

Chapter 5

Human Resources for Sports

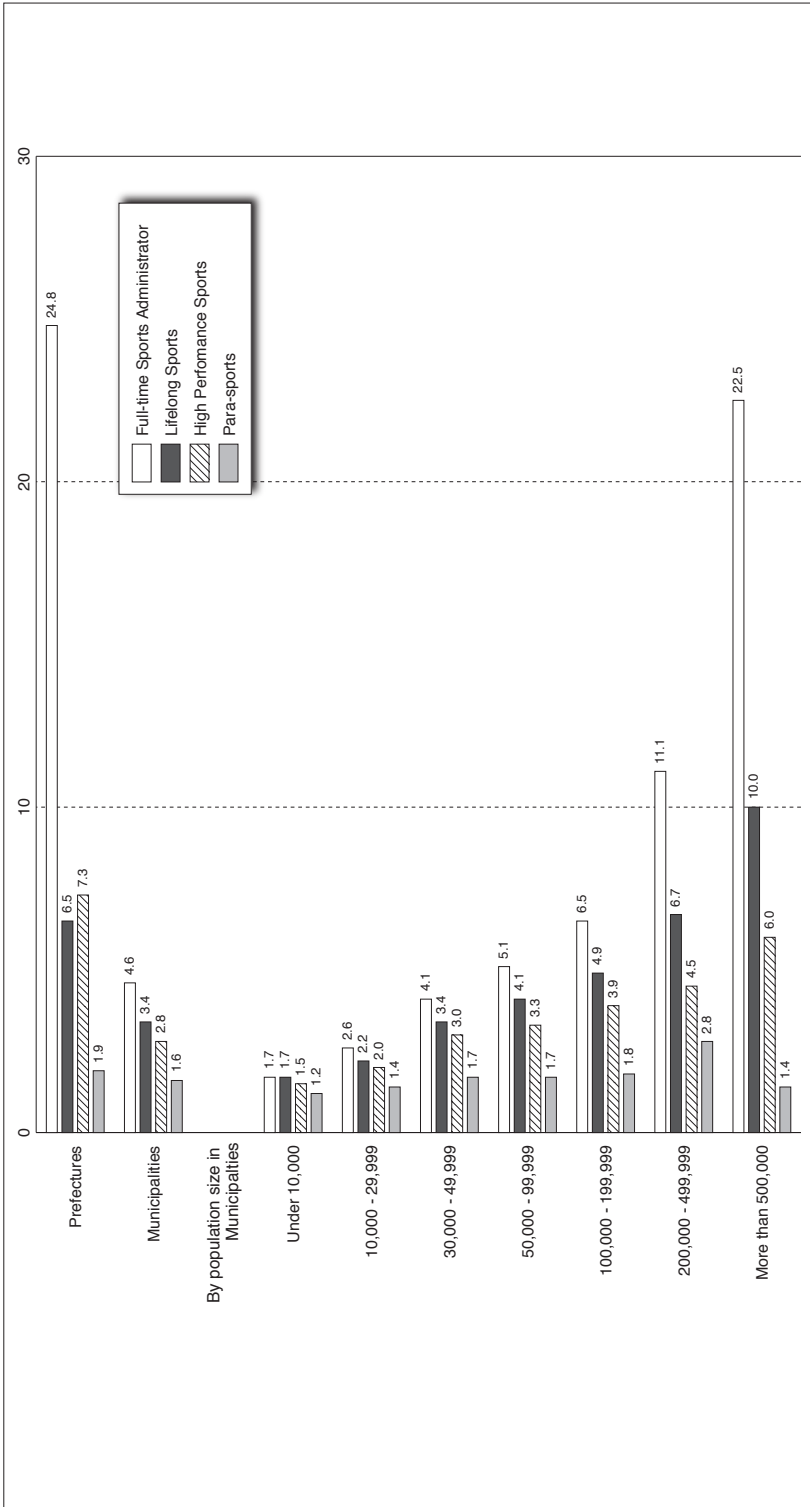
I. Professions in Sports

1. Human Resources in Local Sports Administration

Sports administration in prefectures and municipalities has mainly been governed by the local Boards of Education, pursuant to Article 23 and 24-2 of the “Act on the Organization and Operation of Local Educational Administration” enacted in 1956. However, after the revision of the Act in 2007, many local governments transferred the responsibilities of sports administration to their own jurisdiction. According to the “SSF All Municipalities Survey on Sports Promotion” (2016), as of 2015 the sports administration department was located within the governor’s office for 44.7% of the 47 prefectures and within the mayor’s office for 15.2% of the 1,188 municipalities that responded to that survey. In the 2010 survey, these numbers were 17.0% for the 47 prefectures and 8.3% for the 1,236 municipalities. Sports administration offices governed by local governments are often referred to as Sports Promotion Division or Health and Physical Education Division, depending on the municipality.

The survey revealed that 24.8 people on average were employed full-time in the sports administration departments in prefectures, with 6.5 people assigned to “lifelong sports”, 7.3 people to “high performance sports”, and 1.9 to “para-sports” (Figure 6-1). The average for the 1,188 municipalities was 4.6 people, of which 3.4 people were assigned to “lifelong sports”, 2.8 people to “high performance sports”, and 1.6 to “para-sports”. That makeup differs from prefectures as the number of people for “lifelong sports” exceeds that for “high performance sports”. Although the total number of employees expands as the population size of a municipality increases, “lifelong sports” always has most employees, followed by “high performance sports” then “para-sports”. For municipalities with small populations, it is possible that a small number of employees are working in multiple areas simultaneously.

In addition to staff members who are in charge of sports administration in local governments, employees in affiliated organizations (such as Sports Promotion Foundations and Sports Associations) of other prefectures or municipalities engage in a variety of sports promotion activities within the local government.



SSF Survey on Sports Policies in Municipalities (2016)

Note1 : The average number of employees working in each area was calculated by using the number of times each question was responded to as a parameter.
 Note2 : Since some employees work in multiple areas, the totals for the breakdown by area and the total number of employees may not match.

Figure5-1 Average number of employees in the sports administration departments of prefectures and municipalities (total and per area)

2. Human Resources in Sports Organizations

There are various sports organizations across Japan. With a few exceptions, the national governing bodies of sports (NGBs) serve as the main administering body of each sport, and have a number of affiliated organizations including prefectural associations. In order to understand the current number of staff members in NGBs who are engaged in the promotion of each sport, the results of the “SSF Census of the National Governing Bodies of Sports” (2017) were examined. The subjects of the survey were 87 sports organizations that were affiliated organizations of either Japan Sports Association (JASA), Japanese Olympic Committee (JOC) or Japan World Games Association (JWGA).

Staff members in National Governing Bodies of Sports (NGBs)

NGBs were asked for the number of staff members in each of the following positions: directors (full-time and part-time), auditors, councilors, regular employees, contract/commissioned workers, seconded employee (from sponsor companies, etc.), temporary workers, part-time workers, interns and others. The total number of staff members in the 61 organizations that responded to the survey was 3,536 people. Of this number, 1,286 were directors (including auditors), 1,397 were councilors and 853 were operating staff members (Table 5-1).

Table 5-1 Number of Staff members in National Governing Bodeis of Sports

Type	Men	Women	Total
Director (full- time)	73	14	87
Director (part-time)	944	118	1,062
Auditor	127	10	137
Councilor	1,288	109	1,397
Full-time employee	335	198	533
Contract/commissioned worker	70	69	139
Seconded employee	39	6	45
Temporary worker	8	51	59
Part-time worker	25	43	68
Intern	1	1	2
Others	4	3	7
Total	2,914	622	3,536

Note : The results show the total number of workers are in 61 affiliated organizations of JASA, JOC or JWGA that responded to the survey.

The average number of operating staff members (excluding directors and councilors) was 14.0 persons per organization. However, this number varied depending on the organization. For example, some organizations had no operating staff members, while another had 185. With regard to those organizations that had no operating staff members (4 organizations), it is assumed that the directors worked in various positions.

By gender, the proportion of men working as operating staff members was higher, accounting for 56.5% of the total while women made up the remaining 43.5%. Looking at the employment status of those operating staff, excluding directors and councilors, 62.5% were regular employees, 31.9% were non-regular employees (such as contract/commissioned workers, temporary workers and part-time workers) and 5.3% were temporarily seconded employees from other companies including sponsors and suppliers.

The average number of directors was 21.1 persons per organization, and 6.8% of these were full-time directors. By gender, male directors accounted for 89.0% of the total and female directors accounted for 11.0%, showing that female directors remained around 10%. Among the respondents, 10 organizations (16.4%) did not have any female directors present, and those that had two or fewer female directors accounted for 62.3% of the total respondents.

3. Human Resources in Sports Industries

In order to understand the number of employees in Japan's sports industries, the "Japan Standardized Industrial Classification" of the Ministry of Internal Affairs and Communications (MIC) was used to extract a list of all the sports industries in Japan. Then, the number of employees in each of those industries was obtained from "Economic Census" by the MIC. A total of 14 different types of industries were examined, all of which were not involved in any businesses other than those sports-related. The industry that had the highest number of employees was "golf courses" (with 126,429 people), followed by "sporting goods retailers" (85,599 people), "fitness clubs" (81,569 people) and "sports and health classes" (73,450 people) (Table 5-2). When all of the workers in these 14 industries were combined, the total number was 523,641 people. However, this is in fact accounting for only 0.85% of the total number of employees in all Japanese industries (61.78 million people in total) in 2014.

Compared to the results obtained in 2009, the number of sports-related employees in 2014 had decreased by 13,062 people but it showed some increase in 6 sports industries. This increase was particularly high in "gymnasiums" and "bowling alleys".

4. University Students and Faculty Members in Physical Education

The number of university students and faculty members in physical education and sports departments were examined based on the findings from the “Schools Basic Survey (for higher education institutions)” (2013 and 2015) conducted by MEXT. The total number of students in departments that were exclusively devoted to physical education and sports -“Faculty of Sports and Health Science”, “School of Physical Education”, “School of Health and Physical Education”, “Department of Sports Science” and “Department of Sports”- was 28,124 in the survey conducted in 2004. However, new sports departments have been established every year since 2009, and the total number of those students studying sports has steadily increased to 41,106 in 2013 and 42,187 in 2015 (Table 5-3).

Table 5-2 Number of Employees in Sports Industries

Industries	Number of Workers		Increased/Decreased Number (%)
	2009	2014	
Sporting and athletic goods manufacturing	19,663	17,440	- 2,223 (- 12.7)
Sporting goods retailers	94,013	85,599	- 8,414 (- 9.8)
Sports and hobby goods rental outlets	3,149	3,940	791 (20.1)
Facilities for public gambling sports (horse race, bicycle race, motorboat race and motorcycle race)	32,572	24,761	- 7,811 (- 31.5)
Sports facilities			
Gymnasiums	10,210	14,336	4,126 (28.8)
Golf courses	147,431	126,429	- 21,002 (- 16.6)
Golf ranges	31,324	28,258	- 3,066 (- 10.9)
Bowling alleys	12,592	19,009	6,417 (33.8)
Tennis clubs	3,097	2,491	- 606 (- 24.3)
Batting tennis centers	3,816	2,822	- 994 (- 35.2)
Fitness centers	73,981	81,569	7,588 (9.3)
Sports facilities (other than those above)	35,948	43,537	7,589 (17.4)
Sports and health classes	68,907	73,450	4,543 (6.2)

The number of students in other departments (such as Department of Education or Department of Human Sciences) who might have studied physical education or sports were not included in this survey. Thus, the actual total number of students may be greater than those obtained. Additionally, the number of faculty members in physical education and sports departments has increased from 1,328 in 2013 to 1,389 in 2015.



Table 5-3 Number of University Students and Faculty Members in Physical Education and Sports Departments

Department Name	2013				2015			
	Universities	Students	Faculty Members		Universities	Students	Faculty Members	
Faculty of Sports and Health Science	2	1,654	54		10	7,898	276	
School of Physical Education	12	23,051	747		12	22,356	744	
School of Health and Physical Education	1	1,039	—		1	1,047	—	
Faculty of Culture and Sports Policies Policy	1	1,146	39		1	1,190	34	
Faculty of Sports and Health Studies	7	5,339	173		Included to Faculty of Sports and Health Science			
Department of Sports Science	3	4,777	167		3	5,272	170	
School of Health and Sports Science	1	558	17		1	750	20	
Department of Sports	2	2,380	81		2	2,443	81	
School of Lifelong Sports	1	778	29		1	859	42	
Department of Sports and Human	1	384	21		1	372	22	
Total	31	41,106	1,328		32	42,187	1,389	

Schools Basic Surveys (MEXT, 2013 and 2015)

II. Sports Instructors

1. Sports Instructor Qualification Scheme

Japan's Sports Instructor Qualification Scheme was developed from the qualification system established by the Minister of Education in 1987 ("Assessment Project of Knowledge and Skills of Social Sports Instructors"). This was an instructor development project implemented by sports organizations. Instructors who satisfied the standards determined by the Ministry of Education (currently MEXT) received a so-called "stamp of approval", indicating that their level of knowledge and skills was officially recognized. Previously, the Japan Sports Association (JASA) had launched the Instructor Qualification Scheme for each sport in 1977 (which was somewhat similar to the current scheme) with the cooperation of NGBs. There were only about 32,000 people registered for certification till 1988. In 1989, the scheme was revised, and was incorporated into the project authorized by the Minister of Education. As a result, more people were interested in obtaining an instructor qualification and the number of registered instructors exceeded 50,000 in 1994.

With the trends of administrative reforms, since 1996 ministry approval towards any qualification scheme operated by a public interest corporation is required to be in accordance with the Act. This came to be recognized as the "Regulations relating to Assessment Project of Knowledge and Skills of Social Sports Instructors" of the Ministerial Ordinance, specified based on Article 11 (Improvement of Instructors) of the "Sports Promotion Act". All organizations operating the qualification scheme (including JASA, NGBs and National Recreation Association of Japan (NRAJ)) became the government-authorized qualification providers. However, in 2002 the Cabinet office approved the "Implementation Plan for the Reform of Modalities in the Administration of Public Service Corporations" and abolished the Minister's responsibility to ensure the legality of examinations conducted by public service corporations at the end of 2005.

After this abolition, the JASA reshaped their qualification scheme, and has been operating their officially authorized "Sports Instructor Qualification Scheme" ever since. In response to Article 11 (Training of Instructors) of the "Basic Act on Sport", the Sport Basic Plan (2012) has set the following new policy goals: promoting the training of sports instructors, taking into account the needs of local residents and sports organizations; effectively utilizing qualified sports instructors; training sports instructors that can contribute to the success of high performance sports; and enriching the career paths of top-level athletes and sports instructors.

2. JASA Sports Instructor Qualification Scheme

Table 5-4 shows the five categories and 16 different types of qualifications that are offered by JASA. With the cooperation of NGBs, JASA provides “Qualifications of Instructors for per Competition” which are intended to train instructors of each sport, and are composed of six types of qualifications according to their age and level of skills. To date, JASA has trained instructors in over 50 different types of sports.

The “Fitness Regime Qualifications” include: “JASA Sports Programmer” which is a qualification to offer guidance for the maintenance

Table 5-4 Number of Registered JASA Certified Sports Instructors

Category	Title	Number of Registered Instructors	
		2013	2016
Basic Qualifications of Sports Instructors	JASA Sports Basic Leader	247,824	324,712
Qualifications of Instructors for each Competitions	JASA Coach I	104,309	108,381
	JASA Coach II	14,784	12,764
	JASA Coach III	14,988	17,481
	JASA Coach IV	5,092	5,492
	JASA Instructor I	3,830	3,290
	JASA Instructor II	1,549	1,325
Fitness Regime Qualifications	JASA Sports Programmer	4,759	3,647
	JASA Fitness Trainer	684	472
	JASA Junior Instructor	5,436	4,544
Medical Conditioning Qualifications	JASA Athletic Trainer	2,078	3,027
	JASA Sports Doctor	5,512	5,806
	JASA Sports Dentist	—	136
	JASA Sports Dietician	127	212
Sports Management Qualifications	JASA Assistant Club Manager	5,096	5,551
	JASA Club Manager	326	397
Former Qualifications	Sports Trainer I	55	32
	Sports Trainer II	128	76
Total (excluding sports leaders)		168,753	172,633
Total (including sports leaders)		416,577	497,345

As of October 1, 2016

JASA (2013 and 2016)

Note : JASA Sports Dentist was officially recognised from April 2015.

and improvement of fitness to adults; “JASA Fitness Trainer” which is for professional fitness instructors to provide various basic fitness training at private sports facilities; and “JASA Junior Instructor” which is a qualification to teach children about physical fitness and motion facilitation through play at local sports clubs.

The “Medical Conditioning Qualifications” include the following four qualifications: “JASA Athletic Trainer” which is a qualification to provide instruction in sports injury prevention and rehabilitation; “JASA Sports Doctor” to undertake the health care, injury prevention, diagnosis and treatment of athletes; “JASA Sports Dietician” to provide nutritional guidance to athletes and enhance their athletic performance; and “JASA Dentist” has been added since 2015 to diagnose, treat, prevent and research impairment or injury in dental and oral area caused by sporting activities.

The “Sports Management Qualifications” are targeted at individuals who are involved in the management of comprehensive community sports clubs. The “JASA Assistant Club Manager” is designed to develop staff members who possess the basic knowledge necessary for the management of comprehensive sports clubs, and qualified individuals who are expected to support activities related to club management. The “JASA Club Manager” is targeting the individuals to improve their management skills including securing and enhancing the effective use of financial resources to ensure the sound management of sports clubs.

In addition to JASA Sports Doctor qualification mentioned previously, other sports-related qualifications are offered to physicians by Japan Medical Association Certificate of Accreditation for Sports Health Physicians and Japanese Orthopedic Association Certificate for Sports Physicians.

Number of Registered Instructors

As of October 2016, there were 497,345 qualified instructors registered with JASA (Table 5-4). The number of those registered as “JASA Sports Basic Leaders” has significantly increased, primarily because of a change in the calculation method. Excluding those Sports Basic Leaders, the total number of certified instructors in 2016 increased by about 4,000 people, when compared to that number in 2016.

By sports, the number of registered instructors was highest for “football” (35,547), followed by “swimming” (17,343), “volleyball” (15,759) and “softball” (12,697) (Table 5-5).

3. Disability Sports Instructor Qualification Scheme

The Japanese Para-Sports Association (JPSA) has established the “Para-Sports Instructor Qualification Scheme” to train and certify six types of instructors in order to accommodate the participation of people with disabilities in various sports activities. The “Beginner’s Para-Sports Instructor” is to help people with disabilities within the community to integrate sports into their daily lives; “Intermediate Para-Sports Instructor” can provide sports instruction to people with disabilities at a prefectural level; “Advanced Para-Sports Instructor” provides advanced sports instruction to people including people with disabilities and other instructors at a prefecture or region level by utilizing their specialized knowledge and skills as well as advanced teaching techniques; “Sports Coach” is to train and develop specific skills of para-athletes and organizations in certain sports. JPSA also offers qualifications such as “Para-Sports Physician”, who is qualified to work for the improvement of the physical health and performance level of para-athletes from the medical point of view, and “Para-Sports Trainer” to support the safety management and improve the performance level of para-athletes (Table 5-6).

Table 5-5 Number of Registered JASA Certified Sports Instructors per Sport

Sport	Number of Registered Instructors	
	2013	2016
Football	32,386	35,547
Swimming	19,729	17,343
Volleyball	14,666	15,759
Softball	13,449	12,691
Basketball	6,350	8,767
Tennis	5,429	4,723
Kyudo (Japanese Archery)	4,214	4,687
Karate	4,084	4,633
Ski	4,850	4,099
Table tennis	3,466	3,161
}		
Total	144,552	148,733

As of October 1, 2016

JASA (2013 and 2016)

Table 5-6 JPSA Certified Sports Instructor Qualifications

Category	Number of Registered Instructors	
	2013	2016
Beginner's Para-Sports Instructor	17,965	19,278
Intermediate Para-Sports Instructor	2,502	3,117
Advanced Para-Sports Instructor	686	758
Sports Coach	125	152
Para-Sports Physician	234	395
Para-Sports Trainer	75	132

As of December 31, 2016

JPSA (2013 and 2016)

Note: Sports coaches include those certified as Advanced and Intermediate Para-Sports Instructors.