Training Program for Researchers: An Approach for Human Resource Development at the National Diet Library, Japan

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Research Service Policy of the Research and Legislative Reference Bureau (the Bureau)

Research services to Diet (Parliament) members are to be

Extensive  Prompt  Appropriate

Objective  Confidential  Nonpartisan
Training program for researchers

The Bureau’s in-house training program

- has been in place more than 30 years
- takes place when the Diet is in recess (around from July to October)
Overview 1

- **20 lessons** per year

- Lessons which are **compulsory** for newly appointed researchers
  - Basic knowledge of **interpretation of law**
  - **Search methods** of legal materials of selected countries
  - Others
Overview 2

- Each lesson is generally **90 or 120 minutes**
- Lecturers
  - Experienced researchers and specialists at the Bureau
  - University professors
  - Analysts from other research institutions
  - Others
Adding new training courses 1

Background:

The changing information environment
Adding new training courses 2

Diet Members themselves can access much information from the Internet

- The Bureau has lost its advantage
- Traditional style of reporting is not enough e.g. (slide 8)

More value must be added to the Bureau’s research services
Traditional style of reporting:

Memo with bibliography

<table>
<thead>
<tr>
<th>Request date: December XX, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contents of the request</td>
</tr>
</tbody>
</table>
Newspaper articles and other related materials concerning regulations of electronic cigarettes in the United States, the United Kingdom, and the EU

Provided are the materials in the following material list as requested.

**<Material list>**

(United States)
3. FDA, “FDA NEWS RELEASE: FDA proposes to extend its tobacco authority to additional tobacco products, including e-cigarettes,” 2014.4.24

(United Kingdom)
4. “Electronic cigarettes to be treated as 'medicines',” Telegraph.co.uk, 2013.6.12
Adding value to research services 1

New lessons foster new skills

- Skills for writing **brief and clear summaries**
  (slides 10 and 11)

- Techniques for **improving presentations Typography and layout design** (slide 12)
New style of reporting: 
Memo with summary

December XX, 2015
Research and Legislative Reference Bureau
Social Welfare and Labor Research Service,
Social Welfare and Labor Division

◆ Request date: December XX, 2015
◆ Contents of the request
Easily comprehensible materials concerning regulations of electronic cigarettes in the United States and the EU

Provided are the materials in the following material list as requested.

1. The United States
   Electronic cigarettes sold for the purpose of treatment of quitting smoking are regulated as drugs and medical devices under the Federal Food, Drug, and Cosmetic Act.
   The Food and Drug Administration (FDA) initially aimed at regulating electronic cigarettes other than mentioned above as drugs and medical devices, but in the wake of the ruling by the Federal Court of Appeal in January 2011 that electronic cigarettes should be regulated as tobacco products, it changed its former policy in April of the same year to announce that electronic cigarettes would be regulated as tobacco products. In April 2014, the FDA announced a proposal for regulations on electronic cigarettes. The proposed regulations include a ban on sales to people under 18 and the prohibition of distribution of free samples.

2. EU
New style of reporting: Memo with table

Date requested: December XX, 2015

Contents of the request
I want to learn about the differences in eligible parties in connection with unemployment benefits and social assistance in Germany.

[Unemployment benefits and social assistance in Germany]
By way of unemployment insurance, unemployment assistance, and public assistance programs in Germany, these currently include unemployment benefits I, unemployment benefits II, and social assistance. An overview of each of these programs is shown in the following table.

<table>
<thead>
<tr>
<th>Eligible beneficiaries and requirements</th>
<th>Unemployment benefits I</th>
<th>Unemployment benefits II</th>
<th>Social assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unemployed</td>
<td></td>
<td>Needy people who can work</td>
<td>Needy people who lack the ability to work</td>
</tr>
<tr>
<td>67% of previous after-tax wages (60% for people without</td>
<td>Bare minimum amount needed for people to get by</td>
<td>Same amount as unemployment benefits II</td>
<td></td>
</tr>
</tbody>
</table>

Social Welfare and Labor Research Service,
Social Welfare and Labor Division
Text should be aligned with the left margin.

Serif fonts are most suitable for long text; sans-serif fonts are better suited for titles and short text.
Adding value to research services 2

New lessons foster new skills

Training in how to conduct briefings

Helpful for

- Face-to-face lectures given privately to Diet Members
- Researchers participating in meetings with Diet Members
Adding value to research services 3

Increased number of lectures

- Lectures on current political issues by external experts to further enrich and deepen researchers’ knowledge
Most information published by the Bureau is available on the Internet.

Researchers must pay more attention to copyright protection.

Lecture on copyright is added as a compulsory part of the training program.
Problems and challenges

Problem
- Growing number of lessons
  ➔ A growing work load for researchers

Challenge
- Making training courses more useful for researchers
My questions to the audience:

- What are your organization’s initiatives for developing human resources to meet the changing needs of parliament members?
- How do you cope with the increasing workload while providing more training programs?

THANK YOU