

## **Foreword**

Founded on the basic concept stipulated in the National Public Service Act that guarantees the people of Japan democratic and efficient public service administration, the National Personnel Authority (NPA) endeavors to fulfill its mission to secure fair personnel administration and to protect the benefits of public employees, thus playing a part in public administration of Japan from the aspect of personnel administration. The civil service system, including the NPA Recommendation, performs an important function as the basis of administrative operations.

The Japanese Government aims to realize “simple and efficient government” to make Japan’s economic recovery sustainable. Under the concepts of “from the public sector to the private sector” and “from the central government to local governments,” the Japanese Government has been making efforts such as regulatory reforms and public-private partnerships, in addition to the promotion of reduced and streamlined operations in administrative departments. Under such circumstances, reforms are continuing in the system of personnel management for public employees, and the NPA is endeavoring to realize the reforms demanded by the people, in cooperation with the various organizations concerned.

In Volume I of this report, the section titled “Human Resources Supply to the Public Sector and the Ideal Workplace for Public Employees: a Message to Public Employee Candidates” presents the results of various surveys conducted to review the actual structure of human resources supply to public services and shows the future direction of efforts associated with recruiting, securing and developing diverse and competent personnel. Volume I also describes the overall operations of the NPA, primarily major activities in personnel administration in FY 2006. Volume II describes the previous efforts of the National Public Service Ethics Board and its activities in FY 2006.

The aim of this report is to deepen the understanding of personnel administration and public employees.