

国立天文台に於ける国際化 & 外国人サポートの取り組み

自然科学研究機構 国立天文台
国際連携室長 蓮尾隆一

第二回研究大学コンソーシアムシンポジウム
2018年10月25日@ 東京国際交流館

自己紹介

- ▶ 研究者ではありません。博士号も持ちません。
- ▶ 九州大学理学部物理学科（修）超電導磁力計（SQUID）による地磁気脈動の観測
- ▶ 三菱商事・三菱自動車で自動車の販売に従事
 - 販売・マーケティング・部品/サービス・広報/PR・M&A（会社を作ったり、買ったり、売ったり）・企業経営全般
- ▶ 海外駐在 3か国 4回 15年半。
- ▶ サラリーマン卒業後、年金暮らし15か月を経て、2016年7月から、現職

国立天文台と国際化

- ▶ 海外での事業
 - すばる（ハワイ）と
 - ALMA（チリ）



➤ TMTも



国立天文台と国際化

▶ 海外での事業

- ▶ すばる（ハワイ）とALMA（チリ）

- ▶ ハワイに96人（内、三鷹からの派遣26人、
現地RCUH（Research Corporation of the University of Hawai'i）
雇用70人（日本人も含む））

- ▶ チリに24人（内、三鷹からの派遣18人、現地雇用6人）

▶ 国立天文台の外国人（2018年9月1日）

- ▶ 雇用 37人（三鷹30人、チリ2人、水沢・野辺山・ハワイ・大阪府大・名大 各1人）

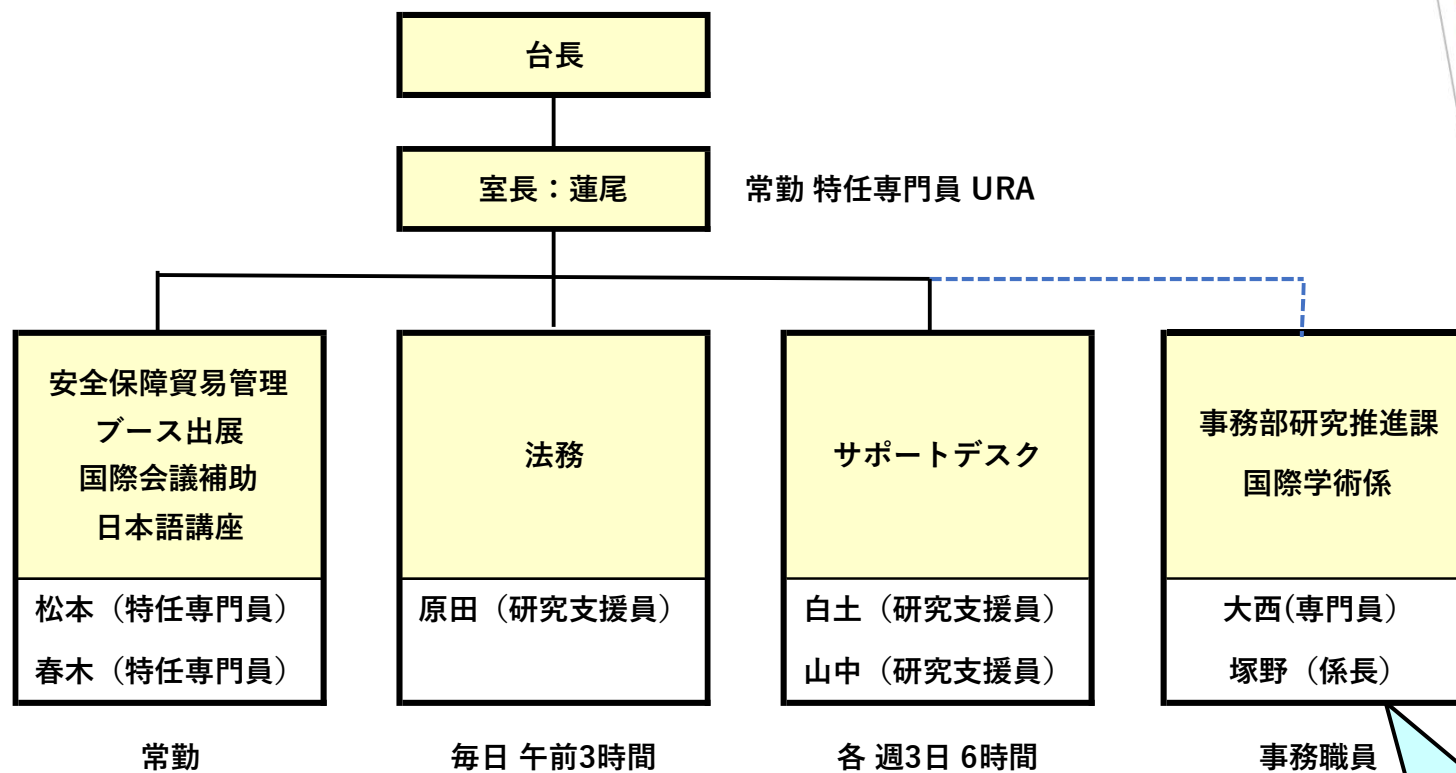
- ▶ 非雇用 17人（院生、EACOA Fellow、JSPS Fellow、サバティカル、インターンなど:三鷹14人、水沢1人、ハワイ2人）

- ▶ JSPS ボン事務所に林前台長、 NINSプリンストン事務所に唐牛名誉教授

国際連携室の仕事

- ▶ 安全保障貿易管理
- ▶ 外国人サポート（サポートデスク）
- ▶ 海外との協定等締結に際しての法務サポート
- ▶ 国際会議・研究会の開催支援
- ▶ 国際学会などでのブース出展
- ▶ 台内外文書・通知の翻訳（文科省や機構からの連絡文書が全て日英併記になる日を待ち望んでいます）
- ▶ 無料(基礎)日本語講座 assist：週一回 + e-learning

国際連携室の陣容



VISAの手配は
事務部

国際連携室の仕事（本日の話題）

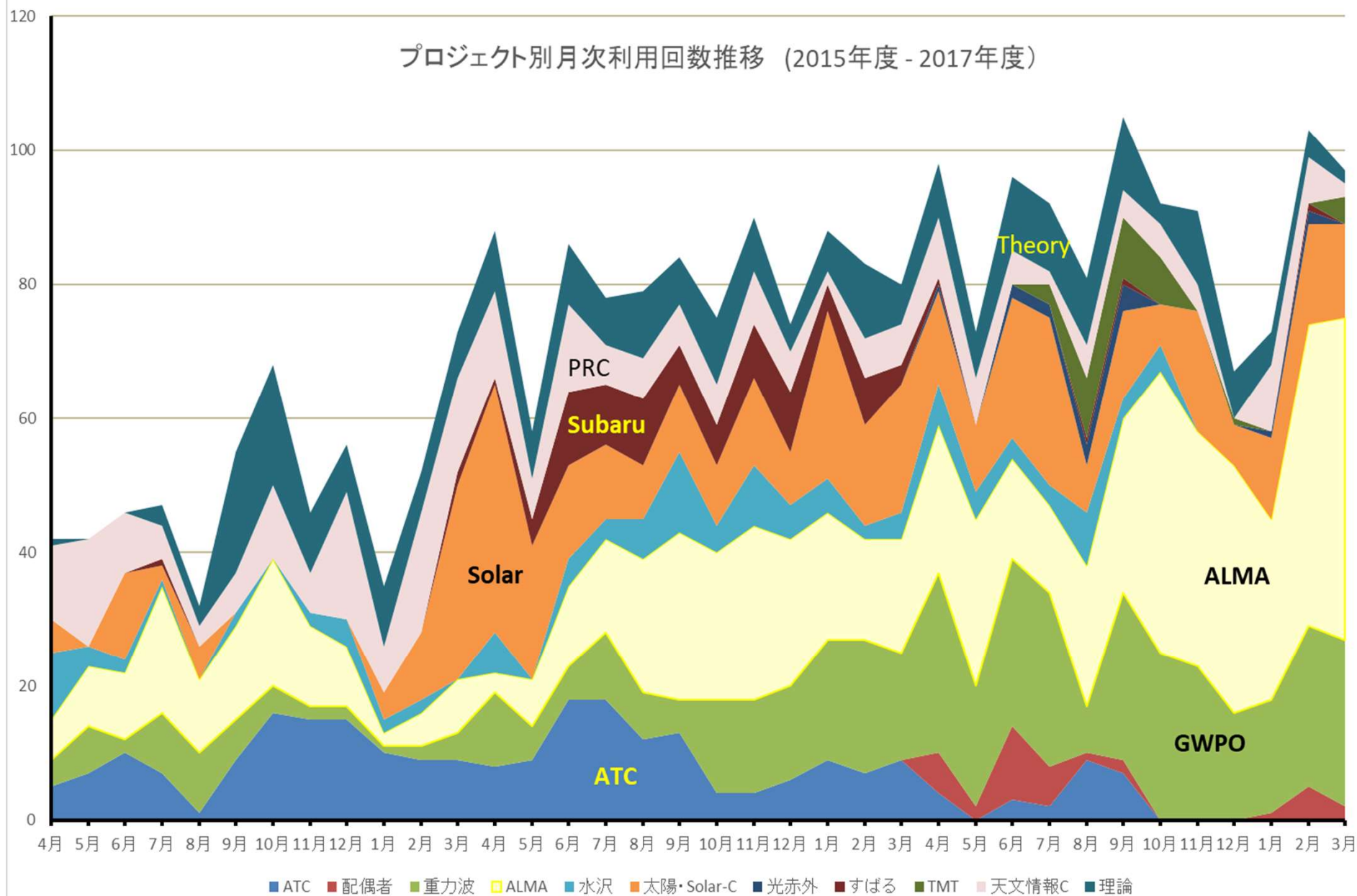
- ▶ 安全保障貿易管理
- ▶ **外国人サポート（サポートデスク）**
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外国人サポート by サポートデスク

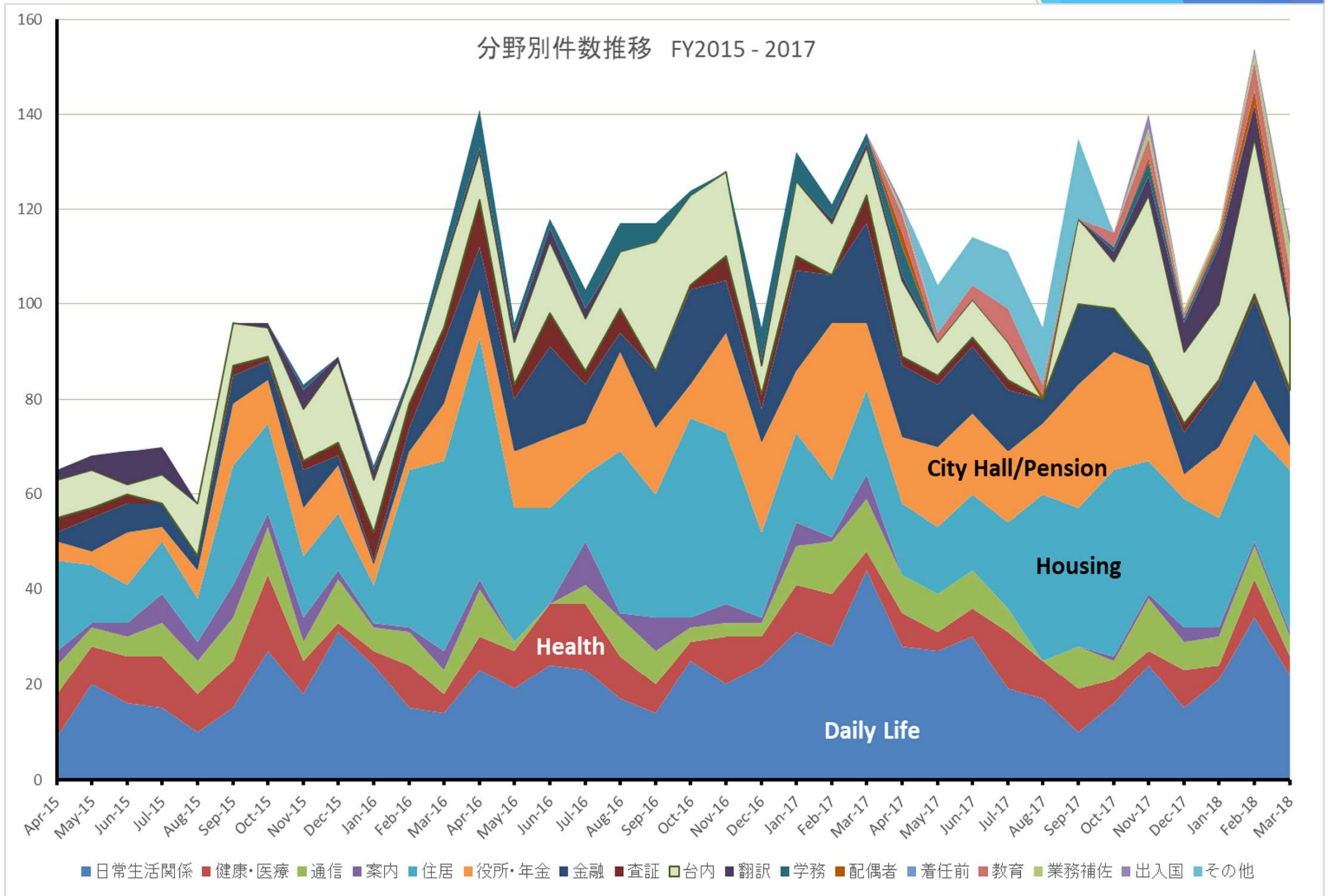
- ▶ 住民登録
- ▶ 銀行口座開設（新生銀行、郵貯など）
- ▶ 携帯電話取得（OCNなど）
- ▶ 住居探し・契約・入居・退去（後述）
- ▶ （非雇用者について）国民年金、国民健康保険、住民税（雇用者は事務部で対応）
- ▶ 病院紹介＋同行
- ▶ 台内保育所対応
- ▶ トラブル対応

サポートデスク利用状況 プロジェクト別

プロジェクト別月次利用回数推移 (2015年度 - 2017年度)



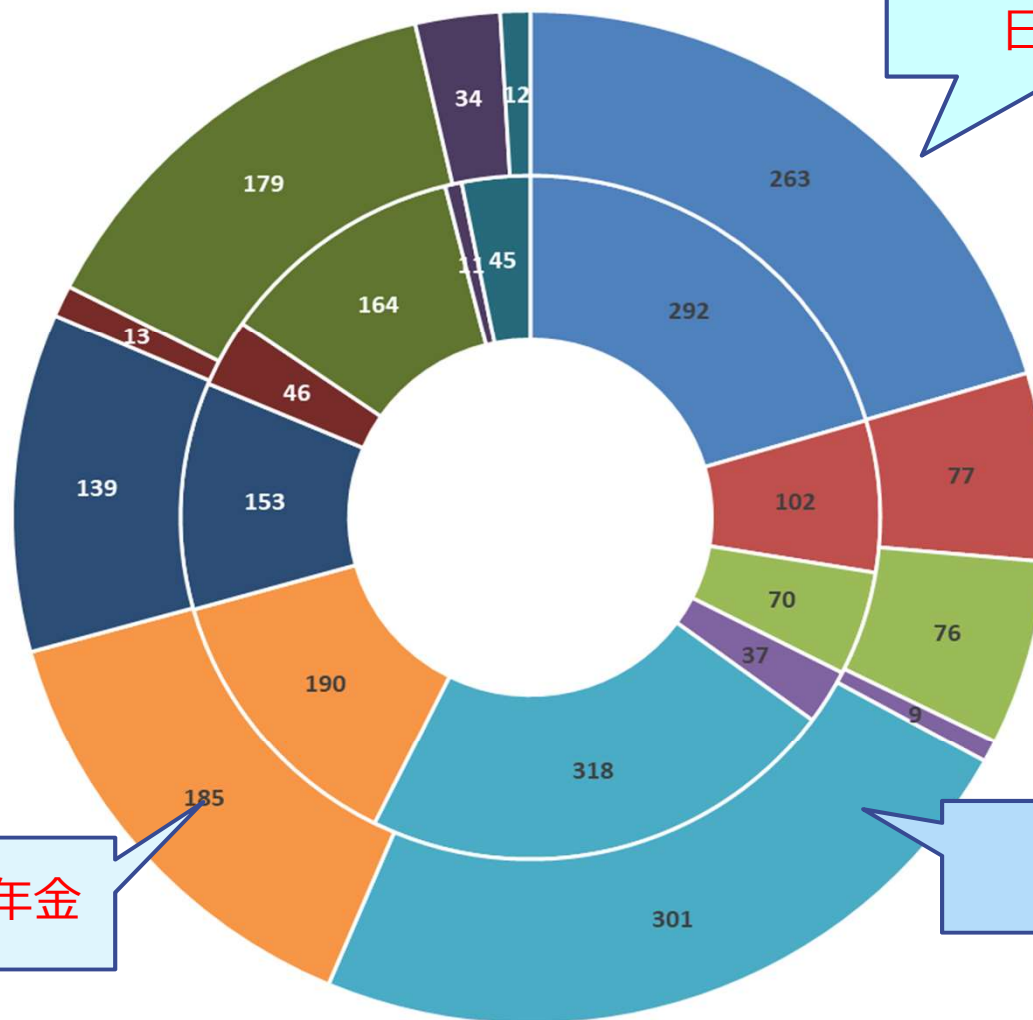
サポートデスク利用状況 分野別



サポートデスク利用状況 分野別比

分野別業務量比率(内側2016年度、外側2017年度)

- 日常生活関係
- 健康・医療
- 通信
- 案内
- 住居
- 役所・年金
- 金融
- 査証
- 台内
- 翻訳
- 学務



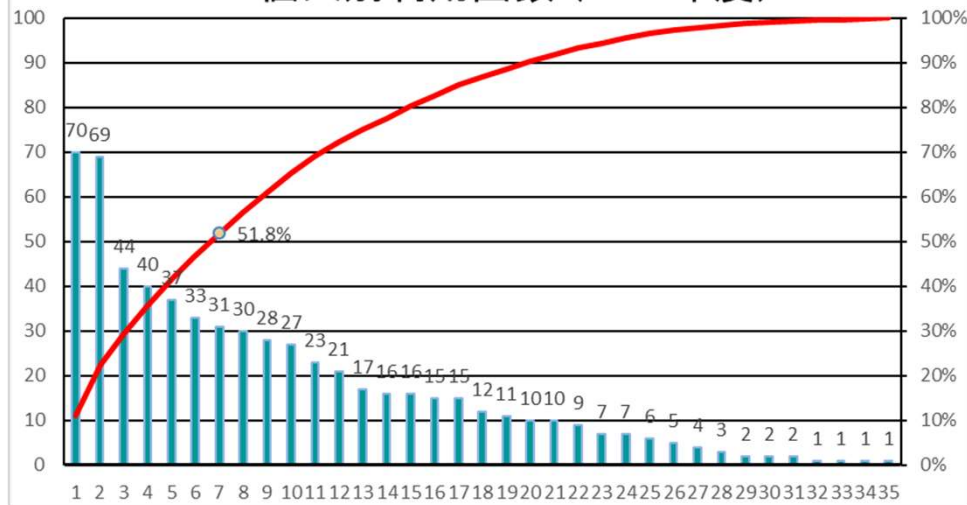
日常生活

役所・年金

住居

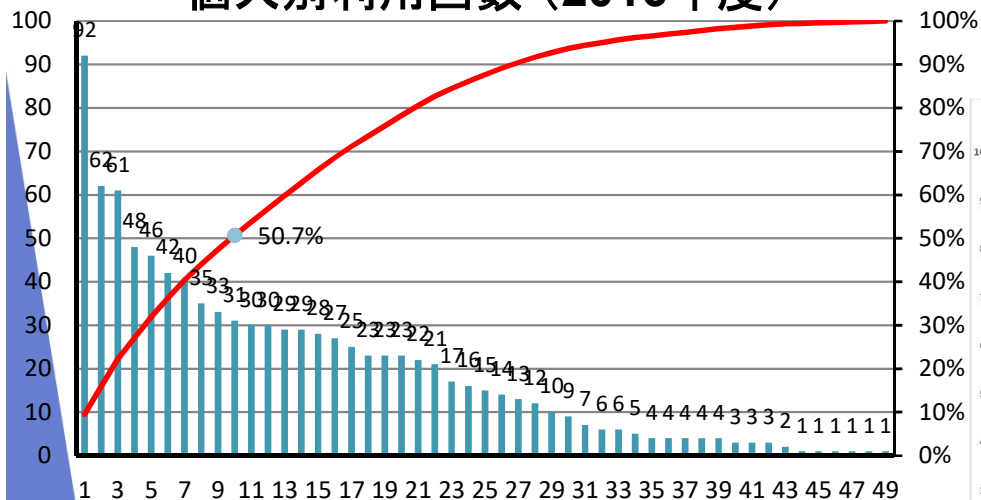
サポートデスク利用状況 個人別

個人別利用回数 (2015年度)

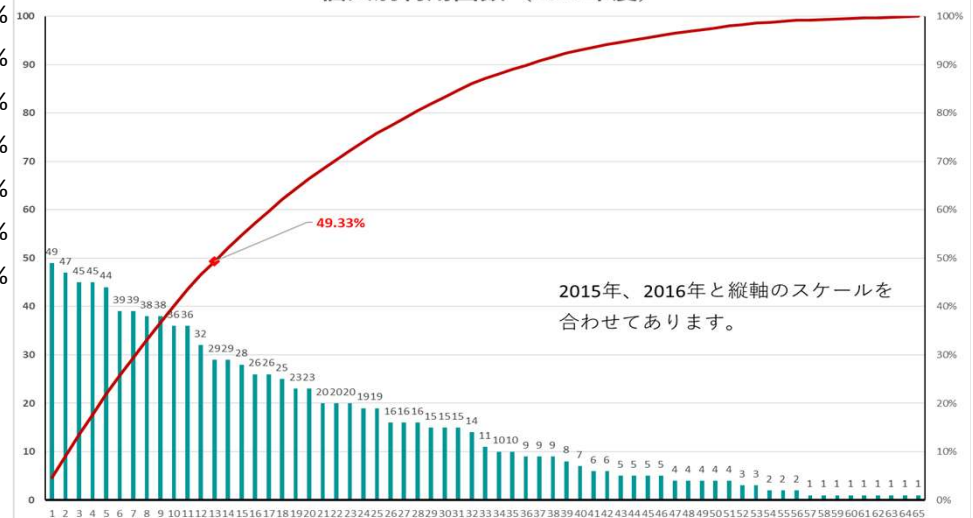


縦軸は年間利用回数
横軸は個人
2015年に35人
2016年に49人
2017年に65人
2割の人が全体の5割の利用

個人別利用回数 (2016年度)



個人別利用回数 (2017年度)



扶養家族等（異動）申告

REPORT ON EXEMPTION FOR DEPENDENTS, ETC. FOR 2018

To: Musashino Tax office

This form is to file your exemption for spouse, dependents, disabled, and so on.
This form is still needed to be submitted despite of no dependents.
This form can be submitted to only one employer even if you have multiple.

Name of employer:	National Institutes of Natural Sciences	(Name in Katakana)	Date of Birth (YYYY/MM/DD)
		Name of Employee	
Employer's ID #	5 0 1 2 4 0 5 0 0 1 8 2 3	Individual Number (12 digits)	Signature or Seal
Employer's Address	2-21-1 Osawa, Mitaka, Tokyo	Employee's Address	Head of Family Relationship
			Spouse <input type="checkbox"/> Yes <input type="checkbox"/> No

	(Name in Katakana)		Individual Number (12 digits)		Elderly qualified dependent DOB on or before 1/1/1949	Special Dependent DOB 1/2/96-1/1/00	Estimated income within 2018		Address	Reason for change (if any within 2018)
	Name	Relationship	Date of Birth (YYYY/MM/DD)				Non-Resident	Fact of dependency		
Exemption for Spouse							<input type="checkbox"/> Yes			
Exemption for Dependent 16 years old or older (excluding spouse) (DOB on or before 1/1/2003)	1						<input type="checkbox"/> Yes			
	2						<input type="checkbox"/> Yes			
	3						<input type="checkbox"/> Yes			
	4						<input type="checkbox"/> Yes			
Exemption for disabled, widows or widowers, and working students (Mark up where applicable.)	1. Disabled	Taxpayer	Exempt spouse	Exempt Dependent	2. Widow (yourself) 3. Special widow (yourself) 4. Widower (yourself) 5. Working student (yourself)			Contents of the left		Reason for change (if any within 2018)
	Disabled									
	Special Disabled									
	Special disabilities living with the taxpayer									
Exempt dependent other taxpayer takes the exemption	Name	Relationship	Date of Birth (YYYY/MM/DD)	Address			Information of the other taxpayer who takes the exemption		Reason for change (if any within 2018)	
							Name	Relationship	Address	

For Resident Tax Purpose

	(Name in Katakana)		Individual Number (12 digits)		Address	Non-resident Dependent	Estimated Income	Reason for change (if any within 2018)
	Name	Relationship	Date of Birth (YYYY/MM/DD)					
Exemption for Dependent younger than 16 (DOB on and after 1/2/2003)	1							
	2							
	3							

保険料等控除申告

APPLICATION FOR EXEMPTION FROM INCOME TAX FOR INSURANCE PREMIUMS / APPLICATION FOR SPECIAL EXEMPTION FOR SPOUSE IN 2017

To: Musashino Tax Office

Name of Employer	National Institutes of Natural Sciences	Name of Employee	
Employer's ID #	5 0 1 2 4 0 5 0 0 1 8 2 3	Employee's Address	
Employer's Address	2-21-1 Osawa, Mitaka, Tokyo		

Exemption for Life Insurance Premium								
Name of insurance company	Type of insurance	Period Covered	Name of Contractor	Beneficiary		New or Old	Actual Premium (Total paid - surplus)	Confirmation by employer
				Name	Relation			
Life Insurance								
	Total premium of NEW [A]	Amount calculated based on Formula I about [A] ①		(up to ¥40,000)		Total (①+②) ③	(up to ¥40,000)	
	Total premium of OLD [B]	Amount calculated based on Formula II about [B] ②		(up to ¥50,000)				
	TOTAL (either ③ or ② whichever is bigger, and up to ¥50,000)						(i)	
CareMedical Insurance								
	Total premium [C]	Amount calculated based on Formula I about [C]		(up to ¥40,000)		(ii)		
Pension Insurance								
	Total premium of NEW [D]	Amount calculated based on Formula I about [D] ④		(up to ¥40,000)		Total (④+⑤) ⑥	(up to ¥40,000)	
	Total premium of OLD [E]	Amount calculated based on Formula II about [E] ⑤		(up to ¥50,000)				
	TOTAL (either ⑥ or ⑤ whichever is bigger, and up to ¥50,000)						(iii)	
Calculation Formula I (NEW)				Calculation Formula II (OLD)		Total life insurance deductible (i) + (ii) + (iii) (up to ¥120,000)		
[A] or [C] or [D]	Calculation of Exemption [A] or [C] or [D]		[B] or [E]		Calculation of Exemption [B] or [E]			
¥20,000 or less	[A] or [C] or [D]		¥25,000 or less		[B] or [E]			
¥20,001 to ¥40,000	[A] or [C] or [D] × 1/2 + ¥10,000		¥25,001 to ¥50,000		[B] or [E] × 1/2 + ¥12,500			
¥40,001 to ¥80,000	[A] or [C] or [D] × 1/4 + ¥20,000		¥50,001 to ¥100,000		[B] or [E] × 1/4 + ¥25,000			
¥80,001 or more	¥40,000		¥100,001 or more		¥50,000			

Notes:

- Please attach the certificate of payment.
- NEW means the contract has started on and after January 1, 2012 and OLD means the contract has started before the date.
- Any fraction which result from the calculation shall be rounded up.
- Premiums paid on insurance contracts concluded with foreign Insurance underwriters outside Japan are excluded from these exemptions.

Exemption for Earthquake Insurance & Long-term Damage Insurance Premium								
Name of the insurance company	Type of insurance	Period Covered	Name of Contractor	For the insured property		Earthquake or Long-term Damage	Actual premium (Total paid - surplus)	Confirmation by employer
				Name of person in use	Relation			
Earthquake Insurance within the actual premium (A)		B		Former long-term casualty insurance within the actual premium (C)		C		
Earthquake Insurance deductible		+ (up to ¥50,000)		= (in the case C is over ¥10,000, (C) × 1/2 + ¥5,000 (up to ¥15,000))		(up to ¥50,000)		

Notes:

- Please attach the certificate of payment.
- Any fraction which result from the calculation shall be rounded up.
- For long-term damage insurance of which the insured period is over 10 years, the contract should be entered into on or before December 31, 2006.

Special Exemption for Spouse		
Estimate of Employee's Income in this year		
Spouse's Name in Katakana		
Spouse's Name		
Spouse's Address		
(if it is different from employee's)		
Spouse's DOB (YYYY/MM/DD)	Non-Resident	Fact of dependency
	<input type="checkbox"/> Yes	

This form must be prepared if you wish to take a special exemption for your spouse. However, this exemption can not be taken generally in the following situations:

- If your income exceeds 10,000,000 yen in 2017 (i.e., gross salary exceeds 12,200,000 yen if salary is the only source of your income).
- If your spouse's income is less than 380,000 yen or exceeds 760,000 yen, the spouse is claimed as a dependent by other person; or spouse is an employee of your own family business (blue returns or white returns).
- If you claim an exemption for spouses (you can not claim both "spouses" and this "special exemption for spouses").

Spouse's Income for 2017			
Type of Income	Gross Income (a)	Expenses (b)	Net Income (a - b)
① Salary		¥850,000	
② Business			
③ Miscellaneous			
④ Dividend			
⑤ Real estate			
⑥ Retirement			
⑦ Other except ①~⑥			
TOTAL Net Income [A]			

* List of Special Exemption for Spouse

Total income [A]	Exemption [B]	Total income [A]	Exemption [B]
¥380,000 or less	¥0	¥600,000 to ¥649,999	¥180,000
¥380,001 to ¥399,999	¥380,000	¥650,000 to ¥699,999	¥110,000
¥400,000 to ¥449,999	¥360,000	¥700,000 to ¥749,999	¥60,000
¥450,000 to ¥499,999	¥310,000	¥750,000 to ¥799,999	¥30,000
¥500,000 to ¥549,999	¥260,000	¥760,000 or more	¥0
¥550,000 to ¥599,999	¥210,000		
Exemption (select one from list of [B])			

Exemption for Social Insurance Premium				
Insurance Type	Payee of premium	Person who pay the premium		Total premium paid in this year
		Name	Relation	
TOTAL				

- Notes: 1. Insurance premiums (e.g., Japanese national health and pension scheme).
2. Please attach the certificate of payment for national pension.

Exemption for Small Business Mutual Aid Premium	
Insurance Type	Total premium paid in this year
Small Business Mutual Aid Premiums	
Personal Pension Premiums	
Premiums for Mentally and Physically Handicapped Dependents Mutual Relief System	
TOTAL	

住居サポート

1. コスモス会館（原則32泊まで。13室：S:10、T:2、F:1）
2. 近隣ホテルとのcorporate rate契約
3. 不動産屋の紹介（英語対応できるところは限定的）
4. 近隣大学の官舎の提供（空きがあれば）
5. 海外から来て雇用される外国人へは手厚いサポート
6. 住居を借りるときの問題
 - 外国人には貸さない
 - 日本人の保証人が必要
 - 日本語が話せないと官舎に入れない
 - 家具付きの物件が少ない
 - 短期の契約は困難であったり、割高であったり、一括支払いを求められたりするが、ネット情報を見た外国人は、「もっと安い物件がある筈」と不満

国際会議等へのブース出展

- ▶ EAMA 10 (The 10th East Asian Meeting on Astronomy)
Sept. 2016 ソウル
- ▶ APRIM (Asia-Pacific Regional IAU Meeting)
June 2017 台北
- ▶ AAS (American Astronomical Society年会)
Jan. 2018 Washington D.C.
- ▶ IAU GA (IAU General Assembly)
Aug. 2018, Wien
- ▶ AAS (American Astronomical Society年会)
Jan. 2019 Seattle

国立天文台の外国人招聘プログラム一覧

NAOJ Invitational Programs for International Students and Researchers (for FY 2019)



	NAOJ Fellow	Project Research Fellow	NAOJ Visiting Joint Research	Visiting Scholars Program (Foreign)	Overseas Intern	Sabbatical Researcher	EACOA Fellow	EAO Fellow
Outline	Offers employment position as Specially Appointed Assistant Professor for highly qualified young researchers conducting autonomous research.	Offers employment position as Specially Appointed Research Staff. Selected candidate will devote up to 50% of his/her work time to duties assigned by the affiliated project, office, or center.	Provides support for travel expenses (including daily allowance and lodging expenses for those who stay in Japan) to researchers who will conduct collaborative research at NAOJ.	Invites foreign researchers for a fixed period as annual salary based Specially Appointed Academic Staff. Applicants must hold a current position (including postdoc position) in their home institution to which they could return to at the end of the Program. Starting from FY2018, if the stay does not exceed 90 days, business trip based position is also available.	Provides opportunities for graduate school students from overseas to conduct research or guided technical training for a maximum of one year at NAOJ.	Accepts researchers who wish to pursue independent investigation and research at NAOJ.	This program supports young researchers who wish to work on their research programs while residing in at least 2 EACOA member institutions: National Astronomical Observatories of Chinese Academy of Sciences (NAOC), Korea Astronomy and Space Science Institute (KASI), Academia Sinica Institute of Astronomy and Astrophysics (ASIAA), and National Observatory of Japan (NAOJ).	This program provides funds for young researchers who wish to work at EAO, Hawaii to support JCMT operations while pursuing independent research.
Duration	2 to 3 years (No renewal of contract)	3 years in principle. Term may be extended once for up to a maximum of 2 additional years	2 weeks to 1 month (May be extended up to 3 months if the applicant has own additional funding to cover expenses for the extended period)	1 month minimum (Entire duration of visit must be within a single fiscal year)	Up to 1 year	Up to 1 year	3 years (Selected candidate must spend at least one year each in two or more EACOA institutions)	3 years
Number of Open Positions	One to two persons	Varies	Varies	Varies	Varies	Varies	Two persons	One person
Eligibility	<ul style="list-style-type: none"> The applicant must hold a PhD degree, or be scheduled to receive a PhD degree in the fiscal year preceding the date of appointment. Full commitment towards designated NAOJ fellow work is required. 	<ul style="list-style-type: none"> The applicant must have a PhD degree or equivalent. Full commitment towards designated Project Research is required. 	Researchers (including graduate students, etc.) conducting collaborative research with NAOJ researchers, graduate students, etc.	Researchers affiliated with foreign institutions holding positions equivalent to Professor, Associate Professor, or Assistant Professor of NAOJ.	Graduate school students currently enrolled and pursuing a degree in Astronomy or other related fields at an university or accredited academic institution outside Japan.	Researchers who are currently affiliated with a research and academic institution.	Young researchers who are within 3 years of earning their PhD or equivalent degree in Astronomy or other related fields.	Young researchers who are within 3 years of earning their PhD or equivalent degree in Astronomy or other related fields.
Eligible Host Researchers in Japan	Professor, Specially Appointed Professor, Associate Professor, Specially Appointed Associate Professor, Assistant Professor, Specially Appointed Assistant Professor of NAOJ						NAOJ research staff members	
Terms of Award	Hired as employee on annual salary system as Specially Appointed Assistant Professor. Monthly salary: 350,000JPY. Commuting expenses: Up to 33,000JPY/month. Annual research funds: 1,000,000JPY. Travel expense to Japan and relocation cost: Paid	Hired as employee on annual salary system as Specially Appointed Research Staff. Monthly salary: 350,000JPY. Commuting expenses: Up to 33,000JPY/month. Annual research funds: 500,000JPY. Travel expense to Japan and relocation cost: Paid	Paid round-trip air ticket and accommodation fees* (Daily allowance/lodging expenses) *a fixed upper limit will be applied for payable accommodation fees	Hired as employee on annual salary base with paid round-trip air ticket. Research funds are provided according to rank and terms of employment. Round-trip air ticket, accommodation fees and daily allowance will be provided for researchers invited under the business trip based position.	Status of employment and travel expense are to be negotiated with the host researchers in Japan.	Travel expense and research funds are to be negotiated with the host researchers in Japan.	Monthly allowance: 3,000USD. Research support allowance: 20,000USD/year. Relocation fee: Paid up to 4,000USD. Monthly salary (which will be treated as research support fund) is paid ahead every 3 months. Salary and relocation fee is paid by NAOJ. Research support allowance is supplied by the host institutions.	Monthly allowance: 3,000USD. Relocation fee: Paid up to 4,000USD
Accommodation at Cosmos Lodge			Available	Available throughout the term (Accommodation fees for annual salary based position: Not covered. For business trip based position: Covered)	Available throughout the term (Accommodation fees: not covered)	Available (1 month maximum)		
Call for Applications	Opens once a year (Application deadline for FY2019: September 14, 2018)	Upon vacancy	Opens 3 times a year (The next application deadline: September 28, 2018)	Open once a year (Application deadline for FY2019: September 28, 2018)	Applications accepted all year-round	Applications accepted all year-round	Opens once a year (Application deadline for FY2019: November 15, 2018)	Opens once a year (Application deadline for FY2019: November 15, 2018)
URL	https://www.nao.ac.jp/en/about-naoj/employment/job-fellow.html 	https://www.nao.ac.jp/en/about-naoj/employment/job-vacancy.html 				https://www.eacoa.net/program2019.php 	https://www.eacoa.net/program_eeo2018.php 	
Remarks	NAOJ fellows are allowed to engage in independent research without any specific duty assignment. The candidate will be appointed to one of the projects at Mitaka, Mizusawa, Nobeyama, Hawaii, or Chile.		Activities not involving joint research, such as short stays for research discussions, or for use of observational equipment, experimental tools, and supercomputers, are not acceptable.		This position is not available at the Chile and Hawaii branch.	Application must be submitted to the Director General through the director of the accepting project, center, or division of NAOJ.	Selected candidate must spend at least one year each in two or more of the four EACOA institutions. (NAOC, KASI, ASIAA, and NAOJ)	Selected candidate will be appointed to the EAO. Expected to devote 50% of work time to support JCMT operations.

Office of International Relations / Leaflet

Office of International Relations



National Astronomical Observatory of Japan

Support for International Researchers and Students



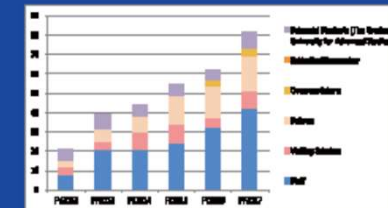
Our Support Desk provides a wide range of services to assist international researchers and students plan and organize their stay in Japan, from visa application and resident registration to daily issues such as opening bank accounts, contracting mobile phones, finding housing, introducing medical facilities with English speaking staff, and various interpretation services.

We also offer Japanese classes and e-Learning programs free of charge. Furthermore, we host a variety of fun cultural events on a regular basis, such as the Obukimi (moon-gazing) and Setsubun party, to encourage interaction between members from different projects and from various countries.

<Country of Origin>



<Number of International Members>



Social Cultural Events



2018 Setsubun Party

Recruitment Information

NAOJ provides various opportunities for students and researchers. For instance, under the NAOJ Fellowship, you will be able to spend 100% of your time on your personal research with full salary and commuting expenses, research funds, and travel & relocation costs.

For NAOJ Recruitment Information:



<http://www.nao.ac.jp/en/job-vacancy.html>

Comments from NAOJ Staff



NAOJ has a wealth of facilities, first class researchers, interesting seminar programs, helpful staff, and the chance to make long lasting collaborative programs. With the Support Desk, living/working at NAOJ is easier than ever!

Dr. Christopher Packham, Project Visiting Associate Professor of NAOJ & Associate Professor of the University of Texas at San Antonio

Office of International Relations

<http://naoj-global.mtk.nao.ac.jp/>

E-mail: irc@nao.ac.jp

Tel: +81 422-34-3947

FAX: +81 422-34-3800

Support Desk

(For accepted students, researchers & staff)

E-mail: support-desk@nao.ac.jp

国際化阻害要因の排除に努力中

- ▶ 外国人サポート：公平感と均一なサービスを目指し、組織として対応すべき問題の発掘にも注力。一方で、時間給のスタッフに過度な負担（時間外とか週末など）が掛からないよう配慮。
- ▶ 夜間・土日・休日対応はしない。 > **Emergency Card**
- ▶ 外国人を呼んだ責任はプロジェクトに。
- ▶ 呼ぶ方も来る方も、覚悟と責任を持って。
- ▶ 外国人が自己責任で動けるように、サポートする。

まだまだやることが沢山あります。
ご支援ください。

ご清聴ありがとうございました。

