

Overview of the Cross-appointment System

The smooth bridging of technological seeds arising from universities or public research institutes to the private sector is an essential element of creating new innovation. To this end, it is necessary to provide an environment in which outstanding human resources are able to play active roles in multiple organizations spanning universities, public research institutes, and companies.

The facilitation of researchers and experts belonging to multiple organizations in Japan has traditionally been carried out through a dual-employment or temporary transfer system. However, there are structural impediments to such systems, including: the limitation of service engagement ratios to total organizational engagement (effort); and ineligibility for continuous coverage under the social insurance or retirement allowance systems.

Outline of the System

Under the cross-appointment system, a researcher or expert is able to be employed by two or more organizations, while engaging in R&D and educational efforts according to his/her role in each organization, without suffering disadvantages or restrictions in terms of social insurance or retirement allowance systems. This cross-appointment system enables researchers to utilize a framework under which temporary transfer to another organization is possible while simultaneously belonging to the original organization where they have been employed (employment-based temporary transfer form).

Example:

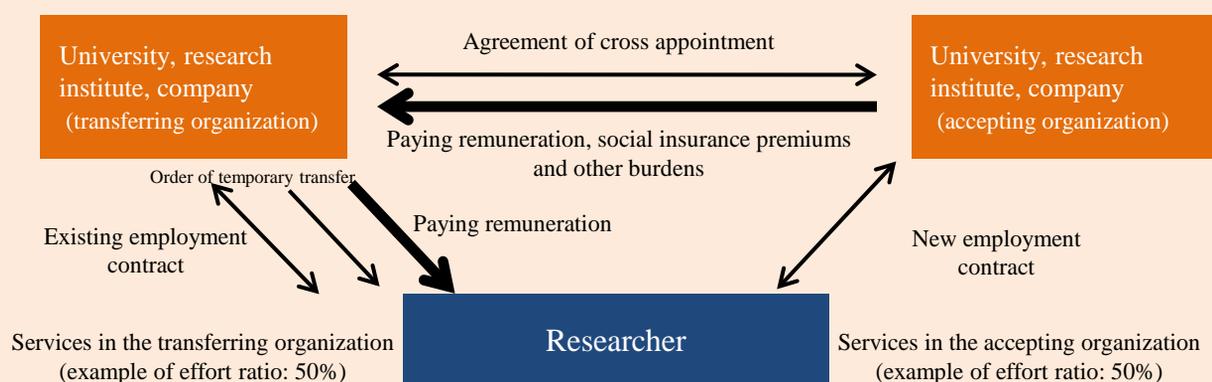
- Two days a week, a professor who belongs to a university can be involved in R&D that is likely to be commercialized in a public research institute while continuing his/her educational efforts or laboratory operation in the university.
- Three days a week, a researcher who belongs to a company can be involved in open-innovation joint R&D in a university or public research institute while continuing involvement in services in the company.

Utilizing the cross-appointment system is expected to encourage activities to create innovation.

Framework of the System

Under the system, an organization to which a target researcher belongs (transferring organization) and another organization at which the researcher will newly make an employment contract (accepting organization) will conclude an agreement. In addition, the researcher will conclude agreements for an employment relationship with both the transferring organization and the accepting organization through the employment-based temporary transfer form.* This cross-appointment system enables the researcher to avoid suffering disadvantages in the social insurance** or retirement allowance systems when bridging organizational borders.

Working example of the cross-appointment system utilizing the employment-based temporary transfer form



- [i] A transferring organization and an accepting organization will conclude an agreement of a cross-appointment concerning a researcher and the researcher will newly make an employment contract with the accepting organization, while the transferring organization will issue an order of temporary transfer to the researcher.
- [ii] Either the transferring organization or the accepting organization will pay remuneration, social insurance premiums or other burdens to the researcher. Reimbursement to the paying organization from the partner organization may be carried out depending on the specifics of the employment agreement.
- [iii] A social insurance system of the organization that pays remuneration to the researcher will be adopted.
- [iv] The researcher will be involved in services as an employee of both organizations.

Notes:

*1: Government-employee researchers of research institutes are not eligible.

** 2: Pension (mutual aid system, welfare pension system), medical insurance (mutual aid system, health insurance program), employment insurance, industrial accident compensation insurance, child allowance, retirement allowance

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- Industry-University Collaboration Office, Industrial Science and Technology Policy and Environment Bureau, METI Telephone: 03-3501-0075
- For details of the system, visit the following website:
http://www.meti.go.jp/policy/innovation_corp/cross_appointment.html