

**AJET Spring 2021 Survey**  
**Preliminary Report**

Findings from Data submitted till 03/05

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## National AJET activities

In a normal year there are several activities NAJET is involved in, but due to COVID-19 our main activities for the year were establishing and promoting partnerships and participating in the Opinion Exchange. We signed 5 partnerships, 2 of which are still being finalised and will be announced in due time. A few NAJET members (selected by CLAIR) partook in the Opinion Exchange between CLAIR and the 3 Ministries in December.

Prior to the meeting, NAJET asked for JETs (on Facebook) to send in questions they would like to be asked. We collated them and chose the 13 most requested ones (CLAIR sets a limit on how many questions we can ask).

You can view the summary of the Opinion Exchange here  
<https://ajet.net/announcement/2020-opinion-exchange/>.

In December the AJET Peer Support Group (PSG) also held successful training/information sessions for PAs and Prefectural AJET leaders (voluntary opt in).

After the Opinion Exchange, NAJET started drafting up questions for the current survey. We sought suggestions and feedback from AJET's Special Interest Groups—most notably AJET PSG, JETs of African Descent and Asian Pacific Islander AJET groups contributed to the survey questions. We also sought suggestions and feedback from JETAAI and CLAIR.

After several revisions, the Survey became public in April. It is still open and we encourage current JETs and alumni JETs to share their experiences with us. The Surveys are available here  
<https://linktr.ee/nationalajet>

Based on the current opinions of NAJET council members as well as opinions that have been expressed in the survey, NAJET is considering how to better serve JETs' interests and experiences.

With the vacancy of the Vice Chair and Treasurer positions, the voting members of the NAJET council voted in and confirmed Rebecca Ruth as the current acting Vice Chair and Steven Coyne as the current acting Treasurer.

A few of the previous NAJET councils did not publish their final reports from the surveys they ran. The current council intends to publish our report when it is ready. We currently have received 888 responses (including PA survey responses) and hope to receive more. We have decided to publish our preliminary findings from the survey to help promote engagement and trust with the JET community. There is a lot of data to go through, and **the survey is still open**, so we currently cannot go into depth, but we hope these preliminary findings will encourage people to apply to AJET in the future. We also hope it will allow JETs to gain better understanding of what the JET community experiences on a surface level.

Survey Link still open : <https://linktr.ee/nationalajet>

The preliminary results of the survey are summarized below.  
A more detailed report will be released at a later date.  
Data is based on responses submitted until 03/05—**the survey is still open.**  
<https://linktr.ee/nationalajet>

This report was compiled and organised by AJET Project Manager Jessica Craven and Chair Anna Ayvazyan .

In certain sections of the survey there were areas where the respondent could detail their answer, and their responses will be summarized and included in the final report.  
This preliminary report focuses on the non-open response questions.

### **Acronyms**

AJET = The Association for Japan Exchange and Teaching

ALT = Assistant Language Teacher

SEA =Sports Exchange Advisor

CIR = Coordinator for International Relations

CO = Contracting Organization

PA = Prefectural Advisor

BLM=Black Lives Matter

CLAIR=Council for Local Authorities and International Relations

## **ALT/SEA Survey**

### Demographics

581 responses have been collected so far.

577 responses were from ALTs, 3 SEAs, and 1 Tenured English Teacher

Responses received from all prefectures except from Kanagawa and Wakayama.

Respondents listed 18 nationalities, and the majority of responses were from the USA (57.49%)

Respondents listed 37 ethnicities—further analysis will be provided later.

The majority of respondents (56.28%) identified themselves as white.

The age range of respondents is 22 to 54. The majority of respondents (66.77%) fall between the 24-30 age range.

The majority of respondents were women (63.86%), men (29.43%), and other 6.71% (to be further analysed and properly categorised). (The disproportionate representation in women can be explained by the fact that women are statistically more likely to fill out surveys in general.)

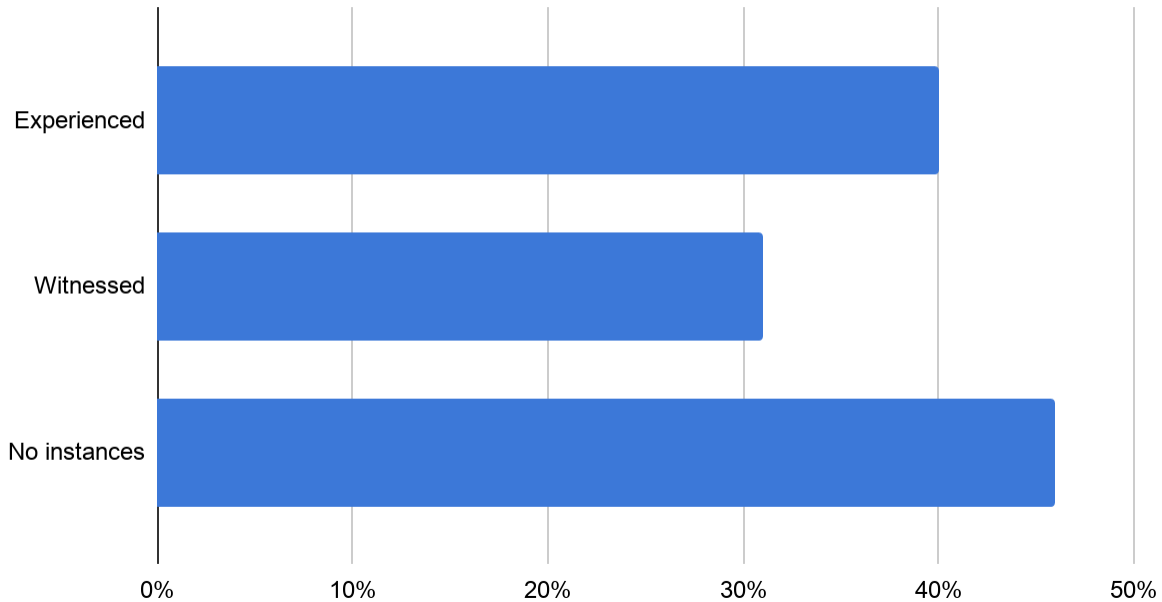
The majority of respondents (40.62%) were in their 2nd year of JET.

47.33% of the respondents were prefectural, 47.33% of the respondents were municipal, 4.82% were private, and 0.52% responded “other.”

(From here on ALTs and SEAs will be collectively referred to as ALTs, for simplicity’s sake.)

## ALT Harassment, Assault, and Discrimination

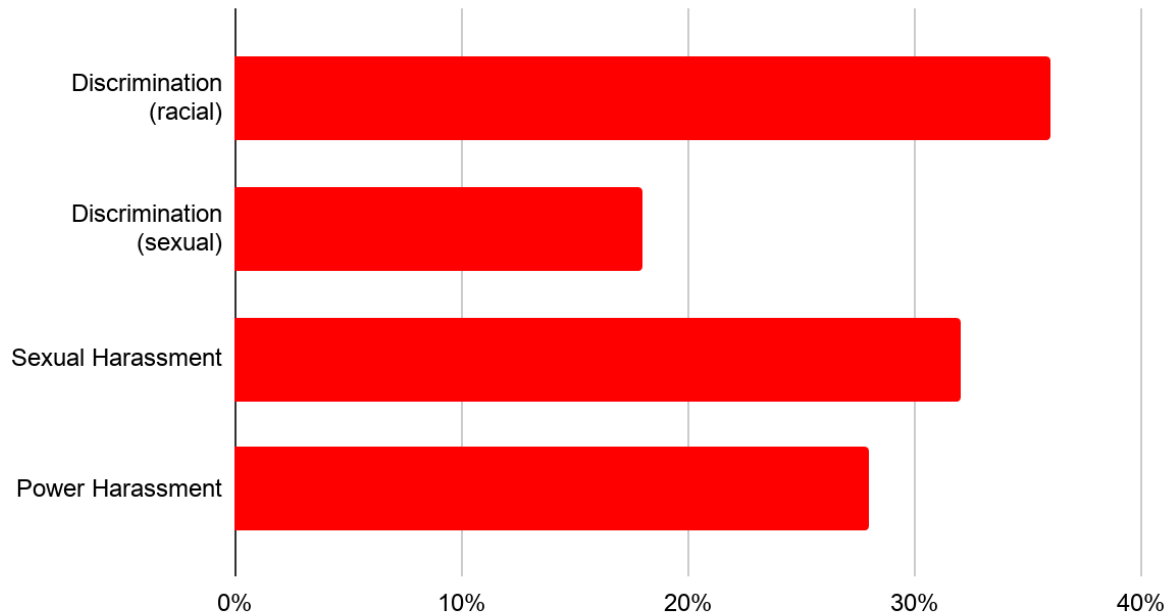
### Harrassment, Assault & Discrimination on the JET Programme



*\*Some people have reported multiple occurrences, which is why the percentages add up to a number greater than 100.*

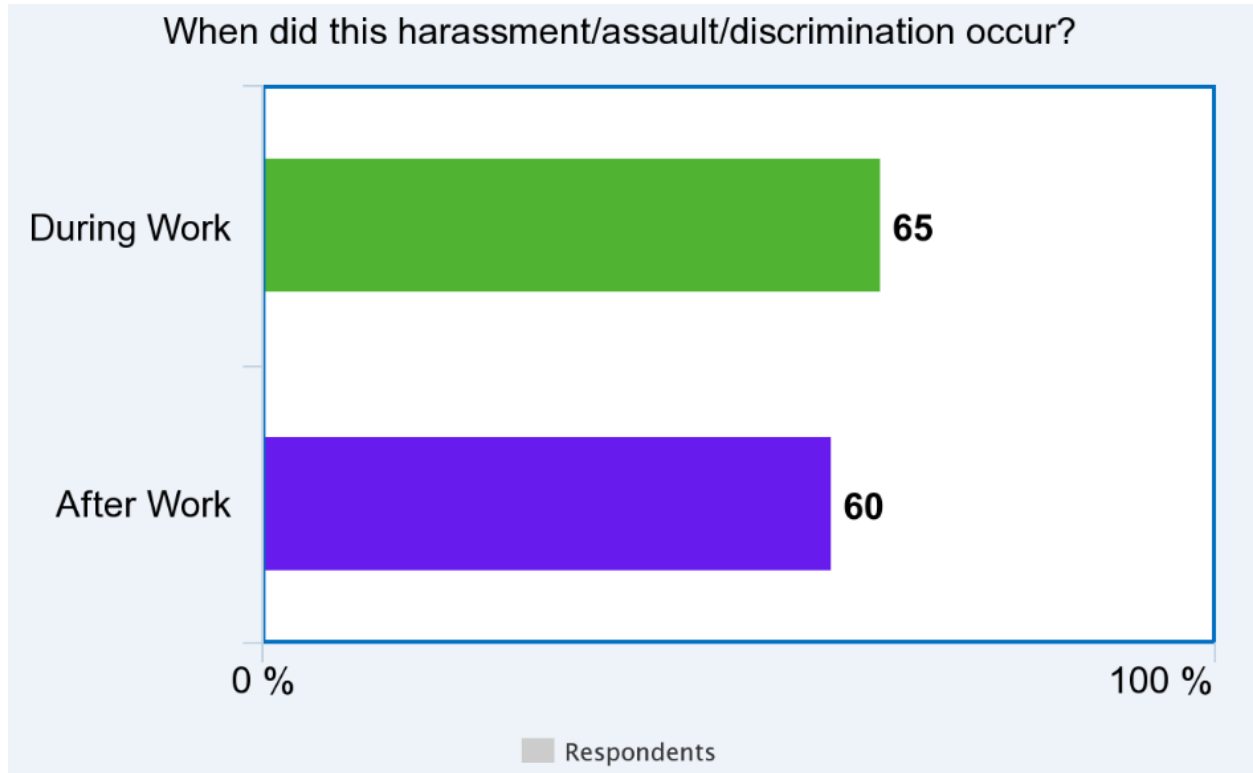
About 40% of ALTs say they have directly experienced harassment, assault, or discrimination while on the JET Programme. 31% have at least witnessed such an occurrence. 46% report that they have neither experienced nor witnessed such an issue.

## Types of Instances Reported (Experienced)



*\*Some people have reported multiple occurrences. In addition, sometimes instances of discrimination are both racial and sexual in nature. These two factors explain why the percentages add up to a number greater than 100.*

Of these, 52% say they have experienced either racial or sexual discrimination, 32% have experienced sexual harassment, and 28% have experienced power harassment. Of those who report experiences of discrimination, 70% of it was related to race and 36% of it was related to sex. Homophobic remarks in the workplace were also reported several times.



*\*Some people have reported multiple occurrences. In addition, sometimes instances of discrimination are both racial and sexual in nature. These two factors explain why the percentages add up to a number greater than 100.*

65% of instances of discrimination, harassment, or assault occurred during work hours, and 60% occurred after work hours (as many of the people reporting have experienced multiple occurrences of this nature).

The majority of cases went unreported, and one of the most common reasons cited was because the offenses came from coworkers or superiors, so it would be difficult to address without causing more hardship for the JET participant who would be the one reporting it.

A language barrier was also often cited as a reason for ALTs to not report such occurrences. The majority also did not report to a PA, common reasons cited being that PAs cannot do much to help, some COs don't have a PA, and in some cases the offender was the PA themselves.

About 15 JET BIPOCs commented that attitudes towards black people in Japan have become harsher since the Black Lives Matter protests, and gave some explanations as to how.

Only 5% say the information regarding how to deal with sexual assault in the General Information Handbook is sufficient, and 30% say they haven't even read it.

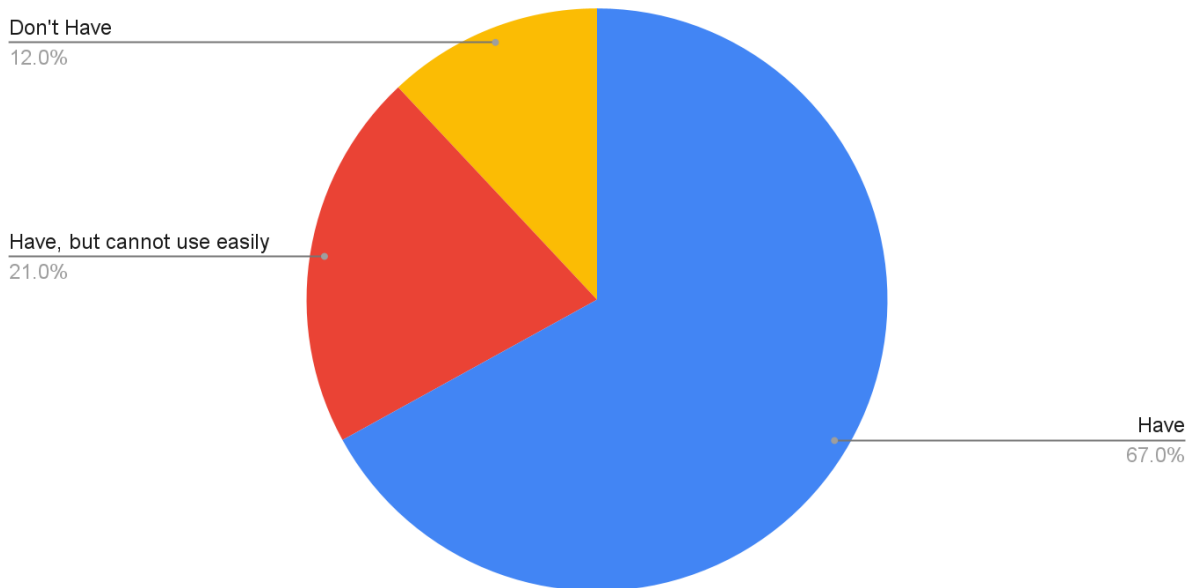


## COVID-19

About 80 respondents provided comments detailing how COVID-19 has worsened discrimination in Japan. Many provided specific examples of occurrences.

41% of ALTs report that they have had to start teaching at more schools in response to COVID-19. In many of these cases, the number of schools for an ALT has doubled or more. 24% report that an increase in the number of schools has affected them negatively, and 59% report this having a mixed effect on them.

% of ALTs who have Sick Leave



12% of ALTs don't have access to sick leave. Of those that do have access to it, only 21% are not able to use it when it is needed. 23% of those who have access to sick leave did not have access to it during the COVID-19 outbreak.

56% of ALTs responded that their CO provides guidance for receiving help for physical and mental health issues, and 76% of these say this guidance is adequate.

66% of ALTs don't think the COVID-19 prevention measures of their workplace have been adequate. 17% of ALTs weren't allowed staggered working hours or work from home during either state of emergency, while 73% were able to use these systems during both states of emergency.

Survey Link still open : <https://linktr.ee/nationalajet>

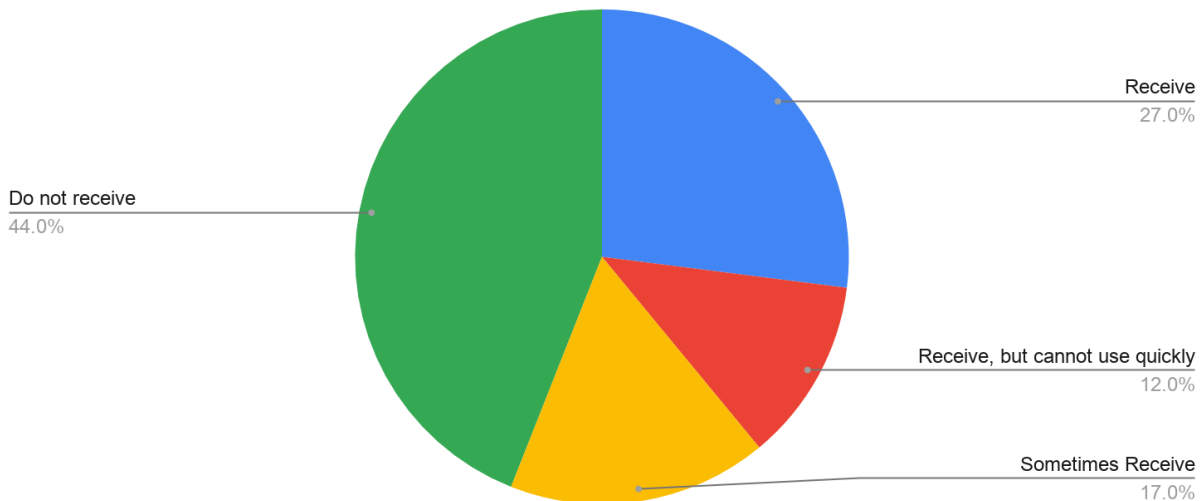
28% of ALTs who were requested to take sick leave due to COVID-like symptoms were forced to use annual leave instead of sick leave or special leave. Only 26% were actually able to count it as sick leave.

57% of ALTs say the communication between their CO and CLAIR regarding the states of emergency wasn't clear and consistent.

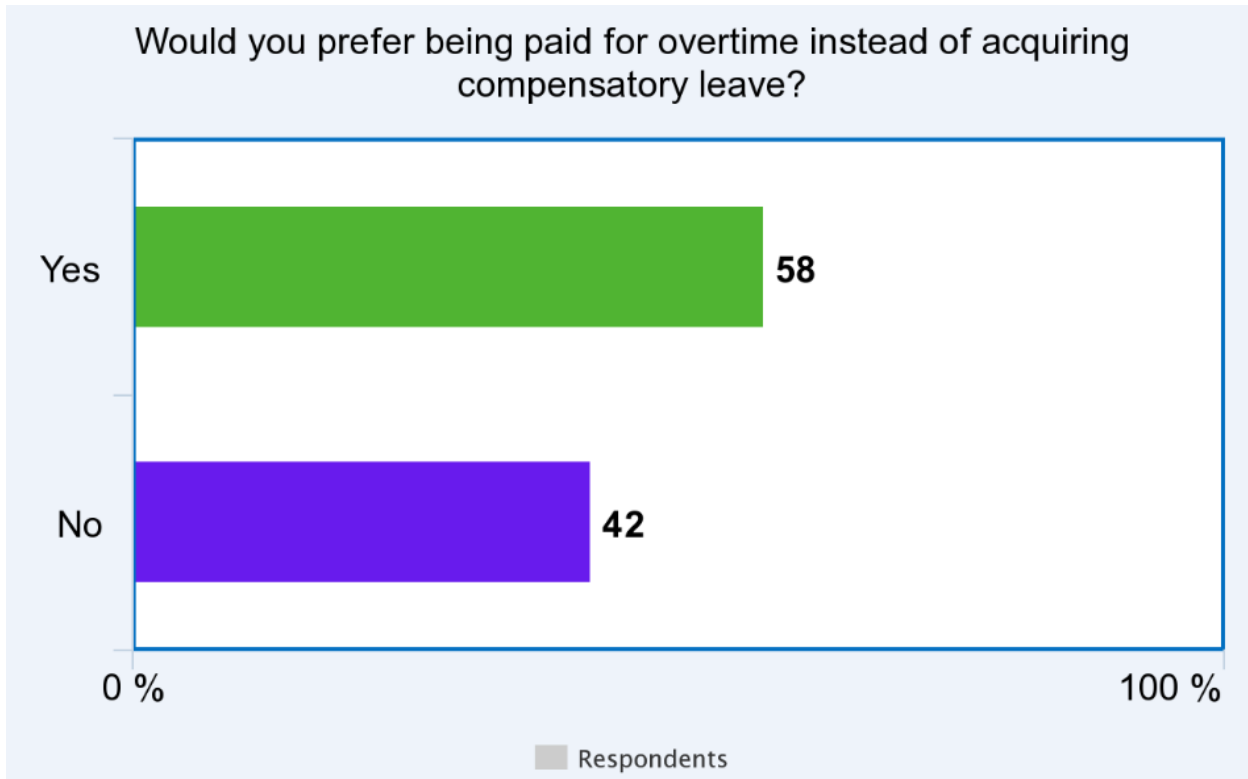
## Overtime Work

65% of ALTs report having to work past their expected working hours before the COVID-19 outbreak. About 11% of people reported an increase in overtime work after the COVID-19 outbreak.

% of ALTs who Receive Compensatory Time Off for Overtime Work



Only 39% of ALTs receive compensatory time off for overtime work, and 32% of these are unable to take this time off in a timely manner. 35% of respondents who cannot take their leave in a timely manner report that it is caused by a limited time frame in which to use it; 33% report pressure to not ask to use it; and 40% report that they have not attempted to use it.



58% of ALTs say they would rather be paid for overtime work instead of granted compensatory leave.

Self-evaluation of respondents' experiences on the JET Programme are generally positive, but there is room for improvement.

# CIR Survey

## Demographics

81 responses have been collected so far.

Responses were received from all prefectures except from Miyagi, Tochigi, Saitama, Chiba, Kanagawa, Kyoto, Okayama, Kagawa and Ehime.

Responses listed 18 nationalities, USA received the majority of responses (41.98%)

Responses listed 12 ethnicities, further analysis will be provided later. The majority of responders (65.43%) identified themselves as white

The age range of respondents is 22 to 38. The majority of respondents (68.84%) fall between the 24-30 age range

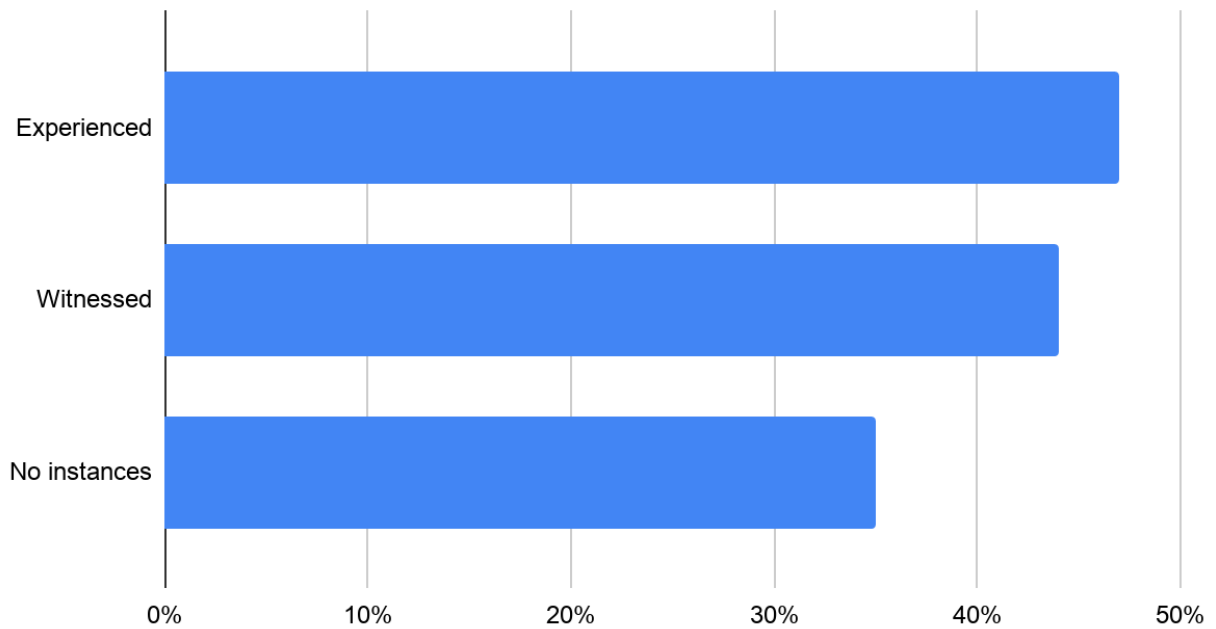
The majority of respondents were women 60.49%, men 29.63% other 9.88% (to be further analysed and categorised)

The plurality of respondents (46.91%) were in their 2nd year of JET.

38.27% of the respondents were prefectural, 61.73% of the respondents were municipal

## CIR Harassment, Assault, and Discrimination

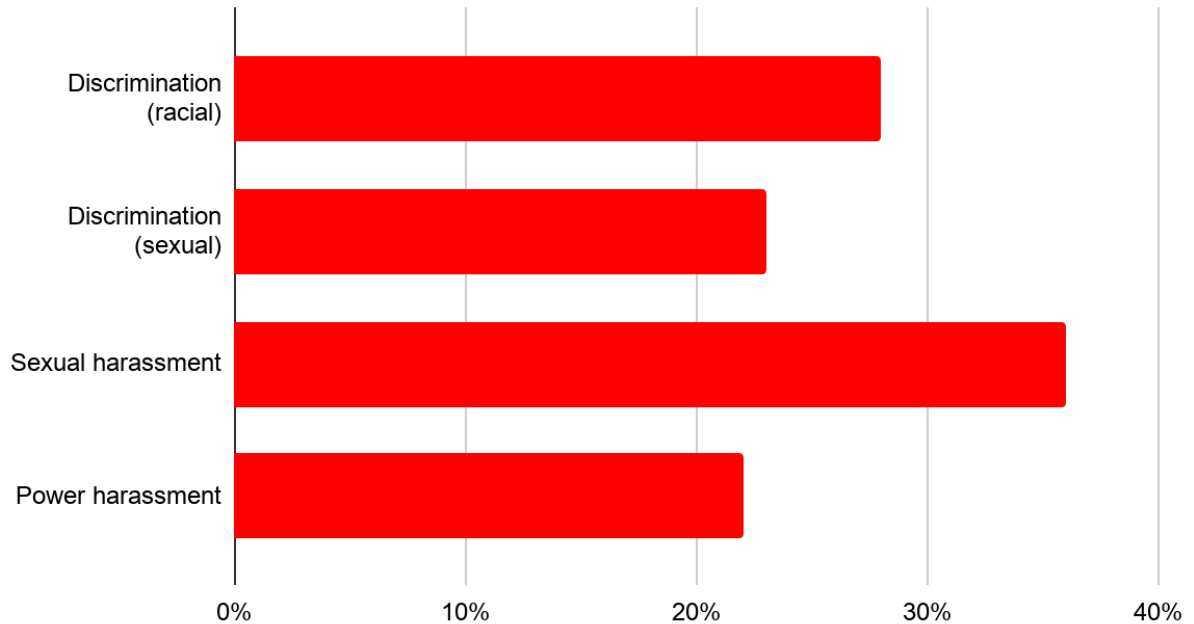
### Harassment, Assault & Discrimination on the JET Programme



\*Some people have reported multiple occurrences, which is why the percentages add up to a number greater than 100.

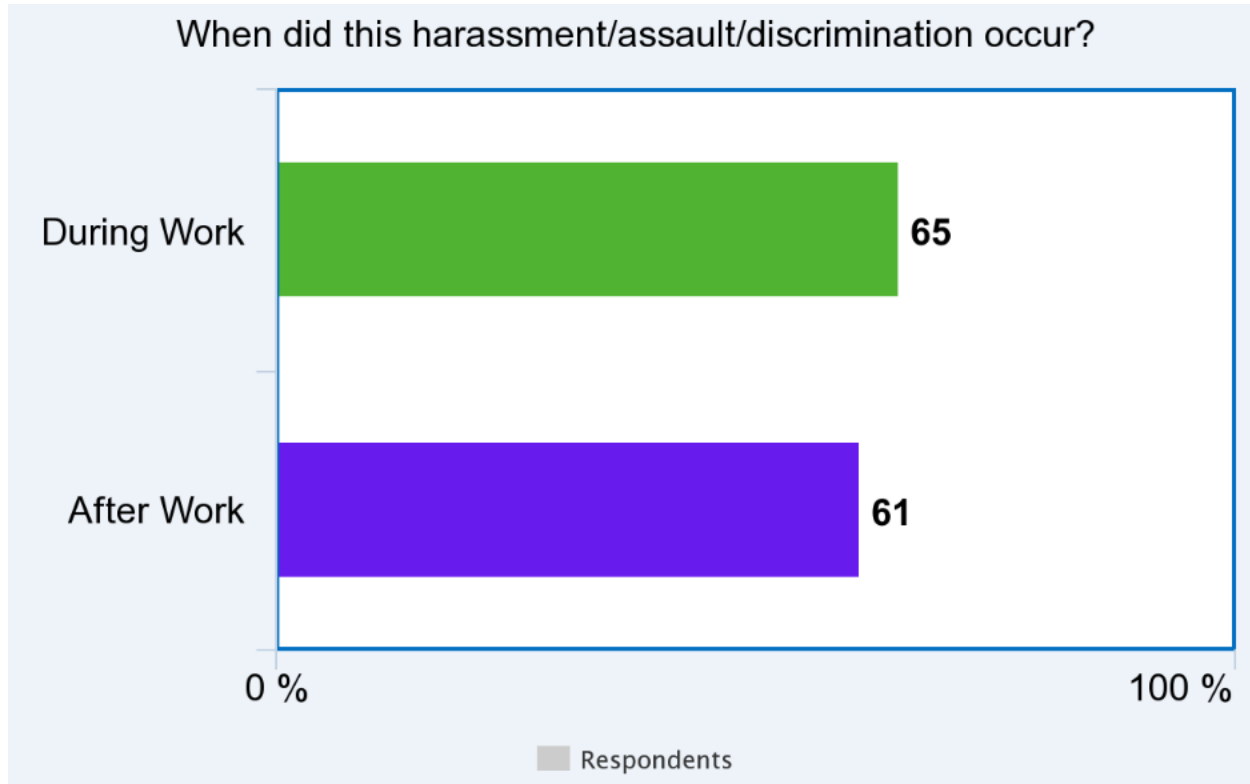
About 47% of CIRs say they have directly experienced harassment, assault, or discrimination while on the JET Programme. 44% say they have at least witnessed such an occurrence.

## Types of Instances Reported (Experienced)



\*Some people have reported multiple occurrences. In addition, sometimes instances of discrimination are both racial and sexual in nature. These two factors explain why the percentages add up to a number greater than 100.

Of these, 58% say they have experienced either racial or sexual discrimination, 36% have experienced sexual harassment, and 22% have experienced power harassment. Of those who report experiences of discrimination, 60% of it was related to race and about 50% was related to sex.



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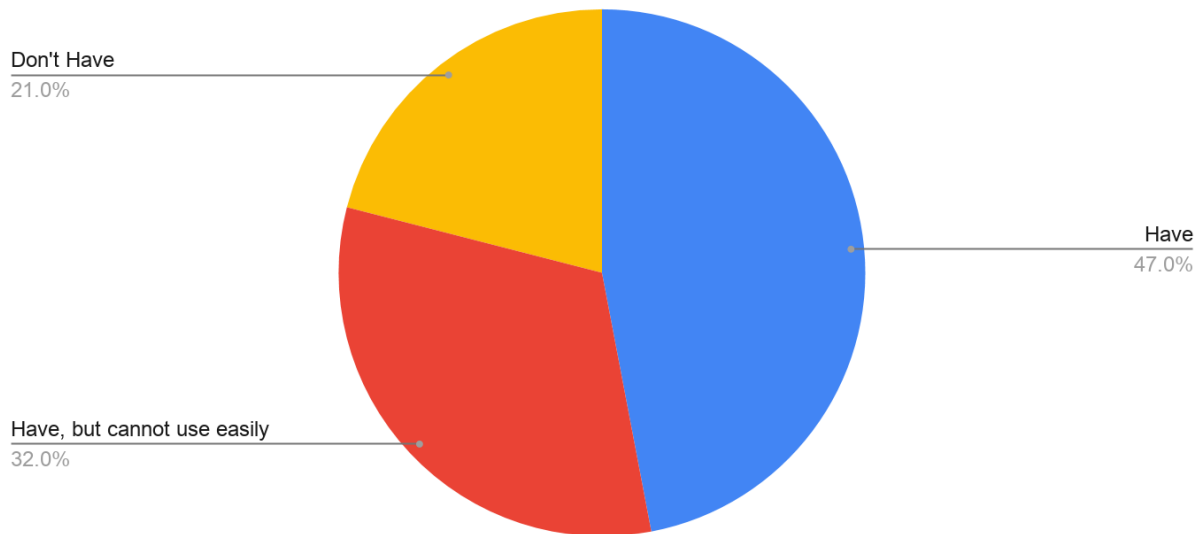
65% of instances of discrimination, harassment, or assault occurred during work hours, and 61% occurred after work hours (as many of the people reporting have experienced multiple occurrences of this nature).

The majority of cases went unreported, and one of the most common reasons cited was because the offenses came from coworkers or superiors, so it would be difficult to address without causing more hardship for the JET participant who would be the one reporting it. While some JET participants do report such cases to a PA, PAs themselves are unable to do so in the case that they are the ones being targeted. In addition, many respondents note that PAs are very limited in what they can do to help.

Only 4% say the information regarding how to deal with sexual assault in the General Information Handbook is sufficient, and 42% say they haven't even read it.

## COVID-19

% of CIRs who have Sick Leave



20% of CIRs don't have access to sick leave. 43% of those who do have access to sick leave are unable to use it in a timely manner. Only 70% of those who responded that they do have access to sick leave said they had access to sick leave during the COVID-19 outbreak.

Only 29% of CIRs responded that their CO provides guidance for receiving help for physical and mental health issues. 32% of these say the assistance they do receive is inadequate.

35% of CIRs weren't allowed staggered working hours or work from home during either state of emergency. 27% were allowed to use these systems during only the first state of emergency, and 35% were allowed to use them during both states of emergency.

60% of CIRs who were requested to take sick leave due to COVID-like symptoms were forced to use annual leave instead of sick leave or special leave.

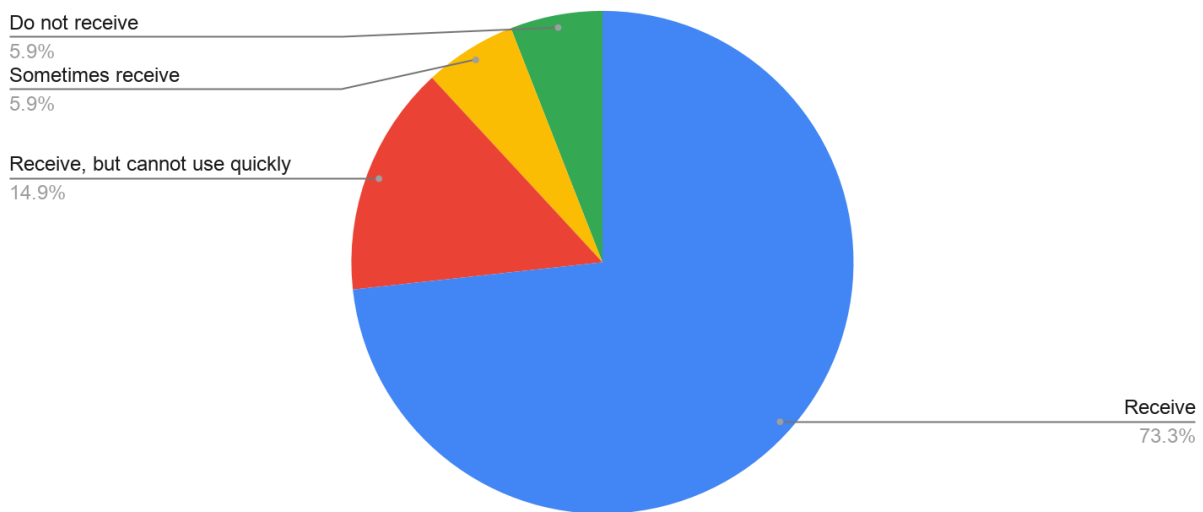
55% of CIRs say the communication between their CO and CLAIR regarding the states of emergency wasn't clear and consistent.



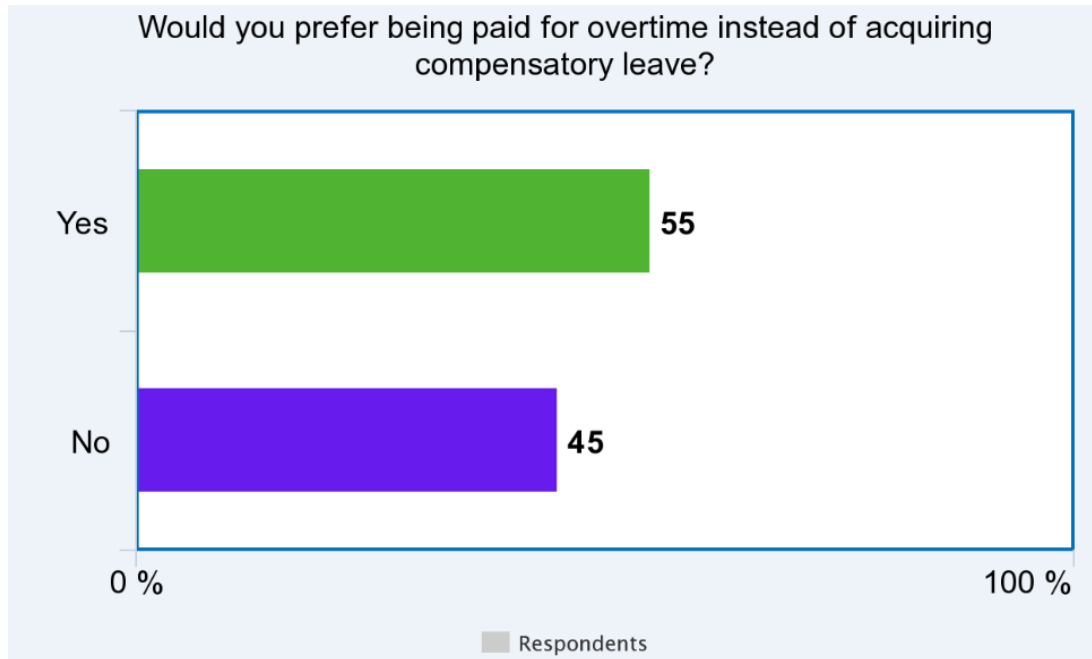
## Overtime Work

75% of CIRs report having to work past their expected working hours before the COVID-19 outbreak. About 7% of people reported an increase in overtime work after the COVID-19 outbreak. In rare cases, CIRs took on 10 or 20 extra overtime hours per week due to the resignation of ALTs in light of coronavirus. 10% of CIRs who responded said they had to take on duties of ALTs and 100% of these said they had no training to fulfill this role. '

% of CIRs who Receive Compensatory Time Off for Overtime Work



89% of CIRs receive compensatory time off for overtime work, but 17% are unable to take this leave in a timely manner. A limited time frame in which to use this time off combined with a heavy workload are the main reasons cited for being unable to take this leave.



55% of CIRs say they would rather be paid for overtime work instead of granted compensatory leave.

Other common suggestions CIRs have given for improving this situation are forcing COs to keep a record of all overtime hours so it can be accounted for, or extending the time period during which compensatory leave can be used.

Self-evaluation of respondents' experiences on the JET Programme are generally positive, but there is room for improvement.

## **PA Survey**

A slim majority of the PAs who began serving from their first year in Japan were unaware that they would be assigned to PA positions before coming here. About a third of these had no desire to be a PA. Of those who transitioned into the position while on JET, about 55% applied to do so and the other 45% were assigned the additional role.

60% of respondents reported that they work overtime in order to fulfill their duties as a PA, and 30% reported an increase in overtime hours related to COVID-19. Only 36% of respondents always get compensatory time off for this overtime work.

Overall, PAs report about a 42% satisfaction with the current PA training materials. Some areas for improvement that they have cited include ensuring that all PAs receive information explaining their role (some reported that they didn't) and making ALTs better aware of the scope of things that PAs can help with (and the things that they can't).

Most PAs report a fairly good working relationship with JPAs, but are largely unaware of the training materials for JPAs. Some respondents noted a lack of information for both PAs and JPAs.

75% of PAs would like a PA representative on AJET.

Some common suggestions for improvement of the PA system that they have provided include making an ALT PA mandatory for each prefecture, not forcing 1st year JETs into a PA role, and providing a bit more authority to PAs to deal with situations.

# Alumni Survey

## Demographics

186 responses have been collected so far.

88.71% of the respondents were ALTs, 10.22% were CIR, 1.08% answered other

Respondents listed 12 nationalities, USA received the majority of responses (61.83%)

Respondents listed 17 ethnicities, further analysis will be provided later. The majority of responses (65.05%) identified themselves as white.

The age range of respondents is 24 to 62

The majority of respondents were women 69.35%, men 28.49% other 2.15% (to be further analysed and categorised)

The plurality of respondents (28.49%) did 2 years on JET.

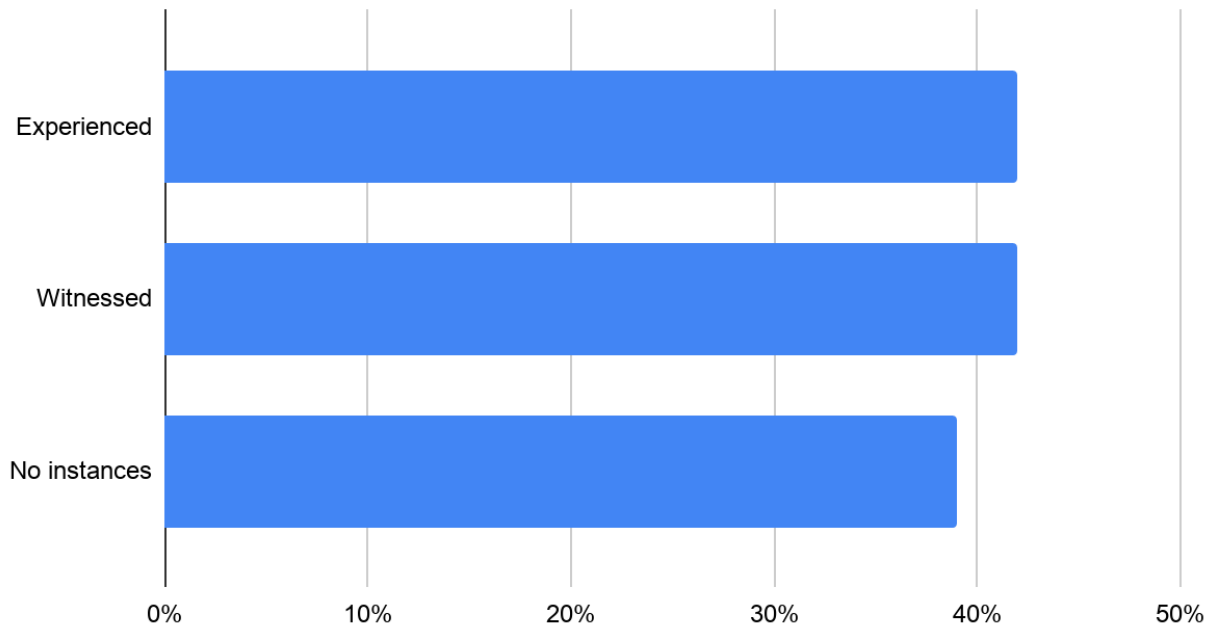
Responses received from all prefectures except from Yamagata, Kanagawa and Aichi

31.72% of the respondents were prefectural, 63.98% of the respondents were municipal, 3.76% were private 0.54% selected the other option

Respondents rated their experience on JET as positive (averaged 76 on a scale between 0-100)

## Alumni Harassment, Assault, and Discrimination

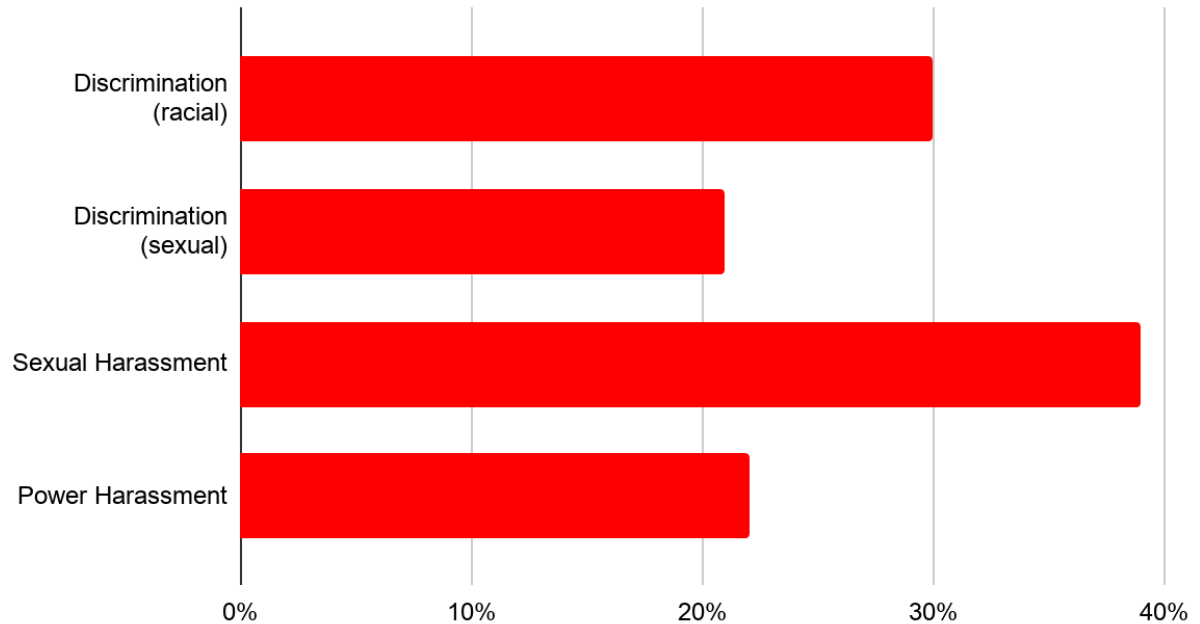
### Harassment, Assault & Discrimination on the JET Programme



\*Some people have reported multiple occurrences, which is why the percentages add up to a number greater than 100.

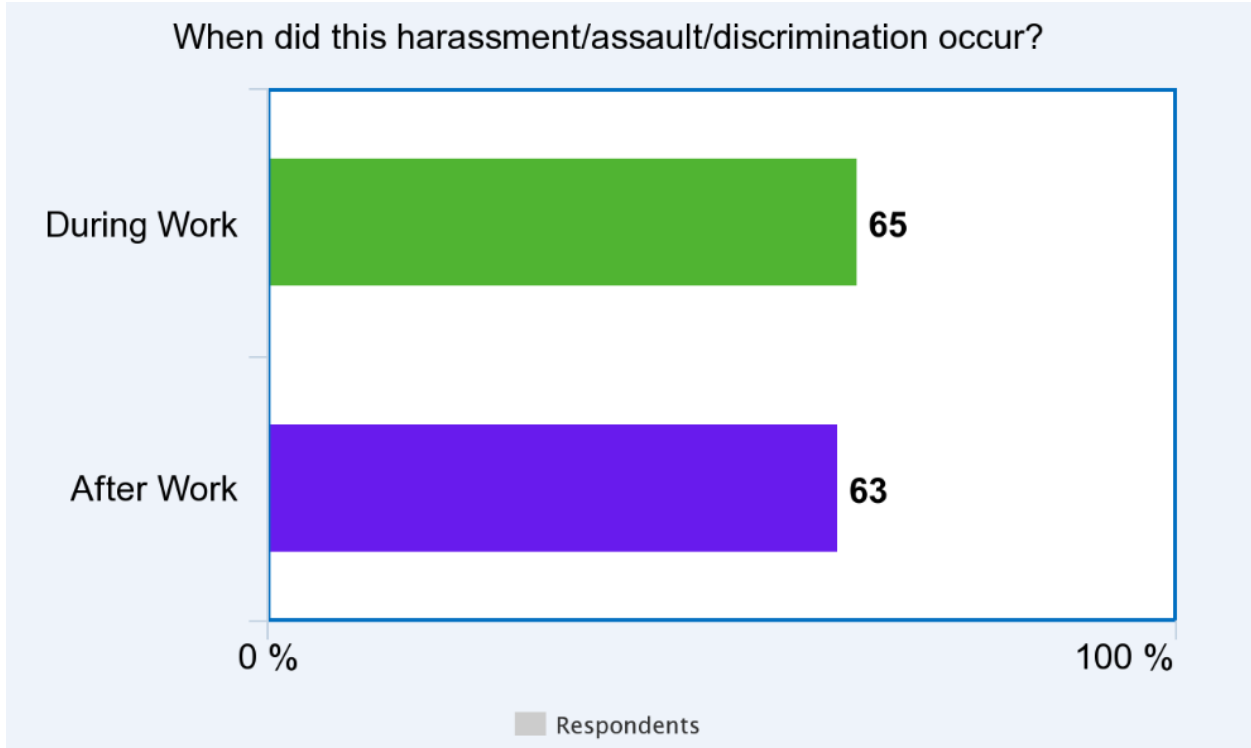
Nevertheless, some issues that they faced were recurrent enough to be widespread, and still affect JET participants today based on the data. About 42% of JET alumni say they have directly experienced harassment, assault, or discrimination while on the JET Programme. 42% have at least witnessed such an occurrence.

## Types of Instances Reported (Experienced)



*\*Some people have reported multiple occurrences. In addition, sometimes instances of discrimination are both racial and sexual in nature. These two factors explain why the percentages add up to a number greater than 100.*

Of these, 48% say they have experienced either racial or sexual discrimination, 39% have experienced sexual harassment, and 22% have experienced power harassment. Of those who reported experiencing discrimination, 63% of it was related to race and 44% of it was related to sex.



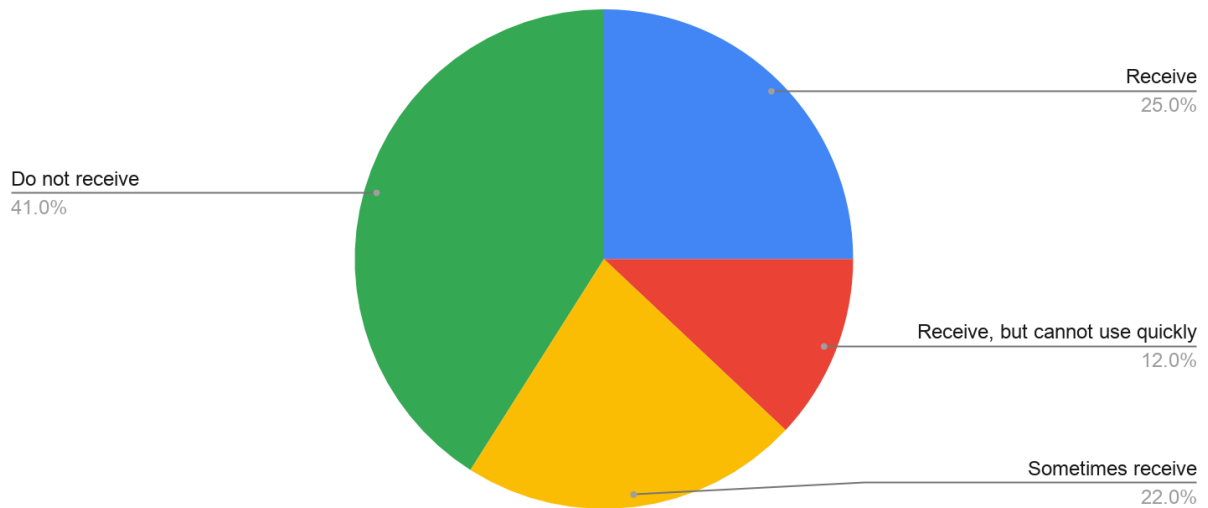
*\*Some people have reported multiple occurrences. In addition, sometimes instances of discrimination are both racial and sexual in nature. These two factors explain why the percentages add up to a number greater than 100.*

65% of instances of discrimination, harassment, or assault occurred during work hours, and 63% occurred after work hours (as many of the people reporting have experienced multiple occurrences of this nature).

The majority of cases went unreported, and one of the most common reasons cited was because the offenses came from coworkers or superiors, so it would be difficult to address without causing more hardship for the JET participant who would be the one reporting it. Comments also noted that there was no clear reporting system (and comments from current JETs in their surveys noted that there still isn't).

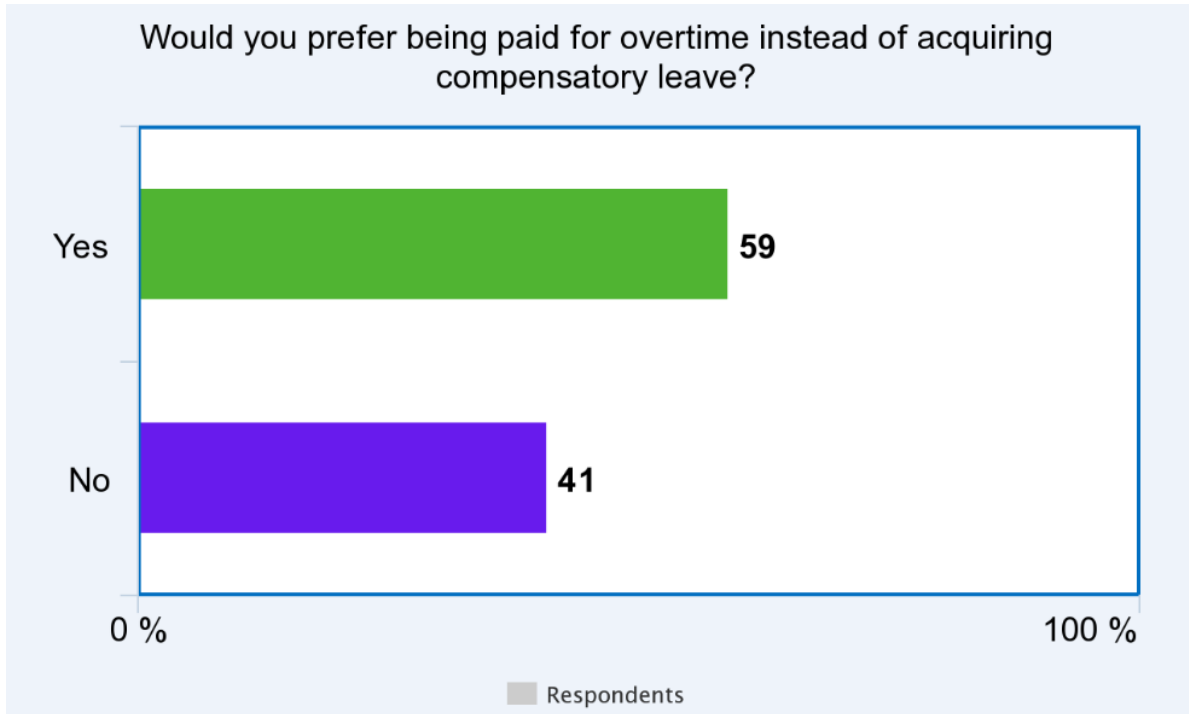
## Overtime

% of Alumni who received Compensatory Time Off for Overtime Work



65% of alumni report having to work overtime during their time on the JET Programme. Only 38% always received compensatory time off for these hours. Of these, an additional 34% were unable to take this leave in a timely manner.



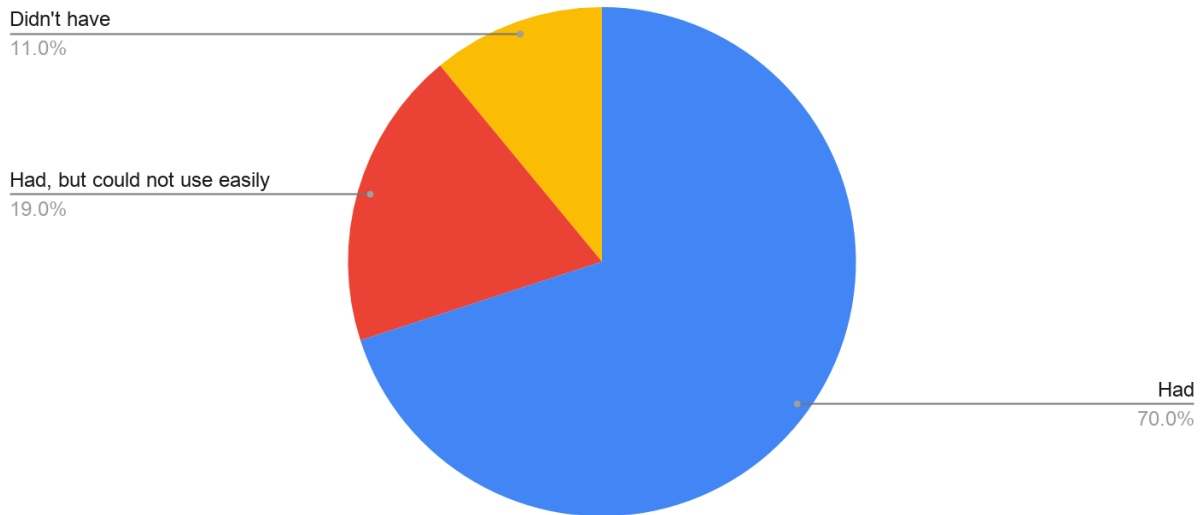


59% of alumni said they would rather have received payment for overtime hours in lieu of compensatory time off.

Several alumni commented that the JET contract should be more clear in terms of overtime work and that there should be clear instructions and/or enforcement from CLAIR regarding this issue. Some alumni also think that JETs should be granted a more clear means of advocating for their own workers' rights.

## Sick Leave

% of Alumni who had Sick Leave



About 80% of respondents said they were able to access sick leave when it was needed. 45% said their COs gave guidance in receiving help or treatment for physical or mental health issues. Of these, 79% said this guidance was adequate.

## JETAA

About 50% of respondents have joined their JETAA chapter, and another 13% plan to do so.