

Survey on Preferences of Global Health Personnel

This survey is for those who wish to work at health-related international organization in the future, but is currently studying or working at other organization.

Here, we define 'health-related international organization' as UN organization, international organization or international NGO whose activity is partly or fully related to health, such as: WHO, UNICEF, UNAIDS, UNDP, UNFPA, UNRWA, UNV, WB, B & MGF, Gavi, GFATM, ICRC, IFRC, MDM, MSF, IPPF etc..

1. Please tell us about yourself.

Sex (mandatory)

- Male
- Female

Age (mandatory)

- 10s
- 20s
- 30s
- 40s
- 50s
- 60s and above

Final education (mandatory)

- Currently in bachelor's course
- Bachelor's degree
- Master's degree
- Completed PhD coursework
- PhD
- Others

Do you have medical qualification? (mandatory)

- Yes
- No

To those who have medical qualification. What medical qualification do you have?

- Medical doctor
- Nurse
- Midwife
- Public health nurse
- Dentist
- Pharmacist
- Others

What is your current status? (mandatory)

- Working
- Student
- Others

To those who are currently working. Which organization do you work for?

- Medical organization
- Research institution
- Government, local government
- Consultant firm
- Private corporation
- NGO
- Others

Which international organization(s) do you want to work for? (mandatory)

How many years would you like to work at the international organization(s)? (mandatory)

- 1 – 2 years
- 2 – 5 years
- 5 – 10 years
- Over 10 years
- Until retirement
- Others

Why do you want to work at the international organization? Please write freely. (mandatory)

Please tell us about your family. Are you currently married or have a partner?
(mandatory)

- Yes
- No

To those who are currently married or have a partner. Is your spouse or partner working or have a will to work?

- Yes
- No
- Others

Do you have a child/children under 25 enrolled in school?

- 0
- 1
- 2
- 3
- 4
- Others

2. Please tell us about your job preference.

In this section, please tell us about conditions and levels which you value when you consider working at international organization from your current standpoint. The purpose of this study is to analyze favorable job preferences of Japanese who wish to work at international organizations and make policy proposals to related organizations and government. As a result, we aim to contribute to increase Japanese staff working at international organizations and solve global health issues as well as nurture global health leaders who would return what they have learned to Japanese medical practice fields and research institutions.

Below are 18 posts of health-related international organization with different conditions and levels. If it is offered to you now, please choose if you would (1) strongly want to take the post, (2) weakly want to take the post, (3) weakly don't want to take the post, or (4) strongly don't want to take the post. There are 18 questions altogether, and the time required to answer the questions is 5 minutes.

Post 1: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 2: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post

Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.
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- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 3: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 4: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job	Ordinary job satisfaction

satisfaction	
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 5: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 6: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 7: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the

	accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 8: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 9: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 10: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues

Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 11: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 12: Are you interested in the post below? (mandatory)

Guaranteed	There is no guaranteed post where I can return to when I leave the
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post in Japan	international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 13: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's affluent welfare scheme for health

	insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.
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- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 14: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 15: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career	The grade of the post is the same as my expected grade in Japan

development	
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 16: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.

- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 17: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 18: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life	I barely have to work overtime, and I can take a cohesive period of

balance	paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

This is the end of the questionnaire. Thank you very much for your cooperation. If you don't mind, please write down your name and e-mail address in case we want to ask you question.

Survey on Preferences of Global Health Personnel

This survey is for those who are currently working at health-related international organization.

Here, we define 'health-related international organization' as UN organization, international organization or international NGO whose activity is partly or fully related to health, such as: WHO, UNICEF, UNAIDS, UNDP, UNFPA, UNRWA, UNV, WB, B & MGF, Gavi, GFATM, ICRC, IFRC, MDM, MSF, IPPF etc..

3. Please tell us about yourself.

Sex (mandatory)

- Male
- Female

Age (mandatory)

- 20s
- 30s
- 40s
- 50s
- 60s and above

Final education (mandatory)

- Currently in bachelor's course
- Bachelor's degree
- Master's degree
- Completed PhD coursework
- PhD
- Others

Do you have medical qualification? (mandatory)

- Yes
- No

To those who have medical qualification. What medical qualification do you have?

- Medical doctor

- Nurse
- Midwife
- Public health nurse
- Dentist
- Pharmacist
- Others

Which international organization are you currently working at? (mandatory)

How long have you been working at the international organization(s) until now? Please tell us the total years. (mandatory)

How many more years would you like to work at the international organization(s)? (mandatory)

What is your current status at the international organization? (mandatory)

- P (Professional) level or equivalent international professional staff
- D (Director) level or equivalent international professional staff
- General service and other categories staff
- Consultant
- Intern
- Others

To those who are P, D or equivalent international professional staff. What is your post grade?

Why did you want to work at the international organization? Please write freely. (mandatory)

Please tell us about your family. Are you currently married or have a partner? (mandatory)

- Yes
- No

To those who are currently married or have a partner. Is your spouse or partner working or have a will to work?

- Yes
- No
- Others

Do you have a child/children under 25 enrolled in school?

- 0
- 1
- 2
- 3
- 4
- Others

4. Please tell us about your job preference.

In this section, please tell us about conditions and levels which you value when you consider working at international organization from your current standpoint. The purpose of this study is to analyze favorable job preferences of Japanese who wish to work at international organizations and make policy proposals to related organizations and government. As a result, we aim to contribute to increase Japanese staff working at international organizations and solve global health issues as well as nurture global health leaders who would return what they have learned to Japanese medical practice fields and research institutions.

Below are 18 posts of health-related international organization with different conditions and levels. If it is offered to you now, please choose if you would (1) strongly want to take the post, (2) weakly want to take the post, (3) weakly don't want to take the post, or (4) strongly don't want to take the post. There are 18 questions altogether, and the time required to answer the questions is 5 minutes.

Post 1: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated

	location
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 2: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 3: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 4: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract	Contract duration is between 1 and 5 years

duration	
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 5: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 6: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job	Ordinary job satisfaction

satisfaction	
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 7: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 8: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 9: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location

Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 10: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.

- I strongly don't want to take the post.

Post 11: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 12: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave

Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 13: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 14: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 15: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health

	insurance, pension insurance, worker's accident compensation insurance and child parenting contribution
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- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 16: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 17: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career	The grade of the post is higher than my expected grade in Japan

development	
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 18: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.

- I weakly don't want to take the post.
- I strongly don't want to take the post.

This is the end of the questionnaire. Thank you very much for your cooperation. If you don't mind, please write down your name and e-mail address in case we want to ask you question.

Survey on Preferences of Global Health Personnel

This survey is for those who have worked at health-related international organizations in the past but resigned.

Here, we define 'health-related international organization' as UN organization, international organization or international NGO whose activity is partly or fully related to health, such as: WHO, UNICEF, UNAIDS, UNDP, UNFPA, UNRWA, UNV, WB, B & MGF, Gavi, GFATM, ICRC, IFRC, MDM, MSF, IPPF etc..

5. Please tell us about yourself.

Sex (mandatory)

- Male
- Female

Age (mandatory)

- 20s
- 30s
- 40s
- 50s
- 60s and above

Final education (mandatory)

- Currently in bachelor's course
- Bachelor's degree
- Master's degree
- Completed PhD coursework
- PhD
- Others

Do you have medical qualification? (mandatory)

- Yes
- No

To those who have medical qualification. What medical qualification do you have?

- Medical doctor

- Nurse
- Midwife
- Public health nurse
- Dentist
- Pharmacist
- Others

What is your current status? (mandatory)

- Working
- Job seeking
- Retired
- Student
- Others

To those who are currently working. Which organization do you work for?

- Medical organization
- Research institution
- Government, local government
- Consultant firm
- Private corporation
- NGO
- Others

Which international organization(s) have you worked at? (mandatory)

How long have you been working at the international organization(s) until now? Please tell us the total years. (mandatory)

What was your final status at the international organization? (mandatory)

- P (Professional) level or equivalent international professional staff
- D (Director) level or equivalent international professional staff
- General service and other categories staff
- Consultant
- Intern
- Others

To those who were P, D or equivalent international professional staff. What was your final post grade?

Why did you want to work at the international organization? Please write freely. (mandatory)

Why did you resign from the international organization? Please write freely. (mandatory)

Please tell us about your family. Are you currently married or have a partner? (mandatory)

- Yes
- No

To those who are currently married or have a partner. Is your spouse or partner working or have a will to work?

- Yes
- No
- Others

Do you have a child/children under 25 enrolled in school?

- 0
- 1
- 2
- 3
- 4
- Others

6. Please tell us about your job preference.

In this section, please tell us about conditions and levels which you value when you consider working at international organization from your current standpoint. The purpose of this study is to analyze favorable job preferences of Japanese who wish to work at international organizations and make policy proposals to related organizations and government. As a result, we aim to contribute to increase Japanese staff working at international organizations and solve global health issues as well as nurture global health leaders who would return what they have learned to Japanese medical practice fields and research institutions.

Below are 18 posts of health-related international organization with different conditions and levels. If it is offered to you now, please choose if you would (1) strongly want to take the post, (2) weakly want to take the post, (3) weakly don't want to take the post, or (4) strongly don't want to take the post. There are 18 questions altogether, and the time required to answer the questions is 5 minutes.

Post 1: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 2: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the

	accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 3: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.

- I strongly don't want to take the post.

Post 4: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 5: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues

Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 6: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 7: Are you interested in the post below? (mandatory)

Guaranteed	There is a guaranteed post where I can return to when I leave the
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post in Japan	international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 8: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation

	insurance and child parenting contribution
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- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 9: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is a guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 10: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career	The grade of the post is lower than my expected grade in Japan

development	
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 11: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.

- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 12: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to strengthen my capacity and skills
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 13: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life	I have to work overtime during busy periods, but otherwise there is

balance	no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 14: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 15: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	Ordinary job satisfaction
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 16: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is lower than my expected grade in Japan
Duty station	Country's security and living conditions are safe and developed enough to allow the accompaniment of my family members
Work-life balance	I have to work overtime every day, and it is not easy to take a cohesive period of paid leave
Salary	1.2 times the expected salary in Japan
Contract duration	Contract duration is between 5 and 10 years including the application and acceptance of other posts after the current post

Welfare	I will join the organization's affluent welfare scheme for health insurance, pension insurance, worker's accident compensation insurance, housing allowance (up to 40%), educational allowance (60% - 85% of education fee per child per year), family allowance etc.
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- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 17: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job satisfaction	The post is particularly likely to allow me to fully utilize my expertise, capacity and experiences
Career development	The grade of the post is higher than my expected grade in Japan
Duty station	Location is either at the headquarters or other similarly designated location
Work-life balance	I have to work overtime during busy periods, but otherwise there is no overtime work and I can take a cohesive period of paid leave if I coordinate with my colleagues
Salary	1.8 times the expected salary in Japan
Contract duration	Contract duration is over 10 years including the application and acceptance of other posts after the current post
Welfare	The employer does not contribute to welfare, and I have to secure health insurance, pension insurance, worker's accident compensation insurance etc. by myself at my own expense

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

Post 18: Are you interested in the post below? (mandatory)

Guaranteed post in Japan	There is no guaranteed post where I can return to when I leave the international organization's post
Job	The post is particularly likely to allow me to fully utilize my

satisfaction	expertise, capacity and experiences
Career development	The grade of the post is the same as my expected grade in Japan
Duty station	Country's security and living conditions are severe, preventing the accompaniment of my family members
Work-life balance	I barely have to work overtime, and I can take a cohesive period of paid leave
Salary	0.9 times the expected salary in Japan
Contract duration	Contract duration is between 1 and 5 years
Welfare	I will join the organization's general welfare scheme for health insurance, pension insurance, worker's accident compensation insurance and child parenting contribution

- I strongly want to take the post.
- I weakly want to take the post.
- I weakly don't want to take the post.
- I strongly don't want to take the post.

This is the end of the questionnaire. Thank you very much for your cooperation. If you don't mind, please write down your name and e-mail address in case we want to ask you question.