

Company contract summary

About Robert Walters

Robert Walters was established in London in 1985 and is now one of the leading global specialist recruitment consultancies with a global network across 30 countries. With offices in Tokyo and Osaka established in 2000 and 2007 respectively, Robert Walters Japan specialises in permanent and contract recruitment solutions across all industry sectors including automotive, business support, chemical, digital, energy & infrastructure, financial & professional services, food, healthcare, hospitality, HR, industrial & electrical, medical & pharmaceutical, real estate, retail & hospitality, sales & marketing, supply chain & procurement, and technology & transformation.

Included benefits

- Paid holiday entitlement
- Social insurance
- Employment insurance
- Health check
- Worker's accident insurance
- Maternity, paternity and childcare leave
- Gym membership/recreational facility discounts

Training

- Subsidised continuing education courses through Temple University
- Online training

Whether labour-management agreement (Roshi-Kyotei) is in place: **Yes**

Scope of dispatched workers covered by labour-management agreement (Roshi-Kyotei): **All dispatched workers**

Effective period of labour-management agreement (Roshi-Kyotei): **1st April 2025 - 31st March 2027**

684

Number of HAKEN contractors
(as of June 2025)

311

Number of clients
(annual total)

¥49,595

Average charge rate
(daily)

¥25,271

Average pay rate
(daily)

50.9%

Margin