

14 September 2022

Are foreign employees working in Japan satisfied with their workplaces?

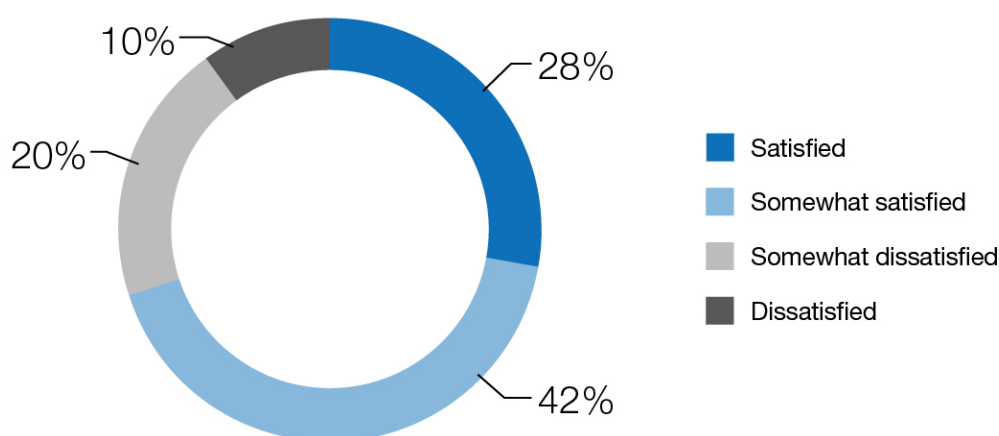
Survey conducted by Robert Walters Japan

On September 14, specialist professional recruitment firm Robert Walters Japan announced the results of a survey regarding foreign employees working in Japan. As Japan continues to experience declining birthrates and an aging population, tapping into overseas talent is seen as one of the primary strategies to address the nation's chronic labour shortage. A total of 613 full-time employees working for Japanese and foreign-affiliated companies responded to the survey. Among the respondents, nearly 70% (38% "over 10 years" and 27% "5-10 years") have been working in Japan for more than 5 years.

Most foreign employees feel satisfied with their working environment

We asked respondents whether they are satisfied with their current working environment in Japan. Forty-two percent said they were "somewhat satisfied" and 28% said they were "satisfied." This seems to suggest that a significant number of foreign employees feel an overall satisfaction with their working environment. The satisfaction level among foreign employees who have worked only in Japan was particularly high, with 53% of them answering "somewhat satisfied"; among those with experience working abroad, 38% said they were "somewhat satisfied."

Are you satisfied with your current working environment in Japan?



Foreign employees most satisfied with their salaries

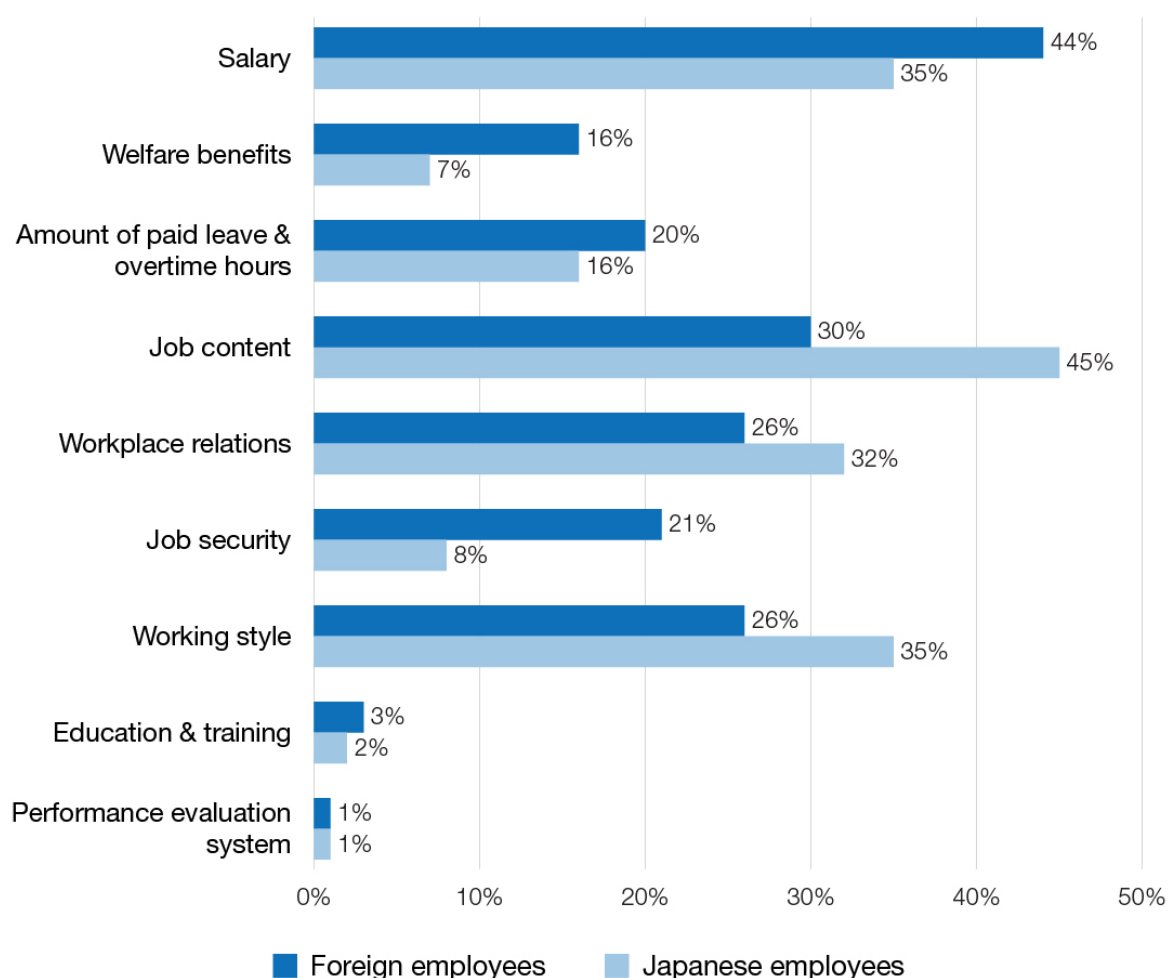
Regarding what foreign employees were satisfied with in their working environment, the top response was "salary" (44%). "Job content" (30%) came in 2nd and "workplace relations" and "work style flexibility" (both 26%) tied for 3rd.

Comparison to Japanese employees

On the other hand, when Japanese nationals were asked the same question about their satisfaction level with their current working environment, 37% were “somewhat satisfied” and 23% were “satisfied.” Based on the responses, foreign employees seem to be slightly more satisfied than Japanese employees. Regarding satisfaction with the working environment, Japanese employees were most satisfied with their “job content” (45%), followed by “salary” and “work style flexibility” (both 35%) and “workplace relations” (31%).

Between Japanese and foreign professionals in Japan, there is not much distinction when it comes to what they prioritise at work. Salary, job content, workplace relations and flexibility are all important factors they consider. Employers wishing to attract and retain talent can benefit from keeping these points in mind to create a comfortable work environment for everyone.

What are you satisfied with in your current working environment in Japan?



(Survey period: 7 – 17 July 2022, Target: Company employees registered with Robert Walters Japan and living in Japan n=613)

About Robert Walters Japan:

Established in London, United Kingdom, in 1985, Robert Walters is a specialist recruitment consultancy with operations in 31 countries around the world. Robert Walters Japan established its Tokyo office in 2000 and Osaka office in 2007. For over 20 years, we've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs. Our consultants are experts in their respective industries and work in teams to provide recruitment consultation services across a wide range of industries and job categories.

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