

Survey of professional contract employees working at foreign capital and global Japanese companies

Professional contract employees earning 2,500 yen or more per hour prioritize the content of the work when choosing a job while those who earn less than 2,500 yen per hour prioritize the hourly wage.

—en world Japan Survey of professional contract employees—

en world Japan K.K. (headquarters: Chuo City, Tokyo, president: Vijay Deol), one of Japan's largest recruiting firms specializing in global human resources, conducted a questionnaire survey of professional contract employees, and 256 people * answered.

*Including people working with staffing agencies other than en world Japan

Summary of Survey result

- 60% of professional temporary employees are satisfied with their current job.
- The largest percentage of respondents earning 2,500 yen or more per hour prioritize the content of the work when choosing a temporary job while the largest percentage of respondents earning less than 2,500 yen prioritize the hourly wage.
- 64% of professional temporary employees have English skills higher than business level. 56% of respondents use English at work on a daily basis.

James Kikuchi, Director - Contract Professionals Division



The contract staffing market in Japan has undergone significant change over the course of the past 24 months. A number of regulatory changes such as "Equal Work Equal Pay", greater access to company facilities and payment of commutation allowance have been implemented to ensure an ongoing improvement in working conditions for temporary staff.

This changing landscape for contract workers has helped to assist the reputation of the "temporary staff market" and help attract a higher caliber of candidates who were previously only interested in permanent positions. With over 20 years experience in the Japan market, we have seen an ongoing shortage of high-level English speaking professionals who are interested in the temporary market. With many clients unable to hire permanent solutions due to ongoing global cost controls, clients are looking more and more for high level talented individuals for short-term interim assignments. The improving work conditions within the temporary market helps us to utilize our established data base in providing timely solutions to client's needs.

What is professional staffing?

(<https://www.enworld.com/en/employers/professional-contract-employment>)

● What is professional staffing?

Professional staffing is a service that dispatches professional human resources with excellent skills and experience in their areas of expertise who can hit the ground running. Contract Professionals of en world Japan will dispatch specialists for a variety of types of work that can include accounting, HR, recruitment, legal affairs, marketing, engineering, logistics, and secretarial. Contract Professionals can respond swiftly to every need, including short-time needs for e-commerce expansion, DX promotion projects, and new product promotion by companies, the need for special skills required at a high level in situations like M&A integration, and urgent needs to cover for employees going on childcare leave and managers leaving their job suddenly.

● What is Contract Professionals?

This department is en world Japan's division that specializes in supporting employment of non-permanent workers (temporary workers, contract workers, outsourced workers, advisors, outside board members, and others). Contract Professionals will introduce international-minded, bilingual human resources of the most appropriate contract types with excellent professional skills mainly to foreign capital and global Japanese companies.

CONTRACT
PROFESSIONALS

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about this news release

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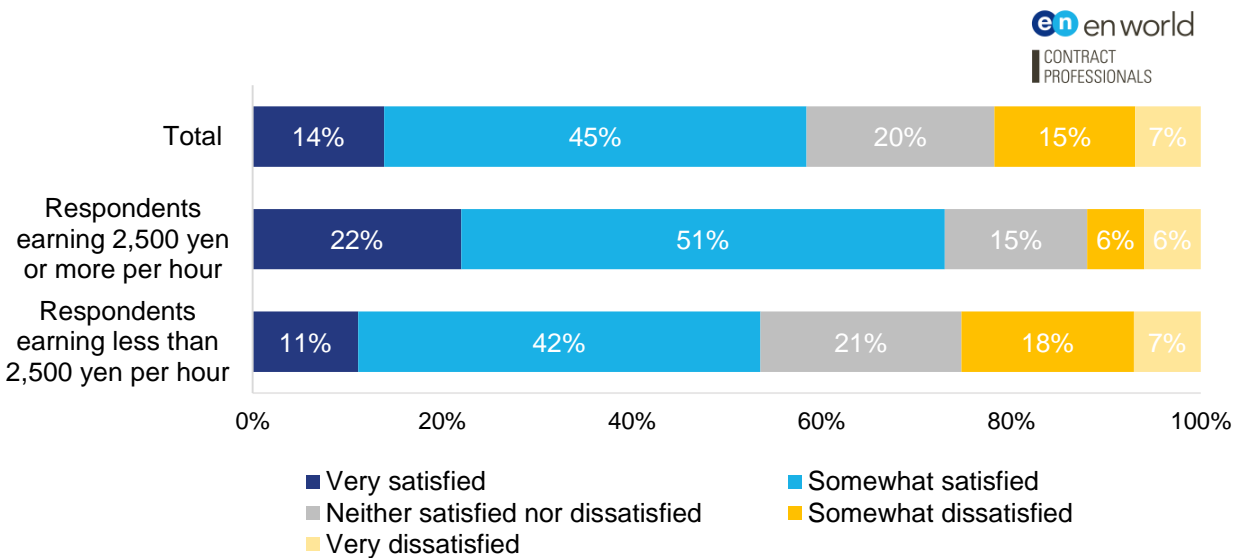
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Details of survey results

1. 60% of professional temporary employees are satisfied with their current job. (Fig. 1)

When asked about the level of satisfaction with their jobs, 59% of professional contract employees were satisfied (very satisfied or somewhat satisfied). 73 % of respondents earning 2,500 yen or more per hour were satisfied with their jobs, which was higher than those earning less than 2,500 yen per hour by 20 points. (Respondents earning 2,500 yen or more per hour: 73%, respondents earning less than 2,500 yen per hour: 53%)

[Fig. 1] What is the level of satisfaction with your current job?

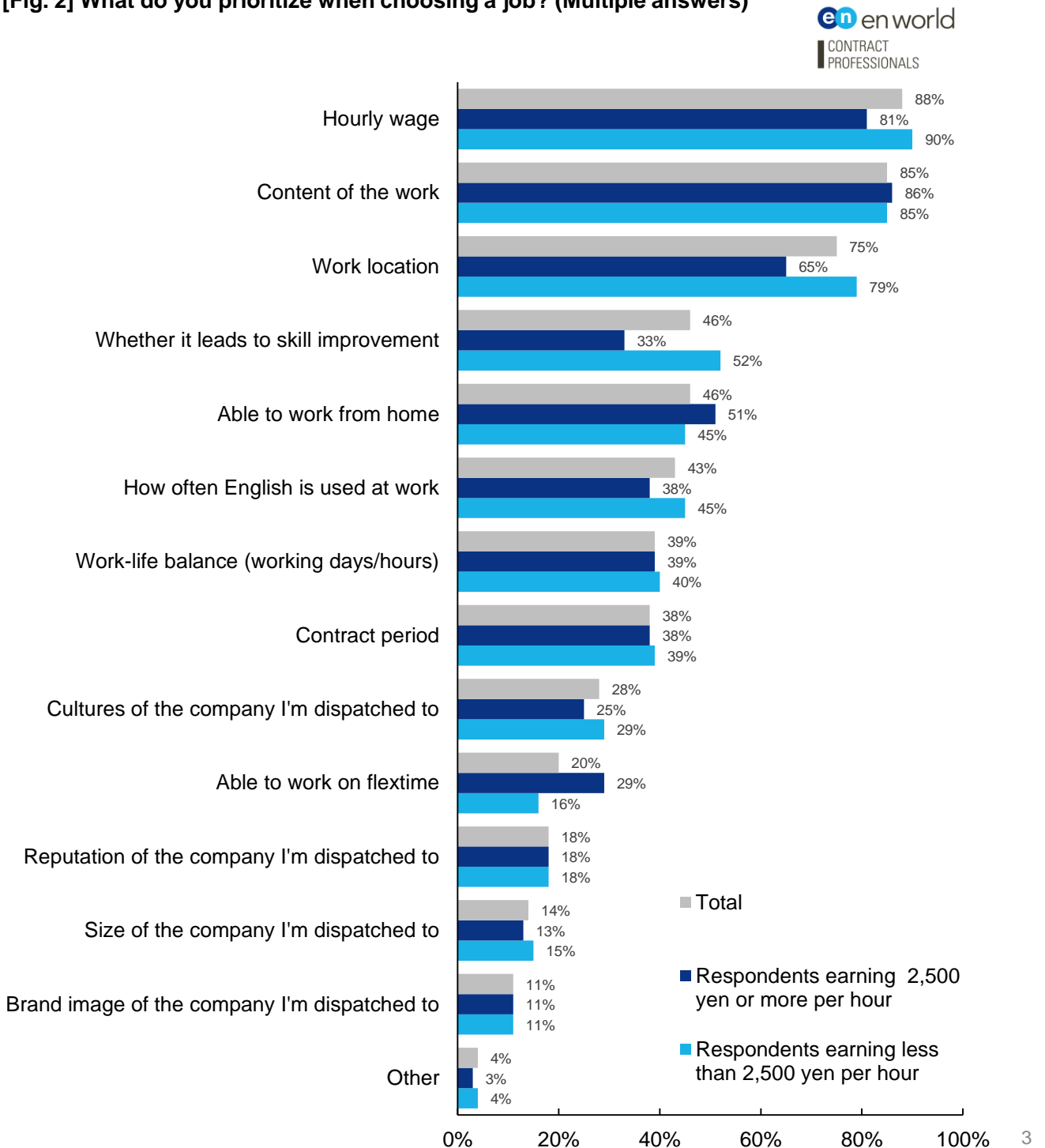


*The total may not be 100% because the figures are rounded to the nearest whole number.

2. The largest percentage of respondents earning 2,500 yen or more per hour prioritized the content of the work when choosing a temporary job while the largest percentage of respondents earning less than 2,500 yen per hour prioritized the hourly wage. (Fig. 2)

We asked respondents what they prioritized when choosing a job, and the largest percentage of respondents earning 2,500 yen or more per hour chose the content of work (respondents earning 2,500 yen or more per hour: 86%, respondents earning less than 2,500 yen per hour: 85%), and the largest percentage of those earning less than 2,500 yen per hour chose the hourly wage (respondents earning 2,500 yen or more per hour: 81%, respondents earning less than 2,500 yen per hour: 90%).

[Fig. 2] What do you prioritize when choosing a job? (Multiple answers)

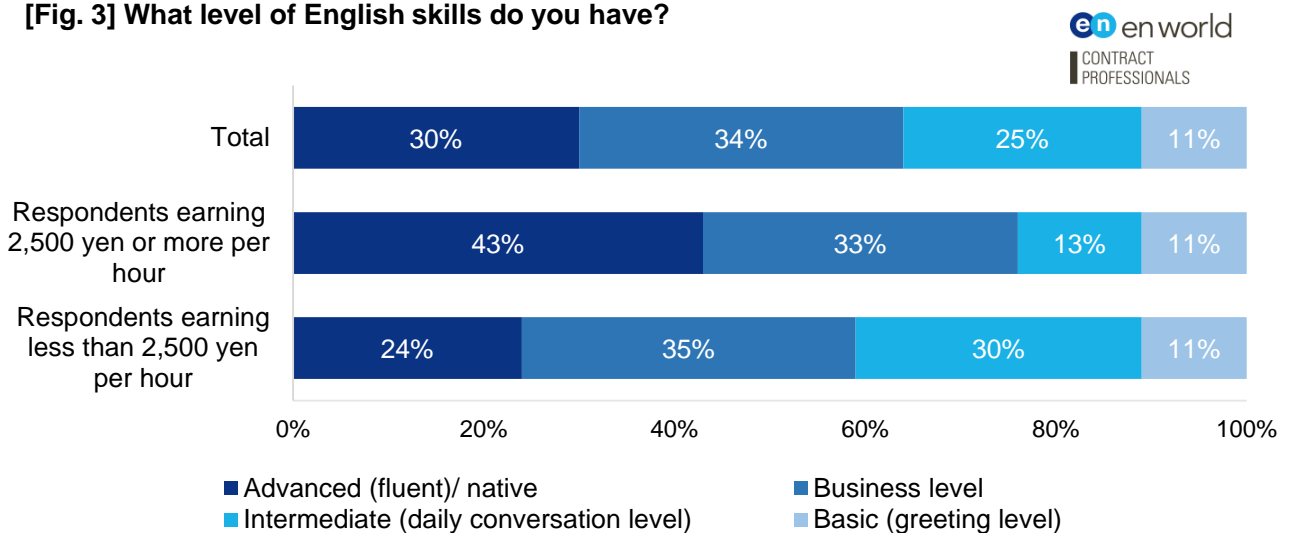


3. 64% of professional temporary employees have English skills higher than business level. 56% of respondents use English at work on a daily basis. (Fig. 3, Fig. 4, Fig. 5)

We asked respondents about their English skills, and 64% said their English skills were higher than business level (business level, advanced/native speaker level). The percentage of respondents earning 2,500 yen or more per hour whose English skills were higher than business level was 76%, which was higher than those earning less than 2,500 yen per hour by 17 points. (Respondents earning 2,500 yen or more per hour: 76%, respondents earning less than 2,500 yen per hour: 59%)

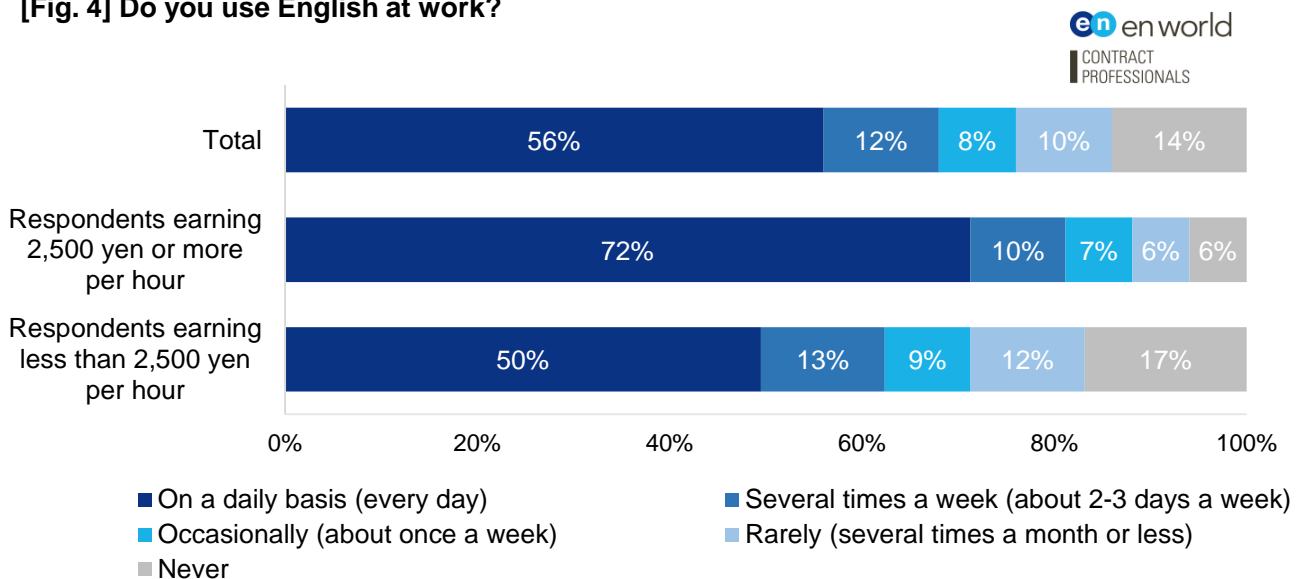
We also asked the respondents whether they used English at work, and 56% said they used English on a daily basis (every day.) The percentage of respondents earning 2,500 yen or more per hour who used English on a daily basis was 72%, which was higher than those earning less than 2,500 yen per hour by 22 points. (Respondents earning 2,500 yen or more per hour : 72%, respondents earning less than 2,500 yen per hour: 50%)

[Fig. 3] What level of English skills do you have?



*The total may not be 100% because the figures are rounded to the nearest whole number.

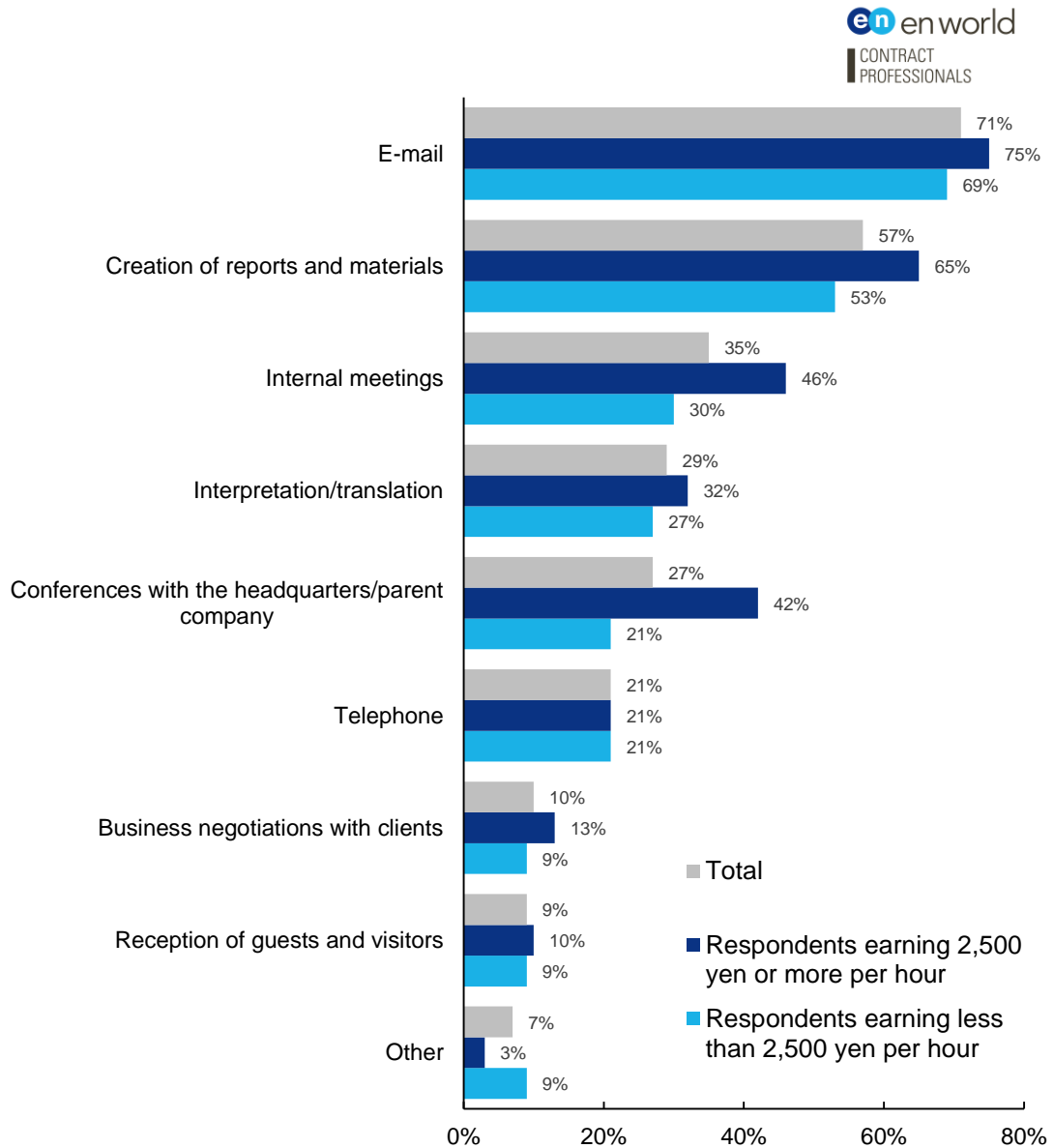
[Fig. 4] Do you use English at work?



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We asked respondents what kind of work required English, and the point difference was the greatest for “conferences with the headquarters/parent company.” The percentage of respondents earning 2,500 yen or more per hour was higher than for those earning less than 2,500 yen per hour by 21 points. (Respondents earning 2,500 yen or more: 42%, respondents earning less than 2,500 yen: 21%) This simply shows that not only the expertise required for work but also excellent foreign language skills are one of the factors that increase the hourly wage.

[Fig. 5] What kind of work requires English?



[Outline of the survey]
Survey method: Online survey
Area: Japan
Period: October 2 - October 8, 2020
Number of valid answers: 256