

result, the total number of registered organizations stood at 1,368, with the total number of members amounting to 83,944 (83,519 excluding the members of 10 organizations comprised of managerial personnel, etc.) at the end of FY2016.

There were 1,100 cases of changes in registration made due to changes in registered constitutions.

Section 3. Officials' Acts on Behalf of Employee Organization

1. Exclusive Engagement

No official may engage exclusively in any business of an employee organization, while holding a position as an official. However, it is possible for an official, with the permission of the head of a government agency, to engage exclusively in such business as an officer of a registered employee organization (so-called exclusive engagement) (Article 108-6 of the National Public Service Act). Article 18 of the Supplementary Provisions of the said Act stipulates that the longest period an employee may engage in such a role is to be within the range of not more than 7 years for the time being. This time period is stipulated as 7 years in Article 8 of Rule 17-2 (Officials' Acts on Behalf of Employee Organization). At the end of 2017, the number of employees in exclusive engagement was 101.

2. Short Term Engagement

Other than exclusive engagement, officials may engage, with prior permission, in short term duties in employee organizations within the range of 30 days per year for one day or one hour as a unit, as an officer of a registered employee organization or a member of a decision-making body (Article 6 of Rule 17-2). The number of officials in short term engagement in 2017 was 305, their total engagement period was 2,129 days and 7 hours.

Section 4. Meeting with Employee Organizations

When making a recommendation or establishing/revising/repealing any rule regarding employees' working conditions, the NPA holds a meeting with employee organizations for the purpose of hearing opinions or demands and allowing an opportunity for those opinions and demands to be reflected in the NPA's measures.

In 2017, the NPA held a total of 216 meetings (76 at the HQ and 140 at regional bureaus) with employee organizations. Of these meetings, 110 (50.9%) related to collective demands at the time of the annual spring labor negotiation or requests for the NPA recommendation, 97 (44.9%) were on revisions of the fixed number of officials in each grade of salary schedules, 6 (2.8%) on gender equality.

Chapter 7. Equity Process

The NPA starts an equity process, as soon and as appropriately as possible, in accordance with prescribed review procedures whenever an employee files with the NPA an appeal against disadvantageous disposition, a request for administrative action concerning working conditions, an appeal for review concerning implementation of the accident compensation, or an appeal for review on a remuneration decision. In conducting such a process,

the NPA sets the target for each case's review process, grasps the situation of progress periodically, and streamlines procedures, so that early processing of each case can be achieved. In addition, the NPA widely offers complaint counseling, and takes necessary measures including necessary actions to each ministry.

The NPA, as a neutral third-party organization, is to protect the welfare of employees, ensure the fairness of the personnel administration, and contribute to efficient operation of the public service through the equity process. Along with the system of remuneration recommendations and reports, the system of the request for administrative action regarding working conditions is also positioned as one of the compensatory measures for the restriction of basic labor rights of employees. This system is significant to improve and optimize the working conditions.

Section 1. Appeal against Disadvantageous Disposition

Based on the review system associated with disadvantageous dispositions (Article 90 of the National Public Service Act), the NPA sets up a Board of Equity for each case to review the case and, based on a report prepared by the board, the NPA approves, revises or rescinds the original disposition when an employee requests a review of a disadvantageous disposition such as reduction in pay, demotion, administrative leave, or dismissal against his/her will.

The NPA itself takes measures to restore the employee's damage caused by the disposition or instructs the person who took the disposition to take necessary measures when the NPA revises or rescinds the disposition. The determination made by the NPA is the final one in the administrative organization.

The NPA reviews appeals against disadvantageous dispositions in accordance with the procedures specified in Rule 13-1 (Appeal against Disadvantageous Disposition). When reviewing cases, the NPA tries to process each case in an expeditious way by proactively using an intensive hearing method.

In FY2017, a total of 22 cases, including 6 cases carried over from FY2016, were on the table. Among them, 5 cases were determined (5 approvals), 6 case was withdrawn or rejected, and 11 cases were carried over to FY2018.

Section 2. Requests for Administrative Action on Working Conditions

The system for requesting administrative action (Article 86 of the National Public Service Act) is designed to allow the NPA to make a determination after conducting a necessary review or to resolve a case through mediation or by using an equivalent measure when an employee submits a request for an administrative action on working conditions.

Requests for administrative action are reviewed in accordance with the procedure specified in Rule 13-2 (Requests for Administrative Action on Working Conditions).

In FY2017, a total of 18 requests (13 new requests and 5 requests carried over from FY2016) were on the table. Of these requests, 2 were determined, 10 were withdrawn or rejected, and 6 were carried over to FY2018.

Section 3. Appeals for Review Related to Implementation of Accident Compensation and Appeals for Measures Related to Welfare Services

The NPA forwards an appeal for review to the Accident Compensation Review Committee for deliberation and decides the case based on the committee's report when an employee files an appeal related to a decision on an accident on duty, an accident while commuting, recognition of healing, a decision on the grade of disability, and other implementations of compensation made by Implementing Organizations under the accident compensation review system (Article 24 of the National Public Service Accident Compensation Act) and when an employee files an appeal on operation of welfare services under the appeal system for measures related to welfare services (Article 25 of the said Act).

Reviews of accident compensation are conducted in accordance with the procedure specified in Rule 13-3 (Appeals for Review Related to Accident Compensation).

In FY2017, a total of 28 cases (20 new cases and 8 cases carried over from FY2016) were on the table. Of these cases, 7 were determined, 7 were withdrawn or rejected, and 14 were carried over to FY2018.

Section 4. Appeals for Reviews Related to Remuneration Decisions

The review system for a decision on remuneration (Article 21 of the Remuneration Act) is designed to allow the NPA to take a decision after reviewing the case when an employee who has an objection against a decision on his/her remuneration (including decisions on salary corrections) files an appeal for review. The NPA reviews such cases in accordance with the procedure specified in Rule 13-4 (Appeals for Reviews Related to Remuneration Decisions).

In FY2017, there were 14 new cases, which mainly objected to the decision on salary increase and performance ratio for diligence allowance, and a total of 35 cases were on the table, including 21 cases carried over from FY2016. Of these cases, 20 were determined, 5 were withdrawn or rejected, and 10 were carried over to FY2018.

Section 5. Consultation on Complaints

When the NPA receives complaints or requests for advice from employees regarding working conditions or other matters related to personnel management, it appoints a counselor to provide the employees concerned with advice and carry out any necessary measures such as the provision of guidance and mediation for the persons concerned. This system is implemented in accordance with the procedure specified in Rule 13-5 (Complaints Counseling).

In FY2017, the NPA received 1,111 complaints, an increase of 69 from that in FY2016.

Also, the NPA held "Liaison Conference concerning Complaint Counseling," and "Training for Officers in Charge of Complaint Counseling," at the NPA.