

No bright future ahead for public-sector workers in Japan
~ Press conference on the survey results on non-regular workers ~

Around 80% of workers in public sector are living near the poverty line earning 2.5 million yen annually on average and almost 40% are in poor mental health, according to a survey conducted by The National Women's Network on Non-regular Government Employees, or Hamu-Net, in June, 2022.

The number of non-regular public employees continues to rise in Japan since around 2000. More than 1.2 million were non-regular employees working in the local governments, of whom nearly 80% are women. According to statistics from the Ministry of Internal Affairs and Communications. And 80% of them are earning below 2.5 million yen a year.

Hamu-Net (<http://nrwwu.com/>) will be reporting on the results of our survey at the press conference and our plan to file a report based on the survey with the Committee of Experts on the Application of Convention 122 Employment Policy at the International Labor Organization (ILO) in September this year in collaboration with other groups. Last year, we submitted the report on the serious labor issues concerning non-regular civil servants.

●Dates:

11 – 12 a.m., Aug. 1st, 2022, at Foreign Correspondents' Club of Japan

●Speakers:

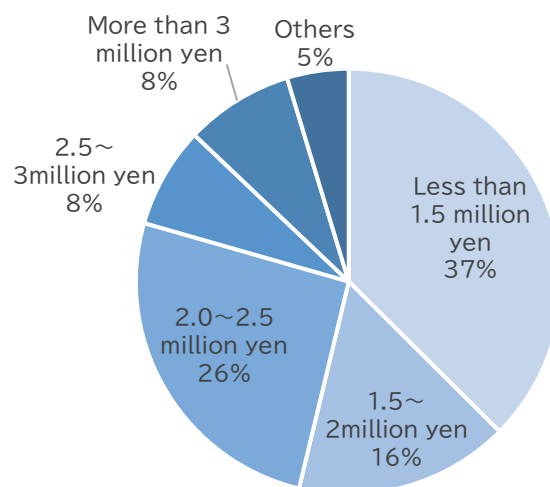
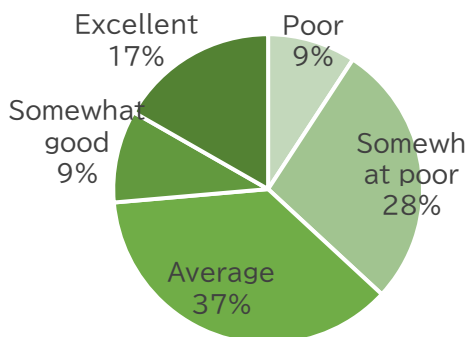
Yuriko Watanabe, Representative

Noriko Seyama, Deputy Representative

●Contact for details:

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● How would you rate your mental health during the past one month?



●Workers' Voices:

- Non-regular contract is unstable but the workers are required to have higher skills and qualifications

than regular employees. And those unstable workers like me are consulting with job seekers. My heart is about to break. (Female, 50s, Kanto region, Employment Security Office)

- My salary is too low. I will improve my skills and provide good service. Please raise my salary. I need a stable job. (Female, 40s, Chubu region, Curator)

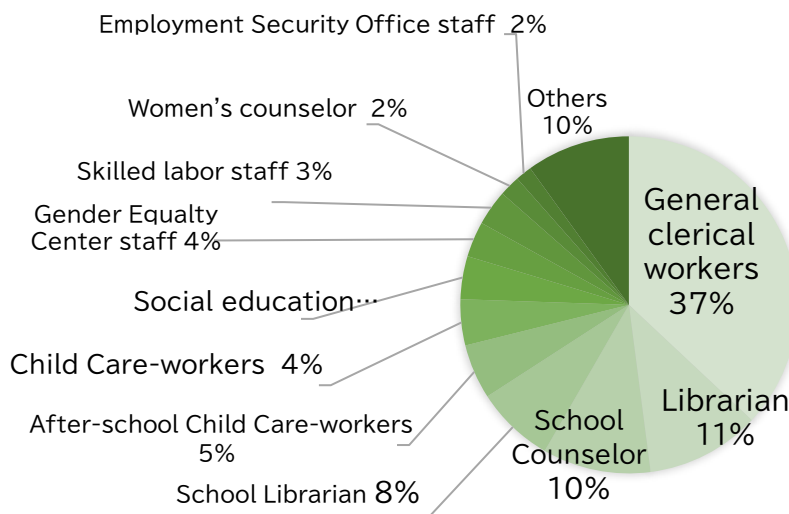
- I worked for 10 years but was fired. I was afraid of being fired and I couldn't feel safe expressing my opinion at work because I only have a year contract. We are workers and humans. Stop discriminating

against us! Please give us regular employment. (Male, 40s, Kanto region, School Teacher)

- Unstable employment, on a contract that must be renewed every year, cannot provide sustainable public services. (Female, 60s, Kanto region, Librarian)

- I was infected with Covid-19 last year and realized the instability of working on an hourly wage. On low wages and with no savings, I can't feel at peace. It is difficult to continue to be a public service worker. I AM suffering. (Female, 50s, Kansai region, Counselor)

● Respondent attributes



※ Others : School Teacher、Curator、Medical Staff、Counselor &etc.

General clerical workers	260	36.9%
Librarian	77	10.9%
School Counselor /School Social worker	73	10.4%
School Librarian	53	7.5%
After-school Child Care-workers	37	5.2%
Child Care-workers	31	4.4%
Social education instructor	29	4.1%
Gender Equality Center staff	24	3.4%
Skilled labor staff	24	3.4%
Women's counselor/consultants	14	2.0%
Employment Security Office staff	11	1.6%
Other	70	9.9%
NA	2	0.3%
Total	705	

●References:

Yoji Kanbayashi 2015 The Situation of Non-regular Public Employees in Local Government in Japan :focus on Gender : Working papers are preliminary documents circulated to stimulate discussion and obtain comments: International Labour Office, Geneva 2015

https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_442070.pdf