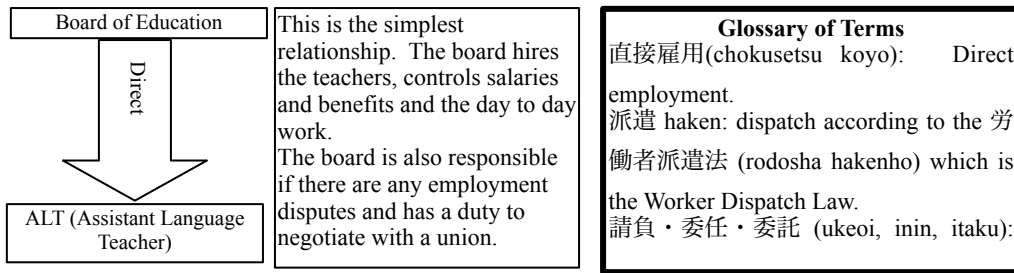
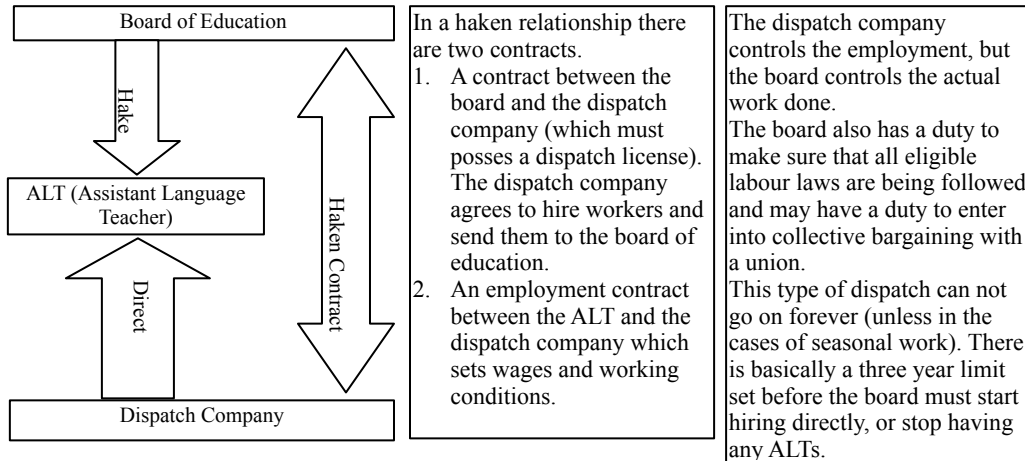


Direct Employment

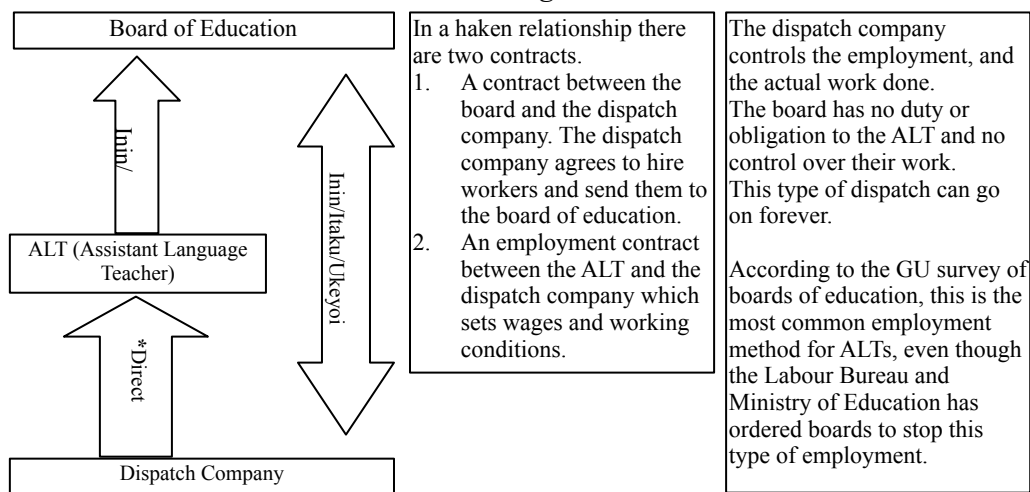


Dispatch/Haken



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

Subcontracting/Inin/Itaku



Since according to the School Education Law boards must control all teaching personnel, and since ALTs, who have no teaching license, are team teaching and under the supervision of a licensed teacher, this type of employment relationship is **ILLEGAL**.

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