

1. CONTEXT



Mindmap anything you know about the topic, including vocabulary. Do some research online to help.

## Employment Trends in Japan (Part 3)

2. QUESTIONS

Read the listening questions to check your understanding. Look up any new vocabulary.

**Listening Questions 1**

1. What two factors have led to a labor shortage in Japan?  
\_\_\_\_\_.
2. What is the highest priority for people mid-career looking for employment?  
\_\_\_\_\_.
3. What were 3 of the top priorities found in a Robert Walters Japan survey?  
\_\_\_\_\_.
4. What type of employees were used in the above survey?  
\_\_\_\_\_.
5. What are 2 reasons why the labor market will continue in the current direction?  
\_\_\_\_\_.

**Listening Questions 2**

1. What is the most popular reason for university graduates to enter a company now? What was it until 2019?  
\_\_\_\_\_.
2. What two societal issues is work-life balance aimed at overcoming?  
\_\_\_\_\_.
3. What were two of the main reasons for not wanting to enter a company?  
\_\_\_\_\_.
4. What are some of the workstyle innovations mentioned in this audio?  
\_\_\_\_\_.
5. What are two other priorities employees look at when deciding companies?  
\_\_\_\_\_.

3. LISTEN

Listen and answer the questions using full sentences. Circle the number of times and % you understood.

Listening 1				
1	2	3	4	5
%	%	%	%	%

Listening 2				
1	2	3	4	5
%	%	%	%	%

**Discussion Questions**

1. What priorities would you have if looking for a new job now and why? How are these different to when you joined the workforce?
2. What reforms should the Japanese government implement to tackle the current societal issues in the country?

## TRANSCRIPT 1

### 4. CHECK ANSWERS



Read through the transcript and underline the answers. Check them against your own answers.

What do employees **seek** when analyzing which companies to apply to? Is it money or job satisfaction, or even both? With a variety of societal and global trends changing the face of labor and impacting their decision, employee priorities are gradually changing in Japan. Lower levels of unemployment combined with higher job availability have led to a labor shortage issue in which companies need to compete to attract the best talent.

When looking at this topic, priorities can vary depending on which stage in a career an employee is at, for example mid-career or recent graduates. According to the ACCJ journal, salary is still a high priority for mid-career employees, but not as much as skill development and career prospects. A 2018 Employee Insights Survey by Robert Walters Japan also found similar results, with job content being the top priority. The other top 5 factors considered were office environment and location, brand image, and company culture. It needs to be pointed out that this was a survey of 1 958 employees who are considered fluent in a second language and work for a company associated with global business.

Despite this globally experienced **demographic** being historically small in Japan, with increasingly more Japanese people having experience studying and working abroad when they were younger, the increase in foreign nationals working in Japan and the need for traditional Japanese companies to explore global business opportunities, the labor market in Japan will continue to head in this direction.

#### MATCH THE SYNONYMS BY DRAWING LINES BELOW:

Seek

Target

Demographic

Overcome

Combat

Explore

Quota

Distributed

Allotted

Group of people

### 5. CHECK VOCABULARY



Read the transcript and circle any new vocabulary you find. Look them up and add them to your list.

### 6. READ ALOUD



Read the transcript aloud at least 5 times, focusing on intonation and pronunciation.

1	2	3	4	5
1	2	3	4	5

## TRANSCRIPT 2

In terms of university graduates, there are slight differences in priorities. A 2019 survey conducted by recruiting information company Mynavi of 48 064 university graduates for the following year, showed that company stability is now the most popular reason to enter a company at almost 40%. This replaced being able to 'do their desired work' which had been the number one reason consecutively since 2001. Salary came in a distant third in priorities, with starting salaries in Japan generally being similar across industries.

In order to **combat** an aging population and decreasing birth rate, work-life balance has become a hot topic and was prevalent in both surveys mentioned earlier. When referring to reasons to avoid certain companies, 'avoiding tough **quotas**' came in first place, overtaking an 'unpleasant work atmosphere,' number 1 since 2002. Not being able to take their **allotted** number of holidays and excessive transfers were other reasons, showing a desire of younger Japanese to work at their own pace and preferred location. They are searching for a better work-life balance similar to mid-career employees with workstyle innovations such as remote work, flextime, maternity and paternity leave, and a focus on work efficiency.

Finally, there is a greater employee emphasis on diversity and inclusion, as well as a company's CSR activities. Companies are now working on improving their corporate communication and branding to attract top talent and keep them for longer, through greater job satisfaction and company spirit.

### 7. SHADOWING



Say the transcript aloud at the same time as the audio without reading it. Circle how many times below.

1	2	3	4	5
1	2	3	4	5