

## Foreword

Under the basic principle of the National Public Service Act, which guarantees democratic and efficient management of public service, the NPA has made efforts to achieve its mission, such as securing the fairness of personnel administration and protecting the interests of employees. The NPA has played a role in the administration of our country from the aspect of personnel administration, and the public employee system, including the NPA's recommendation system, has fulfilled important functions as the basis of the administrative operation.

Recent progress in declining birthrate and aging population as well as decrease in working age population have had an extensive impact on society, creating opportunities to secure labor force and to review the conventional working style. Under such circumstances, the NPA considers it important to work on various issues related to the current personnel administration, particularly the development and promotion of personnel policies to secure and develop human resources and to realize working styles that enable employees to fulfill their abilities and experiences in order to secure efficient and dynamic public administrative organizations in the future to allow all the employees to fully utilize their abilities and experiences. The NPA will continue to play an appropriate role as a third party and a specialized agency responsible for ensuring the fairness of personnel administration and performing the compensatory function for restriction of basic labor rights. In addition, in recent years, there has been a situation that may undermine the credibility of the government and public employees. In order to restore and secure the trust of the people, which is the foundation for the government operation, the NPA takes every opportunity, such as briefing sessions and training programs, to encourage employees to develop a sense of mission and ethics as servants of all citizens.

This report consists of two volumes: Volume 1 covers "Personnel Administration" as a whole and Volume 2 describes the "Activities of the National Public Service Ethics Board." Volume 1 is divided into three parts: Part 1 discusses major trends in personnel administration in FY2018, such as policies for improvement of employees' working environment including the remuneration recommendation ensuring proper remuneration for public employees, efforts for securing and developing diverse human resources, measures for employment of persons with disabilities in the public sector, and international cooperation in personnel administration. Part 2 has a special theme entitled "To Create an Open Workplace Environment – In Consideration of the Actual Situation of Public Service Workplace Based on the Employees' Voices" and clarifies the issues of the workplace in the public service based on the complaint consultation. Moreover, Part 2 looks at the initiatives / measures to improve workplace environment and the functions the NPA should perform for them. Part 3 specifies the NPA Activities in FY2018. The aim of this report is to deepen people's understanding of personnel administration and public employees.