

Half of the Japanese employees surveyed said that Lesbian, Gay, Bisexual and Transgender (LGBT) people might be subjected to discrimination in their workplace.

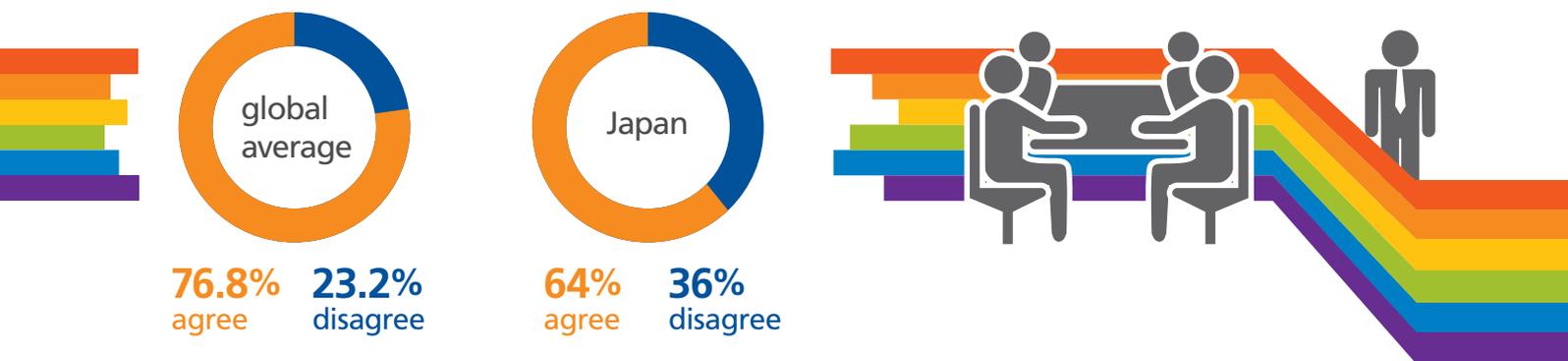
The research shows that Japanese workplaces are not inclusive to LGBT people, reflecting huge gaps with the global standard.

Randstad Workmonitor Wave 3, 2015

Global 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 Wave 3, conducted in the third quarter of 2015. The survey was carried out in 34 countries, with respondents aged 18-65 who work more than 24 hours per week.

This press release focuses on sexual minorities (those who are LGBT) in workplaces and reveals that Japanese workplaces are not inclusive to LGBT people.

There is an open and inclusive company culture at my current employer.



Key results from the Japanese market

Randstad Workmonitor Wave 3, 2015

- Some 82.5% of Japanese employees surveyed agree with the statement: "Diversity in the workplace is important". This result is similar to the global average.
- However, Japan ranks among the lowest of the 34 countries surveyed for the employees' responses to the statements: "There is an open and inclusive company culture at my current employer" and "Sexual minorities are not the subject of discrimination in my workplace." It reveals that Japanese workplaces are not inclusive.
- Some 83% of Japanese employees answered that they do not have any colleagues who are LGBT, and 50.9% think it is not difficult for LGBT people to find a job. A closed culture in Japanese workplaces makes it difficult for people to realize the problems that exist for LGBT people.

More details on the following pages

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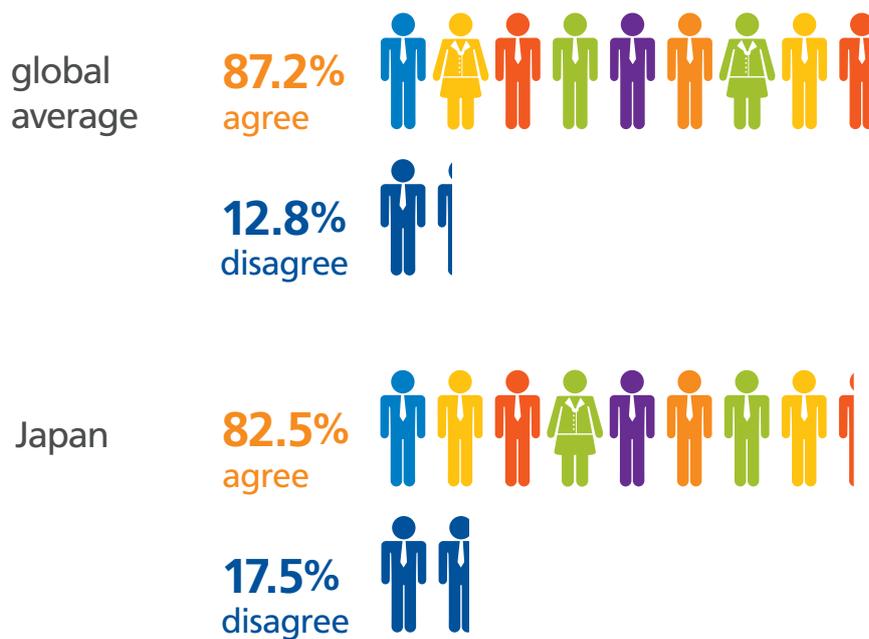
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Research Results: Overview

Some **82.5%** of Japanese employees surveyed agree with the statement: **“Diversity in the workplace is important”**. This result is very similar to the **global average**.

Today, there is a universally shared belief that diversity in the workplace is important. Globally, **87.2%** of respondents agreed. Japan shows a similar result: **82.5%** of respondents agreed.

I value diversity in the workplace.



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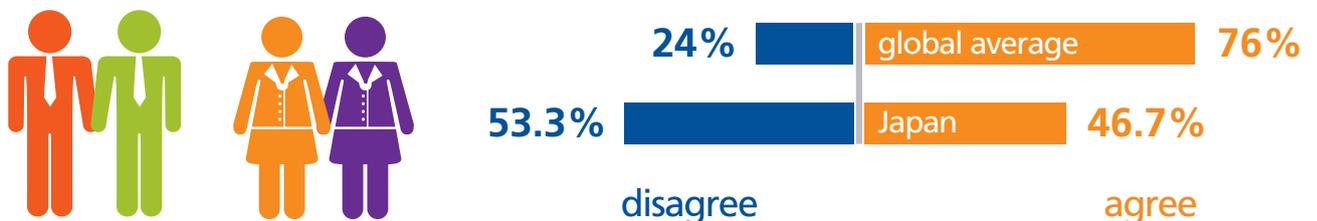
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However, Japan ranks among the lowest of the 34 countries surveyed for the employees' responses to the statements: "There is an open and inclusive company culture at my current employer" and "Sexual minorities are not the subject of discrimination in my workplace". It reveals that Japanese workplaces are not inclusive.

Japan ranks last of 34 countries for the statement: "There is an open and inclusive company culture at my current employer". Only 46.7% of Japanese respondents agree with the statement: "Sexual minorities are not the subject of discrimination in my workplace", compared to 76% of global respondents, ranking Japan second from the bottom, before Turkey. It shows that although Japanese employees are aware that diversity is important and should be respected, the working environment is not inclusive.

Sexual minorities are not the subject of discrimination in my workplace.



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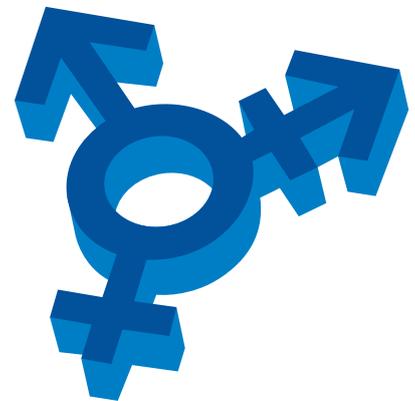
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Some 83% of Japanese employees answered that they do not have any colleagues who are LGBT, and think it is not difficult for LGBT people to find a job. A closed culture in Japanese workplaces makes it difficult for people to realize the problems that exist for LGBT people.

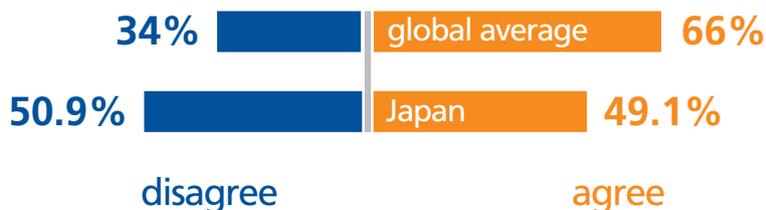
Some 83% of Japanese employees answered that they do not have any colleagues who are LGBT, ranking Japan sixth for this question among the 34 countries surveyed. Meanwhile, Japanese respondents hold the most optimistic view on job seeking for sexual minorities among the countries surveyed; 50.9% of respondents answered that it is not harder for LGBT people than non-LGBT people to find a job.

The current research reveals that as the environment does not lend itself to people talking openly about diversity at their workplace, it is difficult for many Japanese employees to acknowledge the problems that LGBT people might face.

I have 1 (or more) colleague(s) who are in a sexual minority.



It is harder for sexual minorities to find a job.



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Masao Karasawa, HR Division head, Randstad K.K.

According to the “LGBT Survey 2015” by DENTSU Diversity LAB, LGBT people account for 7.6% of the Japanese population, or one out of 13 people. Although more than 80% of respondents to Randstad’s latest survey answered that they do not have any colleagues who are LGBT, this may be because LGBT people have not told anyone, or others have not noticed their sexuality because of an environment where people cannot talk openly about the topic. Hence, not many Japanese are aware of the worries and concerns of LGBT people, making them isolated at the workplace without others noticing.

In recent years, there have been companies, mainly foreign affiliates, which have implemented policies in recruitment and HR that are favorable to LGBT people. For example, some have declared internal and recruitment policies that do not discriminate according to sexual orientation or sexual identity, and give marriage leave and monetary gifts to couples in common-law marriages (same-sex partnerships).

With Shibuya City having passed an ordinance to recognize same-sex partnerships and the Supreme Court of the United States having ruled to approve same-sex marriage, 2015 has become a catalyst for increased acknowledgment and understanding of sexual minorities in Japan. There is now increasingly fierce competition in the field of recruitment. To strive, it may be time for companies—as a recruitment strategy—to consider creating a company structure that respects diversity, to become the company of choice for both the workforce and the public.

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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 34 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 2015 was conducted from July 20 to August 4, 2015.

Survey countries: 34 countries and areas as follows: 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, Portugal, Poland, Singapore, Slovakia, Spain, Sweden, Switzerland, Turkey, the UK and the USA

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