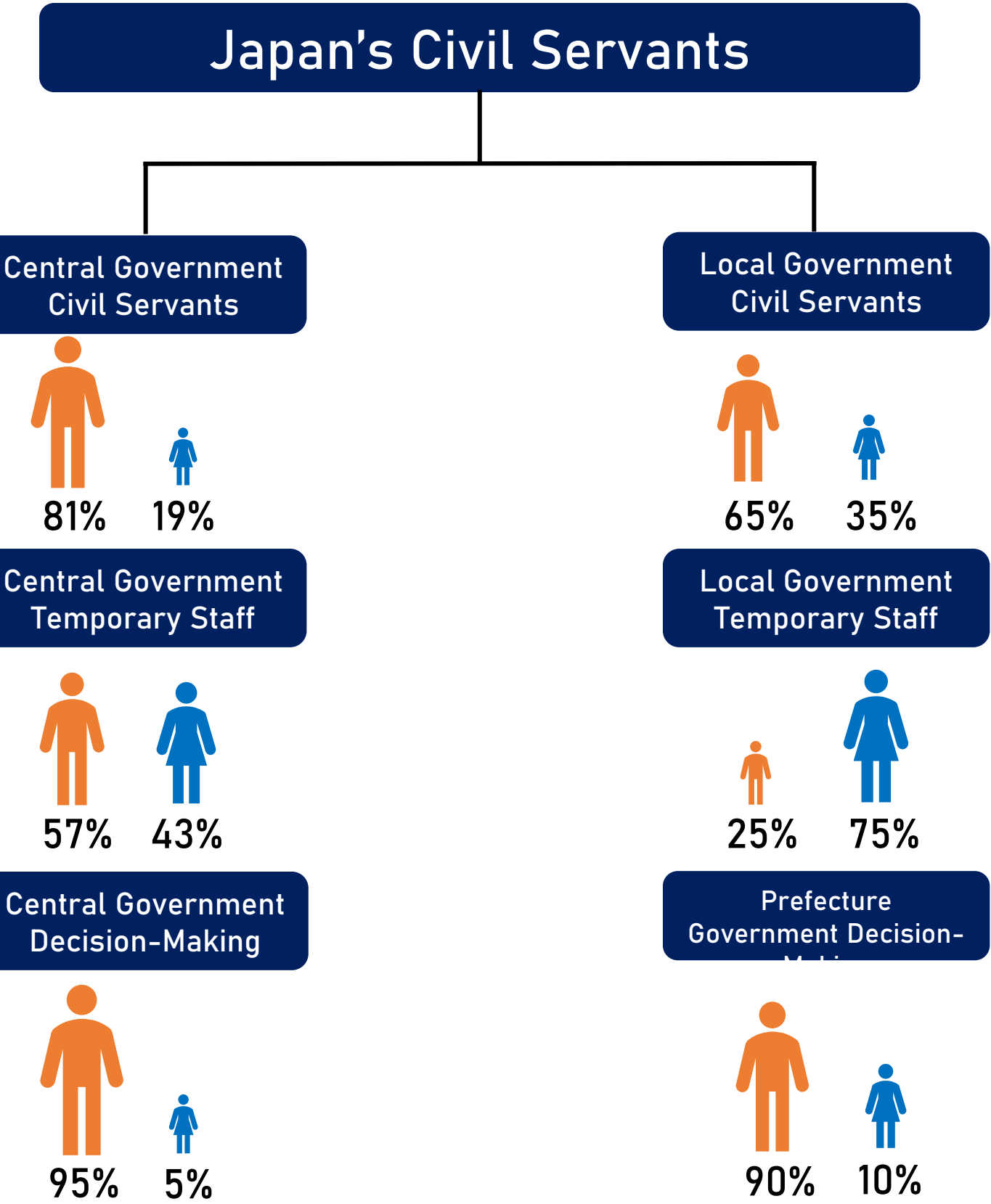
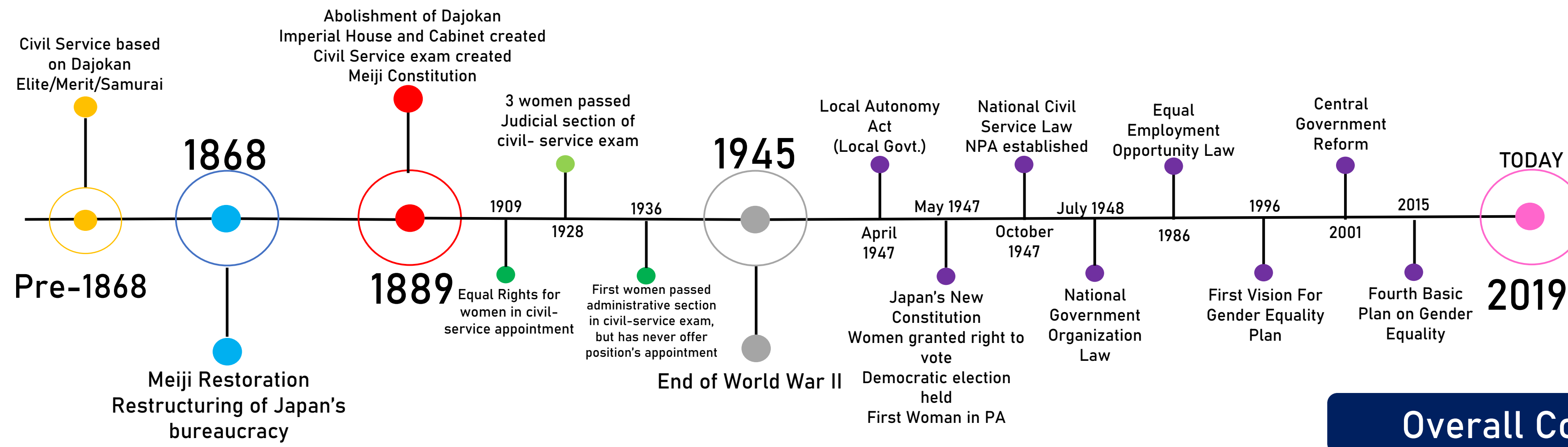


Japan: A Laggard in Gender Equality in Public Administration among OECD Countries

By: Kanoko Kamata | I Younan An | Ziru Gao

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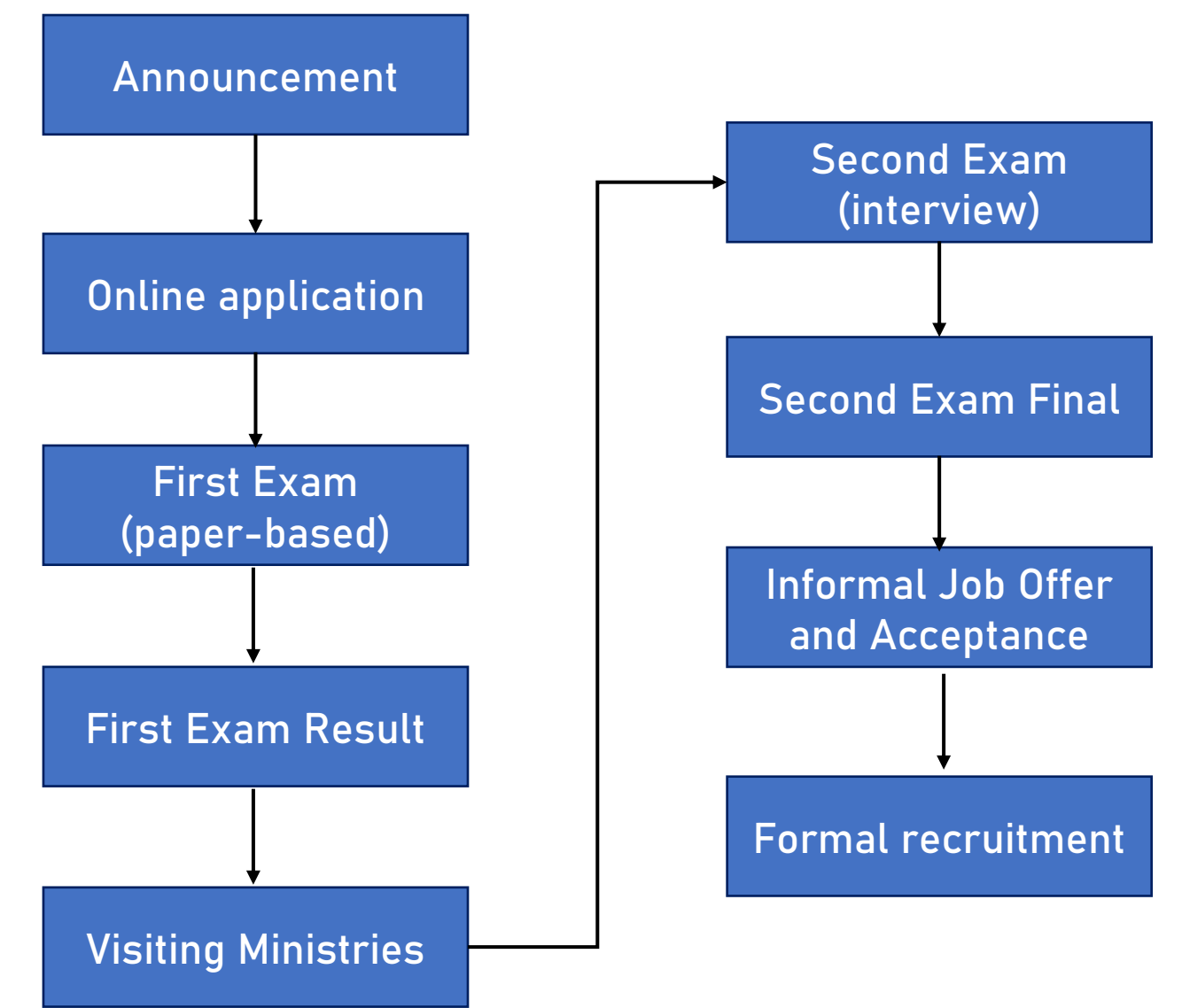
Japan's Public Administration History Timeline



Overall Conclusion

There has been significant progress in recruiting women to both central and local public administration. However, increasing levels of recruitment do not translate into greater access to decision-making positions for women.

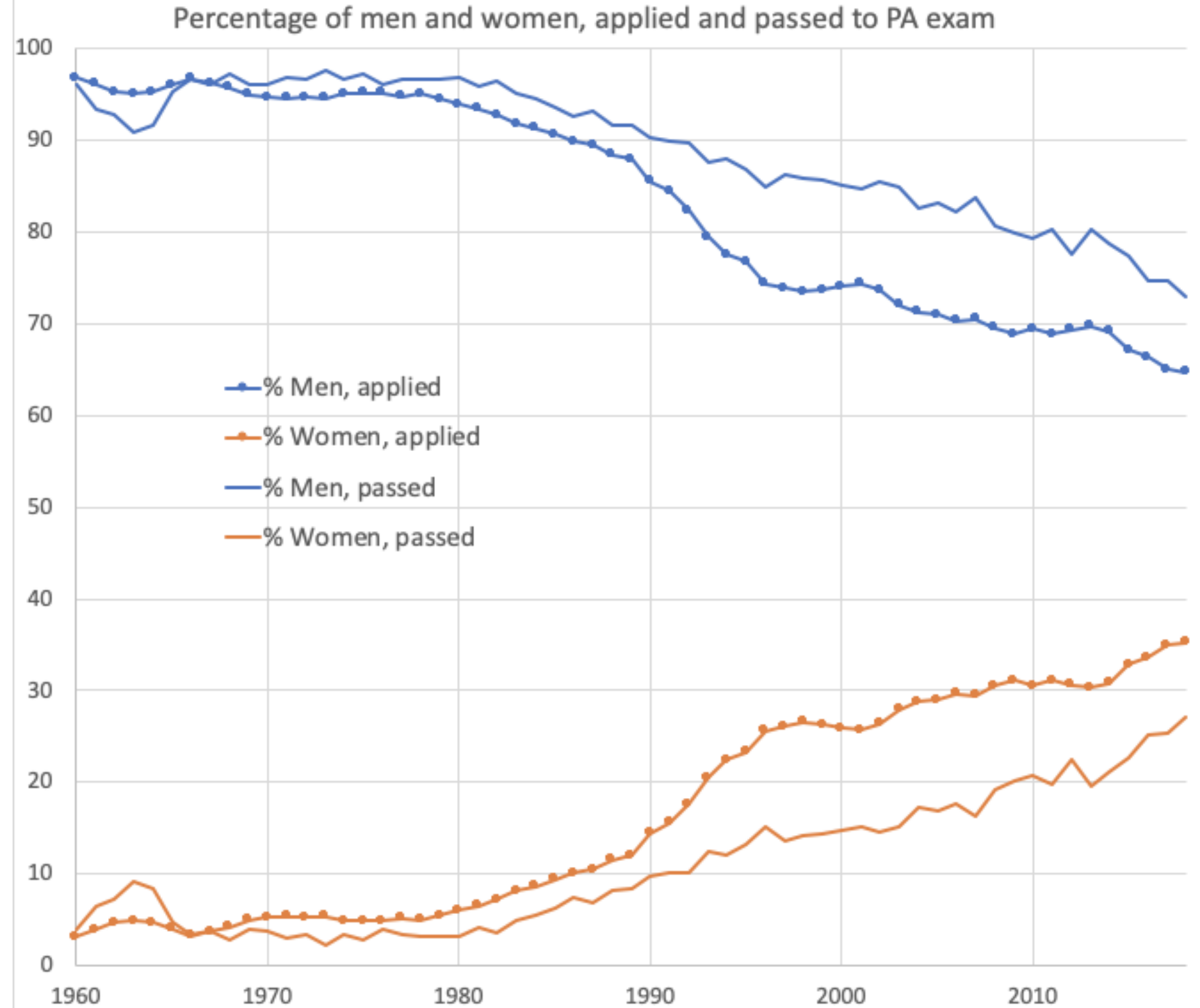
Japan Civil Service Recruitment Process



Percentage of Men and Women Applied to Civil Service Exam and Passed (1960-2018)

Key Points:

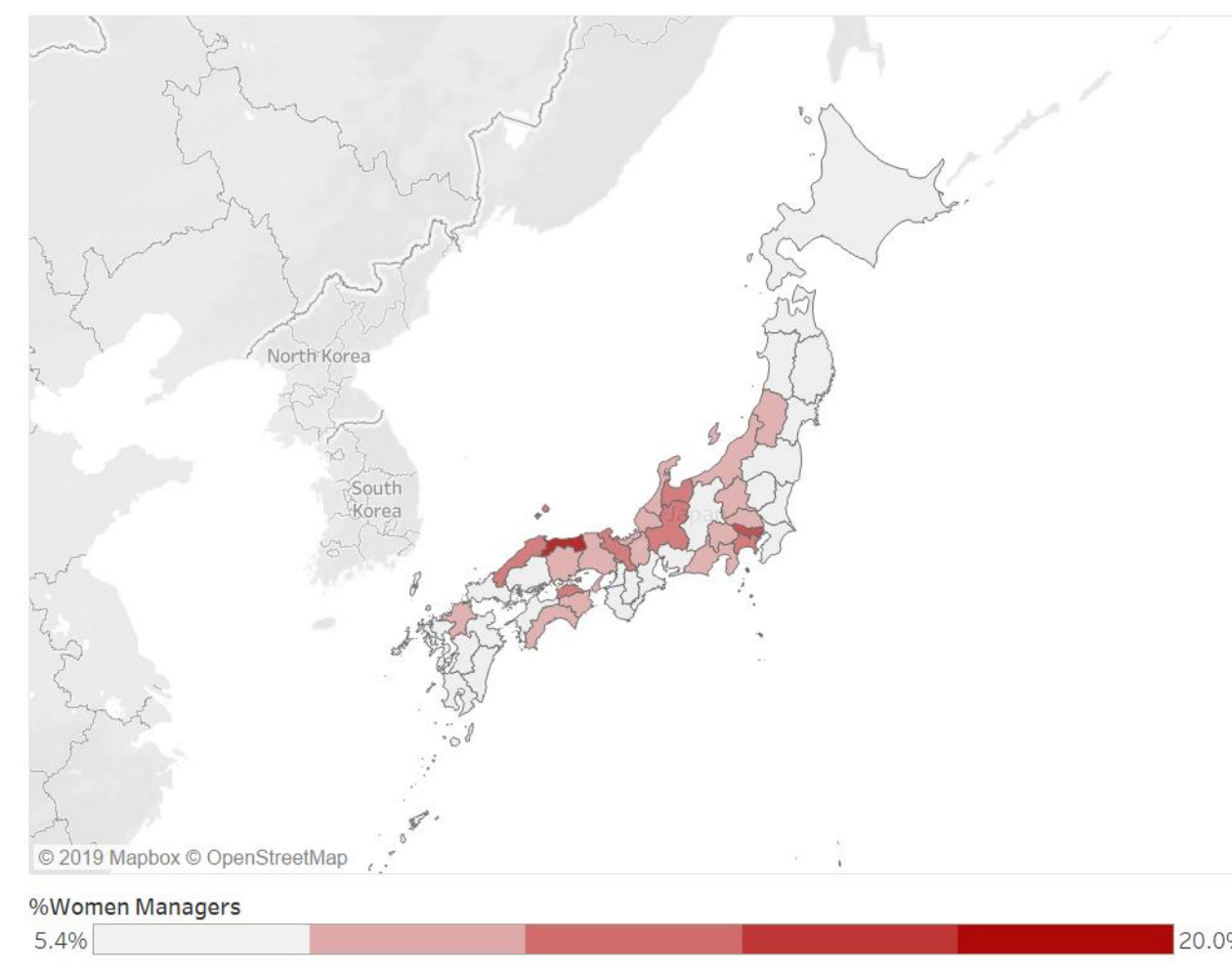
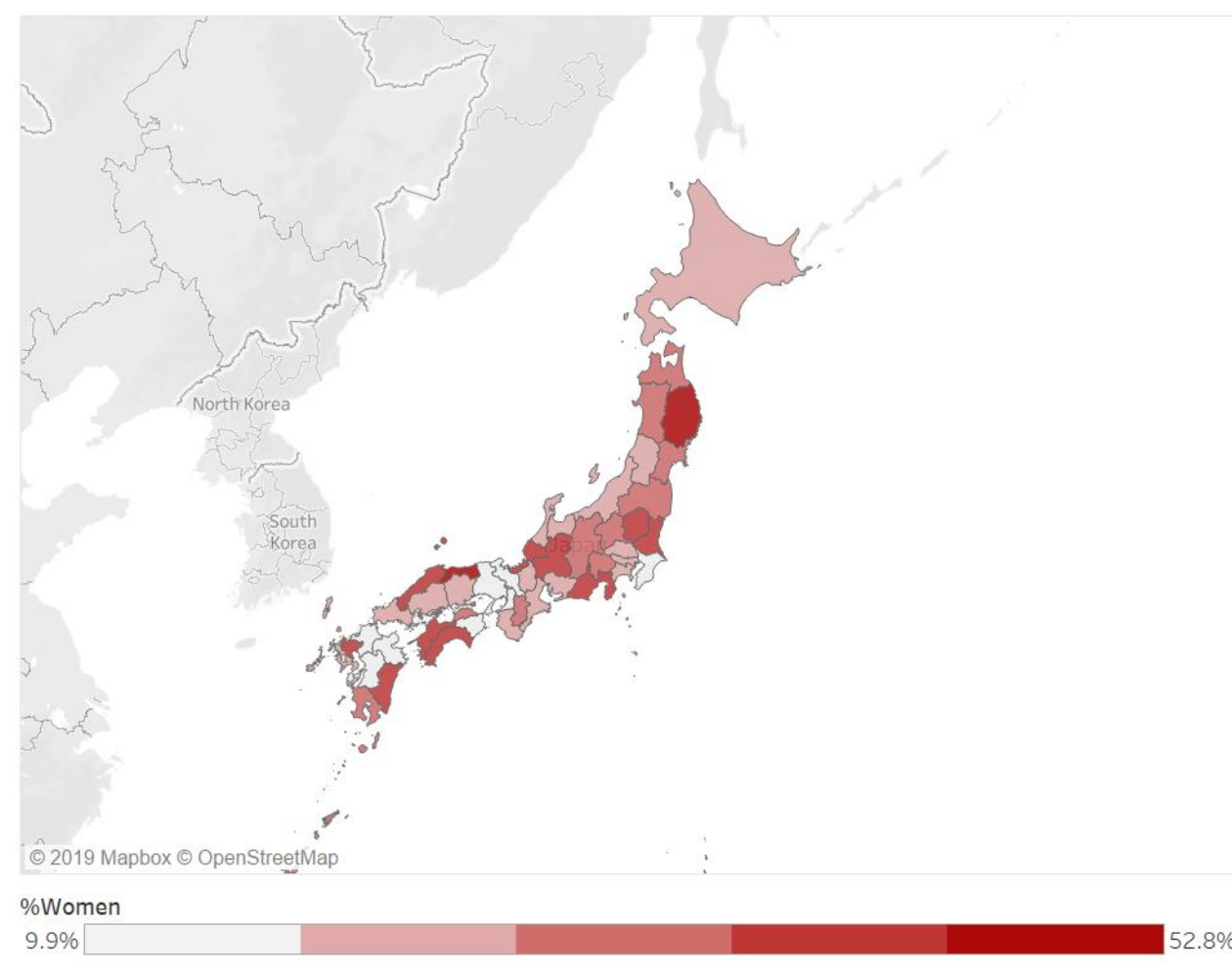
- Men are more likely than women to apply to take the civil service exam. However, the gender gap in applications has been closing over time.
- Men are even more likely than women to pass the civil service exam. Again, however, the gender gap in the passing rate has been closing over time. It is unclear why this gap persists.



Women's Share of New Recruits and Managers at Prefectural Government Level

Key Points:

- Japan's prefectural government has begun to recruit more women public administrators, increasing from an average of 28% in 2007 to 35% in 2018.
- There is lack of upward mobility for women. Women remain underrepresented among managers, even in prefectures with high rates of women's recruitment a decade prior.



- The Japanese school year starts in April and ends in March.
- After applicants passed second exam, the applicants visit ministries and meet public administrators. The applicants then decide which ministries they want to work for and submit their preferences.
- Each ministry offers an informal job offers in coordination with National Personnel Authority.