

## Rules Pertaining to Dispatching National University Corporation Osaka University Staff to International Organizations

***Note: The document below is an English translation of the University Work Regulations, originally composed in Japanese. The English version of the Work Regulations has been provided merely as a reference for international researchers and employees. Therefore, it should not be considered an official employment contract. Please note that any official employment contracts have been concluded solely on the basis of the Japanese version of the Work Regulations.***

### (Purpose)

Article 1: The purpose of these rules shall be to define necessary matters relating to dispatching to international organizations, etc., in accordance with the provisions of Article 16-2, Item 2 of the Work Regulations for National University Corporation Osaka University Staff, for members of National University Corporation Osaka University (hereinafter referred to as "The University") working full time to whom the Work Regulations for National University Corporation Osaka University Staff apply (hereinafter referred to as "Employee(s)").

### (Definitions)

Article 2: The term "international organizations" shall refer to the organizations listed below:

- (1) International organizations to which Japan accedes
  - (2) Organizations of overseas governments
  - (3) Organizations of overseas states or municipalities
  - (4) Overseas schools, research institutes or hospitals
  - (5) Other organizations that The University acknowledges to be appropriate.
2. The term "dispatch" shall be used in these regulations to refer to activities for which The University sends an Employee to such organizations to have the Employee engage in work of those organizations, based on treaties or similar conventions or at the request of international organizations and shall not include activities in which the Employee engages in work of international organizations, under their own will for the purpose of acquiring knowledge and obtaining certificates.
3. The term "dispatched Employee" shall be used in these regulations to refer to an Employee dispatched to international organizations.

### (Consent of the Member)

Article 3: When The University dispatches an Employee, it shall obtain the consent of such Employee.

### (Calculation Period of Continuous Employment)

Article 4: The period of dispatch shall be included in calculation of the period of continuous employment at The University.

### (Accident Compensation)

Article 5: Compensation for work-related injuries arisen during the period when an Employee is dispatched shall be set forth in accordance with the laws and ordinances of the country to which the accepting organization belongs. However, when the content of such compensation are less than the content of compensation defined in Regulations Pertaining to Work Accident Compensation for National University Corporation Osaka University Staff necessary measures shall be taken, such as covering the difference in cost.

### (Post-Reinstatement Measures)

Article 6: The University shall take necessary measures to ensure that reinstated Employees are treated equally with other Employees.

### (Execution)

Article 7: In addition to the provisions of 6 articles above,, necessary matters pertinent to the execution of dispatch to international organizations shall be determined separately.

### Supplementary Provisions

These regulations shall be implemented from July 24<sup>th</sup>, 2006.