

Chapter 11. Employee Organizations

The National Public Service Act allows national public employees in the regular service, excluding employees subject to the Special Remuneration Law, employees at Specified Independent Administrative Institutions and the Japan Post, and employees working for police departments, the Japan Coast Guard and prisons, to form an employee organization for the purpose of maintaining and improving their working conditions. Procedures to register these organizations are specified.

In FY 2006, the NPA held briefing sessions at five locations in Japan for officers in charge of personnel management at regional offices, etc., of the Cabinet Office and each Ministry to promote understanding of the employee organization system based on the National Public Service Act.

Section 1. Scope of Managerial and Other High-ranking Personnel

Article 108, 2 of the National Public Service Act stipulates that managerial and other high-ranking personnel are prohibited from joining the same employee organizations as other employees.

The range of managerial personnel and other high-ranking personnel (employees who are responsible to perform duties on the authority side in relationship with employee organizations) is provided by NPA Rule 17-0 (Range of Managerial Personnel and Other High-ranking Personnel). The NPA revises this rule when deemed appropriate to comply with the improvement and elimination of administrative organizations or positions, if any. The NPA made four partial amendments of an appendix of the rule in FY 2006.

The total number of managerial personnel and other high-ranking personnel stood at 38,766, or 14.7% of all personnel (excluding employees of the police departments the Japan Coast Guard and prisons) at the end of FY 2006.

Section 2. Registered Employee Organizations

The registration system is set for the NPA to certify an employee organization as a democratic, voluntary organization which satisfies requirements specified by the National Public Service Act for the purpose of promoting better relationship between the authorities and the employee organization in negotiations, etc., and establishing a stable employer-employee relationship.

17 organizations were newly-registered and 43 organizations were deregistered in FY 2006, based on provisions of Article 108, 3 of the National Public Service Act and NPA Rule 17-1 (Registration of Employee Organizations). As a result, the total number of registered employee organizations stood at 2,118 with the total number of members coming to 138,415 (or 137,861 excluding members of 10 employee organizations comprised of managerial and other high-ranking personnel), at the end of FY 2006.

The number of changes in registration made due to changes of registered rules, etc., was 800.

Section 3. Meeting with Employee Organizations

An NPA Recommendation or establishment, revision or repeal of an NPA Rule on working conditions is often a reflection of employees' opinions or demands voiced at NPA meetings with employee organizations.

In 2006, the NPA held a total of 327 meetings (133 at the NPA headquarters and 194 at regional bureaus and offices) with employee organizations. Of these meetings, 131 (approximately 40.1%) were related to revision of the fixed numbers of staff in each grade of the salary schedule, accounting for the largest portion, followed by 114 (approximately 34.9%) on the annual spring labor offensive and a unified demand and NPA Recommendation request, 26 (approximately 7.9%) on allowances, 15

(approximately 4.6%) on working hours, 9 (approximately 2.8%) on review of the remuneration structures, 8 (approximately 2.4%) on review of private enterprises to be compared with the public sector, and 24 (approximately 7.3%) on other matters. (Figure 11)

[Figure 11] Number of Meetings with Employee Organizations

(number of meetings)

