

Target Countries :

Course No. : (A)J1804197/(B)J1804249

No. : (A)1884502/(B)1884949

Sector : Governance/Administrative Institutions

Sub-Sector :

Language : (A)English/(B)English

Outline

This seminar provides an opportunity to compare and study systems and practices of personnel administration and its principle in Japan and participating countries

It aims to contribute to the improvement of personnel administration in participating countries by enhancing abilities of policy planning of executive officials who involve in personnel administration policy planning.

Objective/Outcome	Target Organization / Group	
<p>【Objective】 To improve the ability of policy planning of participants who play a critical role in personnel administration in respective country to make it possible for them to formulate a concrete and feasible improvement plan for personnel administration.</p> <p>【Outcome】 1. To recognize critical issues in personnel administration of participant countries through discussions with participants. 2. To understand the roles of public administration and civil servants in Japan, which served as crucial elements for socioeconomic development during the post war period. 3. To make clear the challenges and future vision of their own personnel administration system, etc. by understanding and comparing the personnel administration system in Japan and those in participating countries. 4. To formulate a feasible Improvement Plan on a critical issue or challenge of their personnel administrative system based on lessons learnt from this seminar.</p>	<p>【Target Organization】 Central personnel administrative agency</p> <p>【Target Group】 1. be a central government official at the level of Director-General or equivalent involved in personnel management policy formulation, planning and implementation in the central personnel administrative agency. 2. have 5 years of work experience or more.</p>	
<p>Contents</p> <p>Lectures, study tour, presentation and discussion mentioned below are to be conducted.</p> <p>1. Preparation of the inception report, Presentation and Discussion (Systems, Practices and Challenges of Public Personnel Administration for the National Government Officials)</p> <p>2. Lectures: "History of Japanese Civil Service System and Role of National Personnel Authority", "Appointment System", "Human Resource Development System", Remuneration and Other Working Conditions", "Service Discipline and Ethics", "Personnel Evaluation System", "Transparency and Accountability in Developing Countries" etc.</p> <p>3. Study Tour: Regional Bureaus of the National Government, Local Government, Private Enterprise, etc.</p> <p>4. Presentation and Discussion: Improvement Plan for Personnel Administration</p>	<p>Course Period</p>	<p>(A) 2018/6/6~2018/6/23 (B) 2018/9/2~2018/9/20</p>
	<p>Department in Charge</p>	<p>Industrial Development and Public Policy Department</p>
	<p>JICA Center</p>	<p>(A) JICA Tokyo (Industry&Public) (B) JICA Tokyo (Industry&Public)</p>
	<p>Cooperation Period</p>	<p>2016~2018</p>
<p>Implementing Partner</p>	<p>(A) Japanese Association for Public Human Resources Development/(B) Japanese Association for Public Human Resources Development</p>	
<p>Remarks and Website</p>		