

Japan Society for Human Resource Management

JSHRM

Bangkok

12th October 2016

1. Current economic and political situation in the country

Economy and labour market situation

- * Strong YEN and weak USD
- * Postponed again to raise the consumption tax rate to 10%
- * Expanding domestic demand for the 2020 Tokyo Olympics
- * The ratio of job offers is a high level

**The keywords of "Innovation for ways of working" by Prime Minister Shinzo Abe of Japan.

- Narrow the gap between regular employees and non-regular employees.
- Take corrective action on long working hours.
- Employment of woman and elderly people.
- Promotion of teleworking.
- System for high professionals.
- Expansion of flexible work hours system.

Political situation

- Ruling party landslide victory in the House of Councillors election. It was the first time to win after pulling voting age to 18 years of age or older the age. Stabilisation administration.
- Earthquake in Kumamoto prefecture. More focus on preparations for natural disasters.
- Held G7 summit in Ise-Shima. US President Barack Obama visited to Hiroshima. Got diplomatic achievement.
- Governor of Tokyo resignation. A lot of issues about next Olympics in Tokyo.
- Kids on nursery school waiting lists is social problem. (A mother got her blog "To fail nursery. Die Japan." flaming. Urgent need of measures.
- The Emperor intends to abdicate in a few years.

2. HR challenges

The 2 main challenges facing the HR profession in Japan at present are:

- Training the next generation of leaders.

It's prospective that 2020 Tokyo Olympics boom sense is expected. And also to produce the next generation of leaders is essential for continuing growth in the future.

- Realization of a diverse work styles.

Telecommuting also introduced at the bank. From a point of woman's success and health management, it's urgent issue to reform way of working and build of personnel system for realising the reforming..

3. JSHRM projects and initiatives

Major areas of JSHRM activity include the following:

- Basic HR Training Program
- Monthly HR Seminar named " HR Café"
- Publication named " JSHRM Insight"
- Research Project

4. Scheduled Conferences

- Annual Conference TBD

Yuji Mishiro
Director
JSHRM