

Women's Employment in Public Service in Japan

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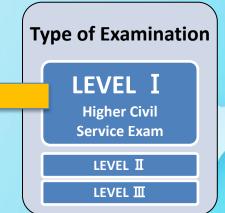
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Overview of Recruitment and Appointment of National Public Service in Japan



- 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



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

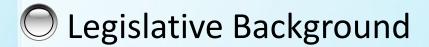
Social Needs



- 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





 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



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

Type of Examination	FY2005		FY2006		FY2007		FY2008		FY2009	
	Number	Employ- ment 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%

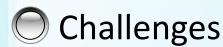


Existing Conditions (2): Appointment



- 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.





 Reinforcement of legal measures and implementation strategies to balance professional work and private life, particularly childcare and family care

- family care leave
- nursing leave system

childcare leave

- system to limit out-of-hours work
- system to limit late-night 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



- 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