

Chapter 8. International Cooperation

Section 1. Status of Personnel Dispatches Based on the Employee Dispatching Act

As part of international cooperation based on the Employee Dispatching Act, each ministry dispatches personnel to international organizations of which Japan is a member or with which Japan has commitments such as treaty obligations, as well as to foreign government agencies. This occurs upon the receipt of a request from such organizations and is subject to the consent of the personnel chosen to be dispatched.

In FY2016, 138 persons were newly dispatched to international organizations, a decrease of 9 persons from that in FY2015. Meanwhile, 111 persons returned to Japan in FY2016. As a result, the total number of dispatched personnel was 383 as of the end of FY2016, an increase of 9 persons from that in FY2015.

The status of such dispatches by organization and by area at the end of FY2016 are shown in Figures 14 and 15.

Figure 14 International Dispatch by Organization in FY2016

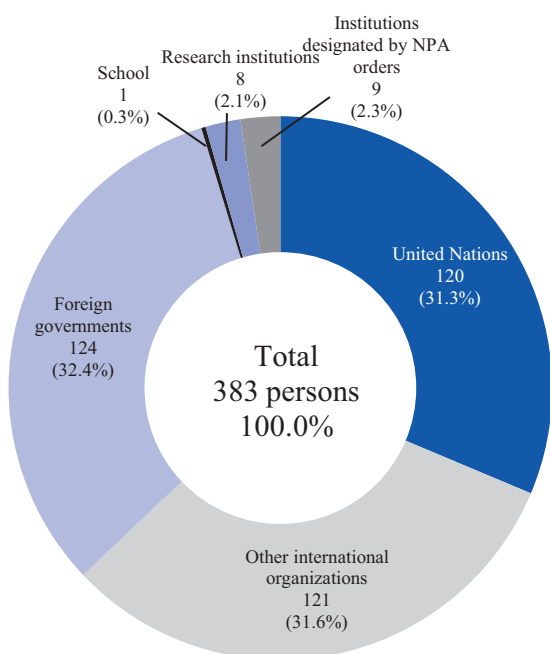
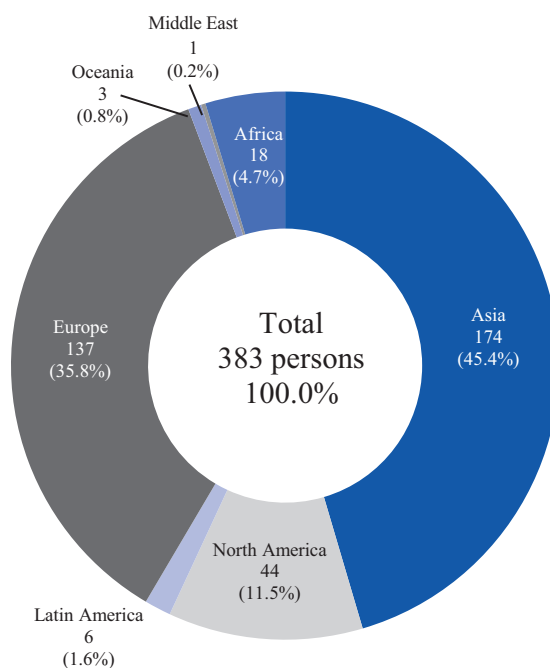


Figure 15 International Dispatch by Region in FY2016



Section 2. International Cooperation and Exchange

1. Invitation of Foreign Government Executives

As a specialized agency on personnel administration, the NPA annually invites executive officials from personnel administration organizations in major countries to exchange opinions on the latest circumstances surrounding personnel administration. The objectives are to promote cooperation in the field of personnel administration through cooperative relationships with personnel administration organizations in foreign countries, and to derive suggestions from other countries' experiences/initiatives on issues which the Japanese public employee system is facing.

In FY2017, the NPA invited Mr. Mark Reinhold, Associate Director, Employee Services and Chief Human Capital Officer, the US Office of Personnel Management and Mr. Yann Algan, Dean, School of Public Affairs of Sciences Po from France and held an international lecture meeting titled “How Can a Government Attract, Recruit and Foster Talented Personnel?” in collaboration with the Japanese Society for Public Administration.

At the meeting, these guest speakers introduced the attractiveness nature of the public service and the latest measures as well as the issues concerning securing and development of human resources in the United States and France.

2. Invitation of Officials from the Personnel Administrative Agencies of the Asian Countries

For the purpose of supporting civil service reform in Asian nations on a continuous basis and creating a personal network with the countries having a strong interest in the public employee system in Japan, the NPA decided to invite experts of the personnel administrative agencies in Asian countries and to exchange ideas with them.

In FY2017, the NPA launched this program and exchanged opinions concerning the present state of personnel management and development of public employees by inviting Dr. Septiana Dwiputrianti, Assistant Commissioner, Civil Service Commission of Indonesia; Mr. Suhaim Mahbar, Director, Research, Planning and Policy Division, Public Service Department of Malaysia; Mr. Cyril-Nathan SM. Eamiguel, Director III, Regional Office No. 11, Civil Service Commission of Philippines; Mr. Tan Kok Heng, Chief Human Resource Officer, Central Provident Fund Board of Singapore; and Dr. Pipawin Leesamphandh, Human Resource Officer, Office of the Civil Service Commission of Thailand.

3. Cooperation with Developing Countries

Developing countries, as they work on national development, are faced with the common tasks of establishing public employee systems that will act as the basis of their administration and improve their governance. These countries have frequently asked Japan to share its experiences in these areas. In response to such requests, the NPA cooperates with the implementation of training courses for government employees of developing countries, which are hosted by Japan International Cooperation Agency (JICA).

(1) Training Course on Human Resources Management

To contribute to improving personnel administration in developing countries, the NPA has held two courses. One is the “Seminar on Governmental Human Resource Management for Senior Officials,” for senior officials of central personnel administrative agencies, and the other is the “Seminar on Public Personnel Administration for Middle Level Officials,” for the assistant director level employees of central personnel administrative agencies.

A. Seminar on Governmental Human Resource Management for Senior Officials

In FY2017, 10 officials from 10 countries participated in the 2-week seminar. A total of 253 officials from 66 countries (regions) participated in this seminar during the period from FY1991, when this seminar started, to FY2017.

B. Seminar on Public Personnel Administration for Middle Level Officials

In FY2017, 11 officials from 11 countries participated in the 3-week seminar. A total of 199 officials from 70 countries (regions) participated in this seminar during the period from FY1999, when this seminar started, to FY2017.

(2) Seminar on National Government Administration for Senior Officials

The NPA has held seminars for senior officials from the central government organizations of each country. In these seminars, the background to the development of governance, and social and economic development in Japan are introduced, and various policy issues are taken up for discussion. Through the discussions held on these issues, participants consider how public administration should be run in order to effectively contribute to the social and economic development of each country.

In FY2017, 9 officials from 9 countries participated in the 3-week seminar. A total of 330 officials from 79 countries (regions) participated in this seminar during the period from FY1986, when this seminar started, to FY2017.

(3) Support for some countries

A. Afghanistan

Aiming at supporting the development of Afghanistan's economic society and securing the country's independence and stability in terms of public safety, economy and society, the NPA cooperated and assisted JICA's visit-Japan training program relating to governance reform for the Afghan government officials. In FY2017, the NPA provided explanation on the systems for appointment, remuneration, personnel development, service discipline and ethics of national public employees in Japan as well as the operation of such systems, and group-based discussion on the issues of personnel administration system targeting the employees responsible for personnel management at each ministry (10 participants).

B. Botswana

The NPA continuously supported JICA's visit-Japan training course for Botswanan governmental officials. In FY2017, the NPA provided them with instruction on the development of remuneration system to secure personnel with special occupational qualifications as public employees. In addition, with the goal of introducing the cross-ministerial examination for public employees in Botswana, the NPA instructed the officials on the methods to produce multiple-choice tests to measure the examinees' basic ability; and to implement and operate

interview test to see if the examinees have behavioral characteristics that public employees are expected to have (17 participants in total).

4. The China-Japan-Korea Personnel Policy Network

In response to the “Action Strategy on Trilateral Cooperation among the People’s Republic of China, Japan and the Republic of Korea” approved at the China-Japan-Korea Summit Meeting held in Nov. 2004, a framework for the China-Japan-Korea Personnel Policy Network was considered for part of the cultural and human exchanges. In Jan. 2005, a memorandum was agreed and signed between the NPA, the Ministry of Personnel (present Ministry of Human Resources and Social Security) of China, and the Civil Service Commission (present Ministry of Personnel Management) of Korea, and the China-Japan-Korea Personnel Policy Network was established.

Based on the agreement which stipulates a four-year cooperation concluded by the three countries in Sep. 2015 and the 8th cooperation plan formulated in Dec. 2017, the NPA has been conducting various cooperation projects.

The major projects held in FY2017 are as below.

(1) The 10th Joint Training for Young/Mid-Level Public Employees

In Apr., young and mid-level employees of the central personnel agencies in Japan, China and Korea jointly organized a training program in Tokyo and discussed various administrative issues of each country.

(2) Exchange for Administrators of Each Ministry

A. Dispatch from Japan

As the trainees from NIPA, 16 officials at the division director level of each ministry were dispatched to China and 10 officials at the assistant director level of each ministry were dispatched to Korea in Sep.; and 12 officials at the assistant director level of each ministry were dispatched to China in Nov.

B. Acceptance to Japan

In Nov., the NPA accepted 20 Korean government officials and provided them with the training programs including a lecture concerning personnel administration in Japan and an opinion exchange session between the administrators in Japan and those in Korea.

(3) The 8th Director-General Level Meeting

In Dec., the 8th Director-General Level Meeting was held in Beijing, China attended by the Directors-General level officials of the central personnel administrative organizations in the three countries and formulated the 8th Cooperation Plan, a cooperation framework over the next two years.

5. Mike Mansfield Fellowship Program

The Department of State in the US has conducted the Mike Mansfield Fellowship Program on the basis of the Mike Mansfield Fellowship Act (enacted in Apr. 1994), in order to foster U.S. federal government officials who have a deep understanding of Japan. Fellows are widely selected from federal government organizations and they are sent to Japan. After undertaking a homestay in Ishikawa prefecture for about two months, they participate in training programs for about 10 months while being involved in daily duties at each ministry, Diet members' offices, private enterprises, and so forth.

In cooperation with the Ministry of Foreign Affairs, the NPA makes arrangements for the acceptance of fellows into each ministry, plans and implements common programs such as orientation, survey tours, and participating in Administrative Training conducted by NIPA.

In FY2017, 10 fellows were accepted for the 22st program in Japan for 10 months, starting in Sep.

6. Research Groups from Abroad

To understand personnel management and human resource development in the Japanese public service, in FY2017, a total of 236 foreign government officials visited the NPA.

Chapter 9. Promotion of IT for Personnel Management Duties

The personnel and remuneration duties information system (Personnel and Remuneration System) is a standard system which integrates various functions for national public employees such as personnel management, remuneration management, mutual aid management, notifications and applications by employees. The NPA is responsible for construction and operation of this system. As of the end of FY2017, all the employees of 28 ministries/agencies (approximately 273,000 full-time employees) are subject to the application of this system.

Chapter 10. NPA President's Award

The NPA President's Award was established in 1988 on the 40th anniversary of the NPA, for the purpose of rewarding employees or occupational groups that have exercised diligence in duties with awareness as servants of the whole community, and made an outstanding contribution to the enhancement of the public understanding and trust of public service and public employees.

The NPA President organizes the selection committee (In FY2017, the Chair: Kazuo Tsukuda, Senior Executive Advisor of Mitsubishi Heavy Industries, Ltd. with six members) to examine and select employees or occupational groups recommended by the ministries and Agencies Engaged in Administrative Execution. The awardees are decided by the President of the NPA based on the result of impartial examination and selection.

The 30th NPA President's Award in FY2017 was presented to one employee and four groups. The award ceremony was held in Tokyo on Feb. 7, 2018, and following the ceremony, the awardees and the representatives of the awardee groups had an audience with their Majesties the Emperor and Empress at the Imperial Palace.

A total of 63 individuals and 90 occupational groups have received the NPA President's Award from FY1988, when this award started, to FY2017.