

## Indicator 16.7.1

### Indicator Name, Target and Goal

**Indicator 16.7.1** Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups

**Target 16.7** Ensure responsive, inclusive, participatory and representative decision-making at all levels

**Goal 16** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

### (b) National public employees (by sex, by age)

#### Definition and Rationale

##### Definition

Indicator 16.7.1(b): Percentage of female employees and employees under the age of 35 relative to the total number of national public employees in regular service (full-time)

##### Concepts

National public employees in regular service are those in a position that comprises all national public employee positions other than those belonging to special service as considered in Article 2, paragraph (2) of the National Public Service Act (Act No. 120 of 1947).

Special service are the officials listed in Article 2, paragraph (3) of the National Public Service Act (Act No. 120 of 1947), and include, for example, the prime minister, ministers of state and senior vice-ministers.

##### Rationale and Interpretation:

Since there is no data for gaining a comprehensive understanding of national public institutions (including the public service), the percentage of female employees and the percentage of employees under the age of 35 are shown as reference values using figures disclosed in the statistical report on the service of full-time employees, which is one of the statistical reports on the

service of national public employees in regular service (Statistical Table on the Incumbent Status of National Public Employees in Regular Service) based on the Cabinet Order for Personnel Statistics Report (Cabinet Order No. 12 of 1966).

## Data Sources and Collection Method

Data for national public employees in regular service (full-time) are based on the Statistical Table on the Incumbent Status of Full-Time Employees, which is part of the “Statistical Tables on the Service of National Public Employees in Regular Service” issued by the Cabinet Bureau of Personnel Affairs.

Data for the labour force are based on the Labour Force Survey issued by the Ministry of Internal Affairs and Communications.

## Method of Computation and Other Methodological Considerations

### ○ Computation Method

Percentage of female employees among national public employees in regular service (full-time)

$$= \frac{\text{Number of full-time employees (female)}}{\text{Number of full-time employees (total)}} \times 100$$

Percentage of employees under the age of 35 among national public employees in regular service (full-time)

$$= \frac{\text{Number of full-time employees (under the age of 35)}}{\text{Number of full-time employees (total)}} \times 100$$

The number of employees under the age of 35 is calculated by aggregating the number of employees in the 19 and under, 20–24, 25–29 and 30–34 age categories.

### ○ Comments and limitations

- Not including national public employees in special service or employees of agencies engaged in administrative execution.

- Among national public employees in regular service, public prosecutors, reappointed employees, full-time laborers, employees on leaves of absence, employees on assignment, employees absent because of work-related injuries or illnesses and part-time employees are not included because they have not been identified by sex or by age.
- Surveys of employees by sex and by age began in 2015. There is no data for 2014 or earlier.
- Employees are not identified by persons with disabilities.

## **Data Disaggregation**

N/A

## **References**

[http://www.cas.go.jp/jp/gaiyou/jimu/jinjikyoku/jinji\\_toukei.html](http://www.cas.go.jp/jp/gaiyou/jimu/jinjikyoku/jinji_toukei.html)

<https://www.stat.go.jp/data/roudou/index.html>

## **Custodian Ministries of Data**

Cabinet Secretariat

## **Custodian Ministries of Related Policies**

Cabinet Secretariat

Cabinet Office

Ministry of Internal Affairs and Communications

Ministry of Justice

Ministry of Health, Labour and Welfare

National Personnel Authority

## **International Organizations**

United Nations Development Programme (UNDP) Oslo Governance Centre