

Women's Employment in Public Service in Japan

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Overview of Recruitment and Appointment of National Public Service in Japan

- Career-based System (Life-time employment)
- the Merit System

Japanese “Fast Streamers”; expected to be senior executives and promoted much faster than those who passed other exams

Type of Examination

LEVEL I

Higher Civil Service Exam

LEVEL II

LEVEL III

Reform of Public Service System in Japan

- Basic Policies for Appointment of Government Officials (Cabinet Decision, 2009)
 - Promoting personnel management based on competency and performance
 - Equal opportunity to participate in executive candidate training

Social Needs



- Not much in favor of women in Japan's employment environment.
 - GEM rank : 54th / 93 countries *source: UNDP, HDR 2007/2008*
- Seeking gender equality in decision-making process

Recruitment and Appointment Policy for Women in Power and Decision-making



○ Legislative Background

- The Second Basic Plan for Gender Equality
(Cabinet decision based on the provision of the Basic Law for a Gender-equal Society, 2005)

“To expand women’s participation in every field so that women will have at least 30% of the leadership positions in all fields of society by 2020” (following Nairobi Forward-looking Strategies, 1985)

Existing Conditions (1): Recruitment

-Target: to increase the employment rate for females in social-science background divisions of the Level I Exam to approximately 30% by around FY2010.



The target figure was achieved in 2009. = **30.6%**

* 6.4% point yoy increase

Trends in the Number of Recruited Females in Public Service



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*in social-science background divisions (public administration/law/economy)

Type of Examination	FY2005		FY2006		FY2007		FY2008		FY2009	
	Number	Employment Rate	Number	Employment Rate	Number	Employment Rate	Number	Employment Rate	Number	Employment Rate
LEVEL I	132	20.4%	134	21.1%	137	21.9%	134	21.7%	170	25.8%
LEVEL I In social-science background divisions	64	21.5%	66	22.4%	74	25.1%	71	24.2%	93	30.6%
LEVEL II	818	25.9%	715	26.4%	506	27.8%	514	25.4%	576	26.5%
LEVEL II In social-science background divisions	668	28.1%	592	27.5%	418	31.3%	418	28.4%	468	29.9%
LEVEL III	503	32.8%	459	35.0%	457	37.2%	472	35.6%	560	36.1%

Existing Conditions (2): Appointment

- Given the necessity for further strategic efforts to expand women's participation, increasing the numbers of female national public employees in positions at director-level and higher is the next stage.

- Ratio of females in such positions in 2008 = 2.0%

*0.1% point yoy increase

cf.) Assistant director	5.7%
Section chief	17.4%

Existing Conditions (2): Appointment



- The number of females in positions at director-level and higher is to be increased by greater efforts government-wide to retain female public employees and to provide them with steady career-improving opportunities.
- The appointment of females to positions monopolised by males conventionally are to be expanded.

Challenges

- Reinforcement of legal measures and implementation strategies to balance professional work and private life, particularly childcare and family care
 - childcare leave
 - nursing leave system
 - system to limit late-night work
 - family care leave
 - system to limit out-of-hours work
 - shortened working hours, etc.

(based on the Act on Child Care and Family Care Leave, 1991, etc.)
- Allocating enough human resources for diversity policies for women and in public service
 - Minister of State for Gender Equality
 - Gender Equality Bureau, Cabinet Office
 - Pension Bureau, Ministry of Internal Affairs and Communications

Concluding Remarks



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- Participation of women in decision-making process as a strategic tool in public management
- Need to not only recruit but also retain high-performing female employees
- Improvement of the working environment for both of males and females