に暗い影を投げかける。JET参加者たちはサポート体制の改正方法と改善点そのものが上記の問題を解決するどころか、実際は増加させると懸念している。このような深刻な問題を抱えている以上、悲劇を繰り返さないために全ての関係者の福利を最大限に鑑み、解決のためにはサポート体制の改善には慎重にも慎重を期して行われるべきなのである。

“I am sure that much thought was put into the changes at CLAIR, particularly from the “legal responsibility” side of things. Nevertheless, I think most of them are more counterproductive than not, and the method(s) by which JETs were informed of the changes was/were abrupt, inconsistent, and insensitive. I hope that these changes have a positive rather than a negative effect on the JET community as a whole, but I am not optimistic.”

“If CLAIR should have done anything, they should have promoted the former system and made it better known to all JETs. Additionally, if had [sic] CLAIR really wanted to strengthen ties between JETs and their contracting organizations, I think there were other ways to do it. For example, they should really suggest monthly meetings between COs and JETs to discuss any daily problems. Perhaps if that were more common, then JETs would naturally feel more comfortable communicating with

their COs about more serious issues. However, I don't think taking away a safety net is the way to encourage that relationship.”

“...this may make sense bureaucratically, but in practice, completely inefficient.”

“While CLAIR may have had good intentions in implementing this new policy, they failed to recognize the reality that most JETs are in, and could have gone about implementing it in a smarter way.”

“I think that reasons behind the termination of counseling responsibilities for PAs seem valid (legal and confidentiality issues, overuse, etc.) but the manner in which the change has been handled by CLAIR leaves much to be desired. The timing for one caused the new JETs to receive a confusing mix of information as the new system came to light. Also, the suddenness of the change has left a gaping hole in the support system without any adequate suggestion as to what will fill the gap.”

“I think these changes have a good goal in mind, the goal of inserting the ALT into the team of coworkers they have in the CO, encouraging them to figure out how to solve their problems through the Japanese system they are and should be a part of. However, these changes fall short of encouragement for many of the ALTs, I'm sure. There need to be more ways to encourage conversation between the CO and ALT sides, in order to make this new system have synergy. I think there are expectations on the side of the ALT, CO, and CLAIR that are not being directly expressed, and these need to be talked about so we can understand each other, then move forward in unity, not as separate units.”

PAの役割

一般JET参加者にとってもPA自身にとってもPAの新サポート体制における役割は不明瞭であり混乱を招いている。JET参加者はPAが有資格者のカウンセラーではないことを承知しているが、PAはJETを理解し適切なアドバイスができる特別な存在だと感じている。なぜならPA自身もALTと同じく国外居住者であるからだ。したがってPAは国外在住の経験がほとんどない任用団体や上司よりもALTの問題を深く理解し的確なアドバイスを与えてくれるのである。

JET参加者は、PAがカウンセリング業務を担うべきではないと承知している。だが、PAが行っている的確なアドバイスを与えることや、ただ、話に耳を傾けるという行為はカウンセリングではない。新サポート体制ではALTはPAから直接専門医療機関等の情報を得られなくなったが、多くのALTはPAのこの紹介業務は継続して欲しいと思っている。JET参加者にとってPAは職務上できることは限られていると知りつつも一番心を開いて話せる相手なのである。改正前にPAが行っていたJET参加者を専門機関へ紹介したり、専門機関への紹介すべき時を見極めるなどは掛けがえのない役割だと思っている。とりわけ日本語能力が十分ではないJET参加者にとってPAの援助は必要不可欠である。

“I am a JET alumni and work for another Board of Education now in Japan as a direct hire, and we don't have anyone in a PA role. The difference is tremendous. Our contacts at the board of education are often swamped at work and unable to answer our requests in a timely fashion, and there are language and cultural misunderstandings all the time. Having a PA (doubled as a CIR in my CO's case) as a go-between made everything extremely smooth in retrospect.”

“...removing the PA as a central figure in crisis situations is also questionable and potentially dangerous.”

“PAs can help us navigate better what we decide to do while genuinely caring and being supportive... without risk of humiliation or stress or judgment.”

”Sometimes just having a sense of support with minor issues can ideally help prevent things from escalating and now there is nowhere to go that is “safe”.”

“They also are usually not Japanese, which is nice since pressure to act and essentially conform into Japanese culture is often high and it is comforting to talk to someone who understands that pressure, as well your own culture.”

“In regards to “mental health issues,” I think it is difficult to define what the term means in the first place -- does this include general feelings of homesickness, culture shock, feeling lonely or isolated in the workplace, etc? I have been told that PAs have been instructed to direct any and all JETs with mental health issues to a counselor, but the problems mentioned above can generally be solved with a few emails or phone calls with someone who understands the situation the JET and the CO is in rather than jumping straight to an expensive and (in the case of many rural JETs) inaccessible service, especially if the JET wants advice in their native language.”

“I had a very difficult time in adjusting. It was a relief to speak to my PA. They listened and used compassionate speech. I felt heard and affirmed. Without the support of my PA and other AET’s, I would be very tempted to take a plane back to my country. This is saying a lot as: I am a mature JET, I have lived away from family and friends for long periods in the past, and I have taught as an ALT before.”

“I think that this policy change results in removing JETs’ primary advocate. JETs need to be able to contact the PAs before the CO. There are often communication problems with the CO. It is often the case that the PAs are needed to advocate/intercede with the CO on behalf of the JET. Also, it is often necessary for the JET to receive advice as to how to effectively communicate with the CO. The JET needs the PA to be available to advise. That is the whole function of having prefectural advisers.”

PAの視点

PAはCLAIRの今回のサポート体制の早急すぎる改善やPAに改善への準備期間を設けなかったことに不満を表している。改善の概要が明らかになるにつれ、改善理由にも理解を示しはするが「これは机上の空論である。理論上可能であることと実現可能であることは別のことである。実現不可能なことを掲げることでCLAIRは私たちを見捨てたのである」と一人のPAが述べているが、同様の意見は他の者たちからも述べられている。

PAは改善がもっと段階を経ていけば、より効果的なシステムになりえただろうと結論付けている。PAから寄せられた意見はPAがCLAIRの決定事項やその状況に理解を示しつつあるが、彼らがサポートしているJET参加者への憂慮に満ちている。

特にPAはこれまで自分たちが真摯にJET参加者のサポートに尽くしてきたこと、そしてそのサポートはJET参加者には重要であると述べている。あるPAは新サポート体制はALTの問題を解決するのに効力を発揮しないばかりか、PAがALTをサポートできる力を制限してしまうことに不満を表している。新サポート体制への移行はJET参加者へのサポートが不十分になるばかりか、ALTを自発的にサポートするPAにさらなるストレスを与えることになるかと結んでいる。

“I like to think of the support system change like I do with the changes made to the English language system (aka the new course of study). The government didn’t sit down one day, decide to make some changes to the way English was taught in Japan, and then make the changes a couple of months later. I mean, that would be stupid, right? So the changes were gradual and made over a lengthy period of time. Then why has CLAIR made some huge, ground-breaking, structure shaking changes in such a short space of time?! I’m not suggesting that the new support system comes into effect in 2 years time. I’m suggesting it should come into effect after several stages, so that everyone is aware of the changes, are given enough time to adjust to the changes, and are prepared for them. As a PA, I was given all of 2 weeks notice about the new support system changes before the changes took place. I feel like we have had little to no support and guidance into what we now do and to what our new role is within the new support system and what we should do. The changes that were made were done too quickly, without giving people the chance to prepare. They were rushed, and as a result, they fail to provide any support whatsoever to those who are the most vulnerable and those who need it the most. There are too many grey areas and errors that could have been avoided if they had just decided to take their time.”

“I like part of the change, and after reading through the official documentation provided by CLAIR and the handouts we were given at the latest PA conference regarding the new support system, I understand what they are trying to do. However, it’s one thing to have an idea/theory/ideal written on a piece of paper. It’s quite another thing for that idea to be brought to life and for it to work in the real world. It is here where CLAIR has failed us.”

“For the most part, the changes themselves were well-motivated and for the better... However, I thought the execution could have been handled better; with nothing more than a letter sent to COs shortly before new JETs arrived, PAs had very little time to understand the changes and their implications themselves and prepare before the new JET year started, and many current JETs were left unaware of the changes.”

“I feel that if CLAIR was going to implement this policy, it should have been done more slowly, step-by-step, instead of all at once, while ensuring that reliable alternate sources of support were in place. For example, perhaps they could have discontinued the JET Line, but kept the CSC and immediate access to PAs in place. Next they could have assisted the prefectures in providing training to COs, then gradually passed responsibility on to them as opposed to the PAs. As the situation stands now I see many of my JETs having the same difficulties they were before, but not only do they no longer feel supported, I no longer feel like I have the resources to properly support them.”

新たな助成は不適當

多くのJET参加者はプロのコウンセラーと半額で2つの面談の費用に足りない1万円の助成の実際の利益のことを心配している。他のJET参加者は気を悪くした。全体的に、正しい方向への一歩に見えるが、残念なことに、JET参加者達の中では、失った支援に比べて新しいものは不適當だと思われる。特に日本でのメンタルヘルスへの烙印を思えば、多くのJET参加者は助成を全く使いそうにないと言った。さらに、一部のJET参加者は日本円の貨幣価値を自分の国の通貨の貨幣価値に比べるので、現在の不況が世論に影響を与えているかもしれない。同様に、一部のJET参加者は自分の国では、予想外の費用がかかったため、助成を利用できなくなってしまうかもしれない。

“I was in counseling in the past, my sessions were conducted by phone and cost 8,000 yen per session. I do not think 10,000 yen per year is adequate to cover the costs of ongoing mental health care in Japan. Why are mental health counseling costs not covered by the JET health insurance plan?”

Taking away PAs counseling duties would be understandable if more mental health professionals were being brought in to compensate, but it sounds like that is not the case. Quite frankly I am angry and upset, I do not believe CLAIR has the interests of JETs at heart.”

“The pittance offered for the counseling subsidy as well as the process needed to achieve it is careless at best and severely damaging at worst.”

“The current “mental health subsidy” seems to be a joke that relies on us not counting our zeroes lest we realize that we are on our own for any actual problems we may encounter.”

“The poor attempt at establishing a counseling assistance program to soften this blow is also in bad taste”

“CLAIR’s “subsidy” and the accompanying changes have been presented opaquely and I perceive the gesture is 100% disingenuous.”

“The new subsidy is a good idea... but only covers one or two sessions, which is not enough to do any good. This implies that the issue is either not being taken seriously, or that the issue is not an issue at all and can be “fixed” quickly and easily.”

“The reimbursement program which I’ve used doesn’t solve everything or take into consideration how much actual sessions cost that it’s a slap in the face instead of a gentle hint that professionals are best for some situations.”

“I also feel that the insurance coverage for psychiatric health is discouraging. A10,000yen cap will perhaps cover 2 or three sessions, but knowing the limit may discourage JETs from seeking professional help in the first place.”

孤立したJET参加者への差別

地方に住んでいるJET参加者も都市部に住んでいるJET参加者も、英語での支援にアクセスできないJET参加者に関して懸念を表明した。こうしたJET参加者は新しい助成を利用し、プロのカウンセラーに連絡を取りたくても、それは実行可能ではない。その上、追加の交通費が助成に含まれていない。長い移動時間に加えて、現地までの高い交通費、そしてメンタルヘルスのカウンセリングの高い費用を払うのを控えるだろう。特にこうしたJET参加者にとって、以前のPAのカウンセリング・サービスは唯一の支援システムだった。その故に、PAを取り除くことは以前よりJET参加者のサポート資源が少なくなり、さらにそうしたJET参加者を孤立させることだ。従って、JET参加者全員を全く同じ立場にする、この助成は遠くまで行かなければならない人を差別する。メンタルヘルスの支援システムが近くあればあるほど助成の利益を得るのだ。多くのJET参加者はその結果として、JETプログラムに参加している間にJET参加者のうつ病や自殺の危険性が増えることに関して懸念を表明した。

“If people are isolated in rural areas they will need to travel great distances just to find a counsellor which would in turn make it harder again for the JET to get the help that they need.”

“Also many of us live in very rural areas where access to someone who speaks English is very limited. I would not want to spend over \$100 an hour to try and get someone to understand me. I would also be worried that someone who does not understand English, or has [even] been overseas, would judge and direct me based on Japanese culture.”

“...problem is exacerbated for JETs who live in extremely isolated areas. If they have no other JETs to talk to and they don't feel comfortable talking to their Japanese coworkers or contracting organizations, then they have no avenue to get help. People in that situation NEED more support than what is now being offered under this new system. I think these changes were a huge step backwards.”

“The changes simply put in hurdles for JETs to receive support without offering even an comparable alternative. While yes the stipend is now there, if we wish to take advantage of its pitiful compensation, many rural areas do not have English speaking mental health professionals. Essentially, JETs have been left high and dry in terms of options for seeking counseling.”

新たな問題

今回のカウンセリング体制の改善に関わらず、実際、多くのことは変わっていない。JET参加者達は未だに問題についてPAと相談しており、PAもいつものように対応している。しばらく、この状態は大きな問題ではないが、将来のPAにカウンセリングの研修がなくなることで、将来に新しい問題を起こす原因になるだろう。JET参加者達は変わらずPAの相談を求めても、PA達が対応できないときが来る。

それに加えて、第三者の欠如が任用団体の責任を無くす可能性がある。JET参加者は不安や心配を感じており、自分の問題が適切に扱われていない場合、代替案がない。あるJET参加者は任用団体の立場に対して、「任用団体（JET参加者ではなく）がJET参加者への支援がどこで必要なのかを決める」と述べた。

その上、JETプログラムに参加するための必要条件に日本語能力が含まれていないので、コミュニケーションの断絶が増えるだろう。JET参加者がPAに援助を求める多くの問題や悩みはある程度の匿名性、客観性、プライバシーなどを必要とする。任用団体内からの通訳者を必要とすることは、客観的な第三者、正確な匿名やプライバシーを保証するのが不可能だ。

“It appears that despite the changes, JETs are still going to PAs with concerns, and many current PAs are handling situations as they have previously been. However, this may prove to be a great problem if JETs continue going to PAs for help unofficially. There is great concern that the changes will push “unofficial” cases onto incoming PAs who will have no support or training of their own and nowhere to send JETs for help.”

“Under the old support system, we PAs were ‘trained’ to deal and help people out in these situations. Just because there has been a change to the support system doesn't mean that these situations magically disappear because we no longer have to deal with them/they're ‘not our problem’. In a more abstract sense, I feel like the new support system refuses to admit and address that these issues actually do happen. It feels like CLAIR has just turned their backs on these problems, and have walked away from JETs. The new support system makes these serious issues more difficult to address and identify. It makes it more likely that these serious issues go unnoticed or not addressed. What kind of ‘support system’ does that do to people?”

改善への支持

一部のJET参加者はJETプログラムのカウンセリング体制の改善に関して、支持していた。様々な理由が述べられた。最大の理由は、PAはプロのカウンセラーではないので、そういう役割を努めるべきで

はない。何人かの回答者は多くのPAがJET参加者と同じ友好関係の中にいるので、カウンセラー役割を務めるべきではない。あるPAはJET参加者の相談に乗るのが時間の無駄遣いと述べた。代わりに、CLAIRが調停者の役割をするべきことも示された。そうしないと、任用団体との問題が未解決のままとなるだろう。

JET参加者はCLAIRに直接に連絡する許可の改善に対して、異論があった。一部のJET参加者はサポート体制がより良くなり、仕事を通じてカウンセリングを求めるなら、JET参加者は任用団体を通じて求めるのが当然なことだと述べた。改善に賛成する何人かはCLAIRに対して、サポート体制が改善された適切な理由があるはずだと示した。JET参加者の母国ではこのようなシステムが提供されていないので、日本で同様のシステムを期待するわけがないという意見もあった。全体的に、カウンセリング体制の改善に関して、全面的に及び部分的に賛成したJET参加者達の間で、どこまで賛成するか、どこ部分をサポートするか、何の以上変更をするべきか、様々な意見があった。

“I think it’s OK that PAs are no longer required to provide counseling services. I was leery about non-professional counsellors serving this important function. Since PAs are also often hosting parties, etc it seemed odd to consult someone on very personal matters who you then could be partying with the next day. I think providing a subsidy for professional counseling is a better idea. However, how are JETs outside of big city centers supposed to find English counseling services? I think this is the main issue that needs to be addressed.”

“The changes are perfectly fine. There are probably good reasons which prompted CLAIR to make the changes. If a JET participant wants to seek counseling services via work, their employer (CO) should be aware. It makes sense that they approach their employer first before having access to any services. If the JET participant has privacy concerns, they can always choose to seek help privately. I support the changes which CLAIR has made. Lastly, this questionnaire should have a box to tick off whether not we support the changes. I hope that the AJET National Council will properly voice this opinion as well as all other opinions at the next opinions exchange with CLAIR.”

“I don’t see any major problems with the changes. Everything that has been abolished seems to have been replaced with something just as good or better.”

“The only issue I have is with the inability to directly contact CLAIR, especially when they are responsible for a variety of things and often request information from JET participants. As for the rest of the mental health cuts, well seeing as we don’t get that support in our home countries, why should we get it here?”

“It makes sense that the PAs no longer have counseling duties for mental health issues. That’s something I feel should be left to professionals. Getting rid of professionals who have worked with JETs and therefore already have knowledge about how the program works doesn’t seem like a good decision. I also agree with the idea to not allow JETs to contact CLAIR without first talking to their CO and PAs.”

“One change I do agree with is cutting off the average JET from direct contact with CLAIR. CLAIR can rarely do anything to change a JET’s situation, and inquiries to CLAIR can be made through PAs if the PAs need back up or further information. (The issue is having to go through the CO before a JET can get to a PA, as addressed above.) The PAs are much better equipped to deal with conflicts between a JET and a CO because they have local knowledge of procedures and people, and as CLAIR has no direct power of COs in the first place, I think their role in such a situation should be PA support if the PA finds it necessary.”

“I really like the premise of the changes - give JETs more autonomy and take away the PA crutch. As a PA myself, I often get really mundane questions from JETs, for example, do you have a map for this area? Do you know the train schedule for this event? How many days nenkyuu do I get? etc etc. All of this information is available in their contracts, in the GIH, and if they just used a bit of common sense they can find this information out by themselves. I find that the new support system changes take away the PA crutch and make JETs look out for themselves a bit more. It also gives me the opportunity to refer JETs as opposed to researching and giving them the answer, and so some of my time is freed up.”

“They do not affect me. I have not had a particularly difficult experience in Japan that I feel would require counseling.”

“Moving to a different country is a challenging adventure. Why should the government (not our employees) provide a select few with extra help that other expats do not receive. It will hopefully teach people to deal with their own problems. And anyway, if something serious happens then they can just contact their supervisor for help - just like in the real world.”

“There was no point in even calling it counseling... if someone does not have the qualification - they should never be put in a place to help. Send people to a professional. The whole Programme needs a massive over view. Just not good enough.”

“I think that PA and CLAIR should not offer mental health counseling since these people generally do not hold the proper education or credentials. Also, since PAs are often in the same social circles as the ALTs in the prefecture, I think they cannot be trusted to keep information confidential. However, I had several issues with my CO who refused to answer questions which would have never been resolved without the assistance of CLAIR personnel. They should still agree to act as an intermediary in some situations but if a JET or group of JETs cannot contact them directly, it will now be impossible to resolve JET/CO relationship issues if a CO refuses to believe there is a problem. In my case, I contacted the JET line because I didn't have an appointed supervisor at my CO for months and was not told that my former supervisor left. So, when I had a serious issue that needed to be addressed, there was no one to contact at my CO. It was a mess and was only resolved when CLAIR intervened.”

提案

CLAIRはJET参加者にメールを出し、カウンセリングを理解してもらうようにした。しかし、JET参加者のいらだちの感情から問題が起こる場合それはどれも具体的ではない。また、PAとのすでに築かれた信頼関係が軽視されていることも見逃せない。PAはより良い関係を築き、JET参加者の心配事を上手く解決することができる。

JET参加者の信頼関係をもう一度築き完全なサポートを実施するため、日本の国際化の長期的な成果のために、そしてJETプログラムの世間のイメージを変えるために次のことを提案する。

- PAを存続させる。より完全に、証拠に基づき、客観的なサポートをすることで仲介できる。
- JET参加者の健康問題を解決できるよう任用団体のための研修を提供する。

- 元JET参加者（現在ニューヨークで資格カウンセラー、カウンセラートレーナーをしている）がPAへのトレーニングを希望してA J E Tに連絡した。彼は、研修を計画し、カウンセリング研修を任用団体に提供できるだろう。
- 任用団体がJETの住む地域でニーズに応えるカウンセリングや他のサービスの情報を日本語とJETの母国語で集め、保持することを要求すべきだ。またはCLAIR内から利用できるカウンセリングを実施すべきだ。
- JET参加者の会が情報収集やガイドブックを作ることは可能だが、法律上の理由で、サービスだけを提供することはできない。CLAIRや政府の協力とサポートが必要だろう。
- JET参加者は匿名で客観的な第三者を通じて、CLAIRに任用団体がJET参加者の健康のニーズを満たしているかどうか伝えるシステムを導入すべきだ。
- 不満足なレビューを受ける任用団体が、透明性のために、将来良い結果を達成するためのサポートを受ける方法の詳細な説明を含む。
- 任用団体が一貫して決定し説明責任基準を満たしていない場合に取られる手順内容の詳細情報を含む。
- JET参加者の母国語で、日本の法律上のプライバシーや機密性に関する個人の法的権利、そして任用団体がこれらの法的権利を提供するのを怠った場合、どのような手続きがとられるかについて、詳細で明確に書く。

結論

私たちはCLAIR、MEXT、MIC、そしてMOFAの皆さんにJET参加者の会とJET参加者との開かれた、積極的な、そして生産性のある対話を続けようとしてくださったことに心から感謝している。レポートの中の詳しい情報と分析がよりよい方法を確立するのに有効であることを願っている。そしてそれがJET参加者の会を支え、JETプログラムが現在国内外で示している質の高さを維持することにつながると考える。

また協力的で、思慮深く、勤勉なJETプログラムの参加者たちにも感謝している。彼らなしでは、JETプログラムの包括的な成功はあり得ないだろう。

全国のJET参加者の議会の議員は関係する党の全てが共に働くことを誇りに思っている。そして、調査し続けることが継続的な親善、進展と相互の繁栄の追求において誰とでも協力することを、我々は望んでいる。

