

Target Countries :**Course No. :** 201984504-J002**No. :** 201984504**Sector :** Governance/Administrative Institutions**Sub-Sector :****Language :** English**Outline**

This seminar is designed for middle-ranking officials (Deputy director level) of the central personnel administration agencies which is responsible for the personnel management of government officers. Participants will have opportunities to study about systems and practices of personnel administration and its principle in Japan and participating countries and also consider measures for problems they face in their countries.

Objective/Outcome	Target Organization / Group	
<p>【Objective】 To improve the ability of policy planning of participants who play an active role at the forefront in personnel administration in respective country to make it possible for them to formulate a concrete and feasible improvement plan for human resource management.</p> <p>【Outcome】 1. To understand human resource management in Japanese organizations in general, as well as various systems and practices of public personnel administration in the Japanese Government in detail. 2. To identify challenges for the public personnel administration systems of each participant's country through a comparative study of the current situation of all participating countries as well as Japan. 3. To formulate an improvement plan for fair and efficient personnel administration system which is best suited to the current situation of each country.</p>	<p>【Target Organization】 Central personnel agency which is responsible for overall national government's personnel administration.</p> <p>【Target Group】 1. be a central government official (not a local/provincial government official) at the level of Deputy Director of Division involved in policy formulation and implementation in the central personnel administration agency. 2. have 3 years of work experience or more. 3. have the will and intention of working as a civil servant for at least 5 years or more</p>	
<p style="text-align: center;">Contents</p> <p>【Preliminary Phase】 Preparation of an inception report on system, practices and challenges of public personnel administration for the national government officials.</p> <p>【Core Phase】 1. Presentation & discussion: Inception report 2. Lecture & Discussion: "History of the Japanese Civil Service System and Roles of the National Personnel Authority", "Appointment System", "Human Resource Development System", "Remuneration System", "Personnel Evaluation System", "Ethics and Service Discipline", "Case Studies for Human Resource Management", "Comparison of the Public Employees System", "Local Public Reforms and Local Public Service Personnel in Japan", "Administrative Reform: Experiences in the World and Japan", "Civil Service Reform: Japan's and OECD Countries' Experiences", "Transparency and accountability" etc. 3. Study Tour: Regional bureaus of the national government, Local government, Private enterprise etc. 4. Presentation & discussion: Improvement plan for human resource management</p>	Course Period	2020/1~2020/2
		Department in Charge
	JICA Center	JICA Tokyo (Industry&Public)
	Cooperation Period	2018~2020

Implementing Partner Japan Association for Public Human resources Development

Remarks and Website