

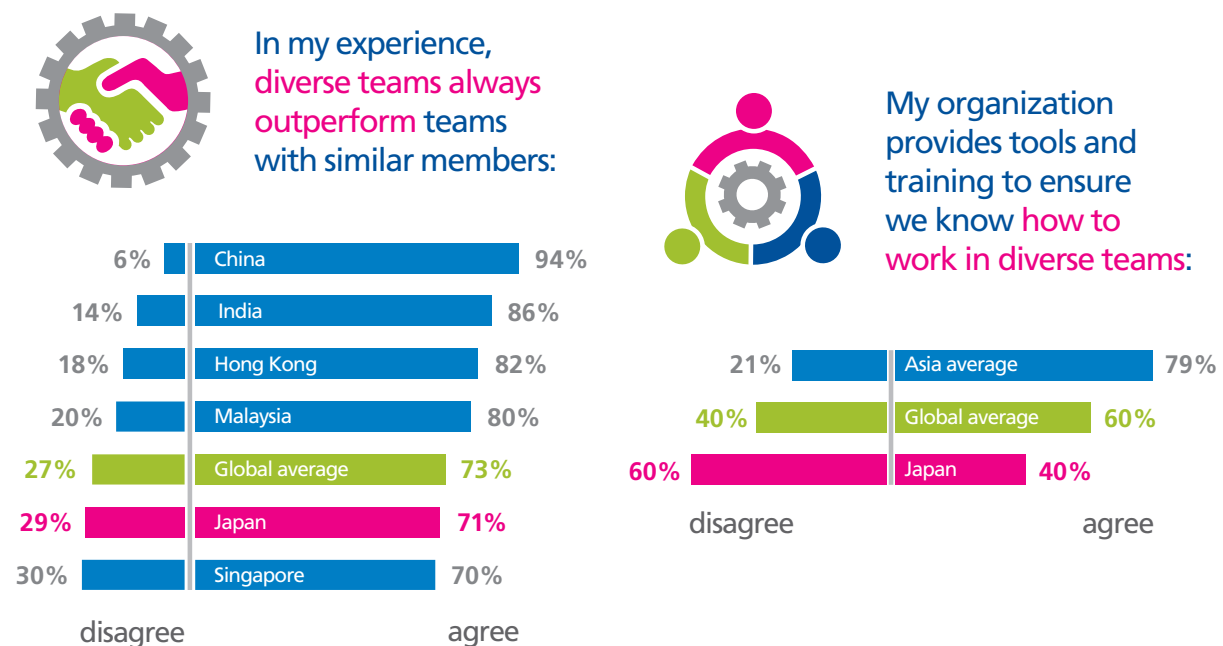
diversity at work:

Japan lags behind in tools and training

Randstad Workmonitor Wave 3, 2014

Comprehensive HR service provider Randstad Holding nv (headquartered in Diemen, Netherlands, CEO Jacques van den Broek) has announced the results of its labor market survey Randstad Workmonitor, conducted in the third quarter of 2014. The survey was carried out in 33 countries with respondents aged 18–65 who work more than 24 hours a week.

Focused on diversity and the digital environment in a team and organizational setting, the research reveals that only 40% of Japanese respondents agreed on the survey question: “My employer provides diverse team tools and training”. This is despite a number of respondents expressing agreement that “diverse teams perform better”. Throughout, Japan ranked lowest among the countries surveyed. The research clearly shows that Japan is lagging behind the world in the fields of tools and training for diversity.



Randstad Workmonitor Wave 3, 2014: Key results from the Japanese market

- Over 70% of workers answered that diverse organizations perform better, regardless of the country or region in the world.
- Some 40% of Japanese workers answered: “Employers provide diverse team tools and training,” compared to 60% for the global average and about 80% in the Pan-Asia market.

For more information, please contact:

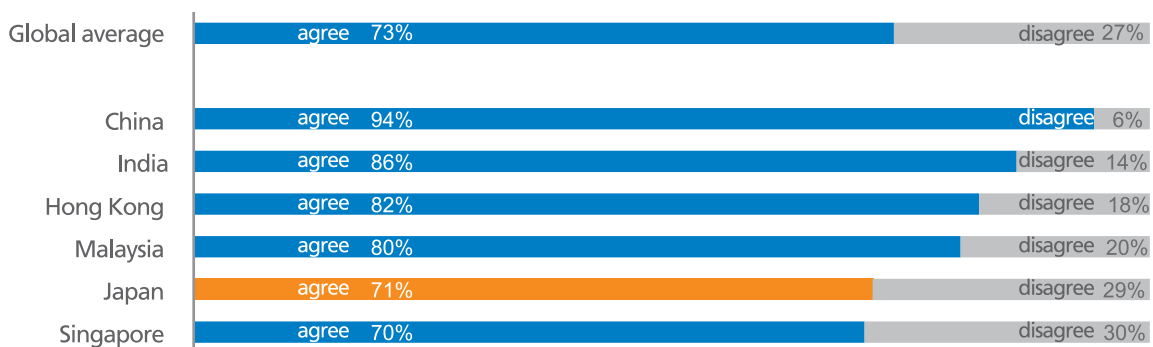
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More than 70% of workers said that diverse teams perform better regardless of country or region.

Some 71% of Japanese respondents (compared to 73% of respondents worldwide) said: “Diverse teams always outperform teams with similar members”. This was especially apparent in the Pan-Asia market; 94% of Chinese and 86% of Indian respondents agreed with the statement. The research proves it is a common belief worldwide that diversity on a team can be a further competitive advantage to compete in the global business environment.

In my experience, diverse teams always outperform non-diverse teams



Only 40% of Japanese workers agreed with: “My employers provide diverse team tools and training” compared to 60% for the global average and about 80% in Asia.

The survey in Japan reveals that 40% of workers feel that employers provide tools and training opportunities in order to work with colleagues with diverse backgrounds. Some 35% of workers feel that employers supply tools and training to employees to work efficiently, such as telecommuting and working remotely. This suggests that, even though employers recommend diversity in the work environment, preparing the groundwork for diversity and training is not concrete or implementation is not carried out at the workplace.

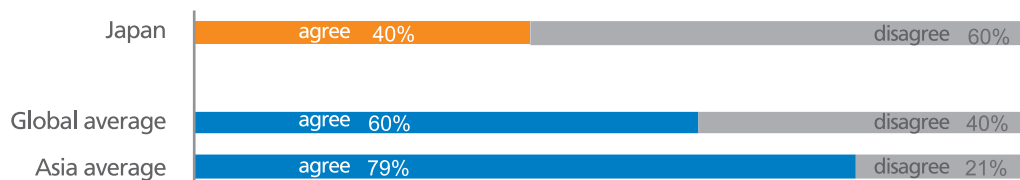
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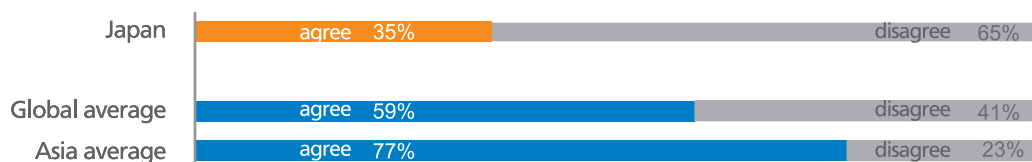
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Employers supply training and tools in order to work with colleagues of a diverse background.

My organization provides tools and training to ensure we know how to work in diverse teams



My organization provides tools and training to ensure we know how to work in virtual teams (colleagues in different locations)



※ "Asia average" is the average value of China, Hong Kong, India, Malaysia and Singapore

Masao Karasawa, Head of Human Resources, Randstad K.K.

The government of Shinzo Abe aims to utilize and develop the female workforce as an important part of society. The aim is to not only improve promotion opportunities and the working environment, but also to encourage women who are not employed to enter the labor market. In addition, from 2018, firms and organizations will be obliged to employ people with disabilities. Alongside globalization, this work will trigger further diversification of workplaces and change people's work style from that in a traditional office to more flexible remote working.

From a viewpoint of global competition, and the return to, or continuation of, employment by people providing care for their children or elderly relatives, there is a tendency to encourage diversification within organizations. However, focusing on creating diverse teams, and providing training or tackling issues with regards to diversity is still not a priority in Japan, and the survey reveals this current situation. I believe that it is necessary to change the perception of diversity from something meaning "problems and challenges" to that of "the origin of competition" and an organization's "strength" as a target of investment in the future.

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About Randstad Workmonitor

The Randstad Workmonitor was launched in 2003 in the Netherlands, the location of Randstad headquarters. The report now covers 33 countries around the world, encompassing Europe, the Asia-Pacific region and the Americas. It is published four times a year, allowing regular visibility in both local and global trends in labor mobility. The quantitative study is conducted via an online questionnaire among a population aged 18–65, with respondents working a minimum of 24 hours a week in a paid job (not self-employed). The research for this third wave in 2014 was conducted from July 22 to August 5, 2014.

Survey Countries: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Czech Republic, Denmark, France, Germany, Greece, Hong Kong, Hungary, India, Italy, Japan, Luxembourg, Malaysia, Mexico, the Netherlands, New Zealand, Norway, Poland, Singapore, Slovakia, Spain, Sweden, Switzerland, Turkey, the UK and the USA

※ For detailed results and the report, please contact the communication team at Randstad K.K.

ランスタッド 会社概要

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○ランスタッド株式会社 会社概要

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