

# 3 Backup Experts

## —Support for Activities of Experts—



Health check at JICA Medical Support Centre

### Outline of Support System

JICA provides several kinds of remuneration and welfare systems for experts assigned to developing countries to support their activities with safety measures in severe living environments. These considerations are essential to the recruitment of highly qualified experts and contribute to the high motivation of experts. They form the foundation for high quality technical cooperation.

JICA established the Human Resources Assignment Department in 1999 in order to strengthen the support systems for experts. It provides an integrated support system in the expert dispatch cycle.

The present JICA support systems are stated below.

**Note:** These systems do not apply to experts assigned by contract between JICA and an organization. In this case, the affiliations provide support.

### Main Support Provisions

#### 1. Travel Expenses and Allowances

JICA provides the following allowances and domestic payment based on those received by Japan's foreign service personnel.

##### 1) Overseas allowances

Long-term experts assigned for one year or longer are paid allowances for basic, housing, family, children's education, language learning, remote area living, and special skills. Short-term experts assigned for less than one year are paid travel expenses, language learning allowance, and a special skills allowance.

##### 2) Domestic payment

JICA compensates salary paid by an organization to which experts belong or provides domestic allowance for experts

who do not belong to any organization.

#### 2. Overseas Travel Systems

Paid leave days for JICA experts should be based on the days approved by the recipient organization. JICA continues to pay overseas allowances if the JICA expert travels outside the recipient country within these leave days and the maximum days in accordance with the assignment terms stipulated by JICA regulations. In addition, JICA will bear travel expenses as follows.

##### 1) Home leave funded by JICA

Long-term experts assigned for two years or longer to the regions designated by JICA as "unhealthy areas" with particularly severe living conditions are eligible to take a home leave once every two years in order to rest and receive medical checks.

Long-term experts, who have completed at least six months of an overseas posting lasting for a minimum of two years, may return once to Japan during their period of service to attend a symposium or conference of an academic society to which they belong.

Moreover, if the spouse or a parent of a long-term expert dies, the expert is eligible to take bereavement leave to Japan. However, the expert should bear some part of the airfare.

##### 2) Health care leave

Health care leave used for health check and/or regaining physical strength is available for long-term experts assigned to the regions designated by JICA as "specified unhealthy areas," where the living conditions are much severer than the "unhealthy areas" described above.

JICA has also set up a system in which long-term experts working in high altitudes are eligible for periodic trips to lower altitudes.

#### 3. Temporary Visit of Spouse and Children

JICA provides the following scheme for long-term experts who live apart from their spouses and children in order to

maintain experts' physical and mental health.

#### 1) Temporary visit of children

JICA subsidizes airfare for children who remain in Japan for educational reasons to reunite with their parents during the school holidays.

#### 2) Temporary visit of spouse to malarial areas

Experts sent alone to areas with exceptionally poor living conditions may temporarily have their spouses in Japan visit them. JICA subsidizes the airfare.

### 4. Health Care

At the Medical Support Centre, doctors and nurses are constantly available to provide advice on health matters to experts and their families. Medical examinations are carried out on each individual before and during dispatch and after their return to Japan.

Moreover, to maintain the health of JICA experts and their accompanying families during overseas service, health guidance teams made up principally of doctors and nurses are sent to each region.

In addition, for the purpose of strengthening the health care system available to experts and their accompanying families overseas, health administrators are currently assigned to 24 overseas offices. This system will be expanded in the future.

### 5. Accident Compensation

JICA makes special arrangements for national workers' accident compensation insurance, which covers accidents in the course of the experts' work or while commuting to work during their overseas service.

Furthermore, an emergency system is available for experts and their families to transfer to medical institutions with a full range of facilities when injury or illness requires hospitalization. In addition, in fiscal 2003, allowance for meritorious service was introduced for experts dispatched to especially dangerous countries and regions for peacebuilding and post-conflict reconstruction support.

### 6. The Mutual Aid Association of JICA

The Mutual Aid Association of JICA was set up to stabilize the overseas living situation and to improve the welfare of JICA experts and their accompanying families. It provides medical costs if a JICA expert or his/her family falls ill or is injured, and condolence payments in the event of death during overseas service. It is supported by premiums paid by the experts themselves and by JICA grants.

Its main activities include payment of the necessary medical expenses for treatment of injury and disease incurred

overseas outside of work-related activities, provision of benefits such as condolence payments, and welfare activities such as the distribution of sympathy payments when disaster strikes.

**Table 3-18 Expert Compensation and Welfare Schemes**

Travel expenses, allowances, etc.	Overseas allowances	Basic allowance		
		Housing allowance		
		Family allowance		
		Children's educational allowance		
		Language learning allowance		
		Remote area living allowance		
		Special skills allowance		
Travel expenses	Issued in Japan	Assistance with overseas travel expenses		
		Compensation of personal expenses at expert's original post		
Welfare systems	Holidays, etc.	Domestic remuneration		
		Home leave travel expenses		
		Bereavement leave		
		Leave for attending academic conferences		
		Assistance with health care leave travel expenses		
		Assistance with high altitude health care leave travel expenses		
		Temporary visit by children		
		Temporary visit of spouse in malarial regions		
		Welfare, etc.	Welfare, etc.	Compensation in the event of accident while en route to/from country of assignment, during work, or while traveling to work
				Mutual aid payments
				Costs for improvements in living environment
Unemployment compensation				
		Health check fees		

Note: May not apply to certain terms of dispatch and under certain circumstances.