



**EBC**  
EUROPEAN BUSINESS COUNCIL IN JAPAN

# EBC HUMAN RESOURCES COMMITTEE

JOIN US FOR AN OPPORTUNITY TO:

- Discuss innovative ideas and best practices for HR management in Japan
- Share knowledge and experiences on important labor matters
- Foster valuable connections in the HR profession and the European business community in Japan

**TARGET MEMBERS:** HR Professionals and Executives interested in HR topics

**CONTACT:** Bjorn Kongstad ([bkongstad@ebc-jp.com](mailto:bkongstad@ebc-jp.com)) and Tobias Schiebe ([tobias.schiebe@arqis.jp](mailto:tobias.schiebe@arqis.jp))

## EBC HR COMMITTEE ACTIVITIES

- ❑ Currently, about 15 member companies spanning various industries, mix of Japanese and foreign professionals
  
- ❑ Monthly hybrid meetings to discuss HR topics relevant for member companies, such as:
  - Digitalisation and use of AI in HR
  - Labour Market Mobility and Talent Acquisition
  - Workplace Harassment (Workshop in Dec 2024)
  - Innovative Employee Benefits
  - Sustainability in the context of HR
  - Diversity, Equality and Inclusion (Joint Event with Sustainability Committee in Dec 2024)
  - Talent Development and Training
  - Performance Evaluation and Management
  
- ❑ Coordinator: Bjorn Kongstad (EBC), Chairman: Tobias Schiebe (ARQIS)

## CURRENT HR TRENDS

- **Demographic Changes:** Shrinking workforce in Japan coincides with ongoing workplace transformation after the pandemic and is imposing great challenges for HR.
- **Technological Transformation:** The emergence of generative AI and advanced digital technologies present both extraordinary opportunities and significant challenges for HR teams.
- **Labour Market Reform Initiatives:** Promotion of productivity and flexible work as well as performance and merit-based pay schemes and personnel evaluation schemes.
- **Promotion of Working Women and Diversity:** Support of policies to promote women's active participation in the workforce and increase of women in leadership positions; impact of recent policy changes on DEI in the US in global context compared to European approach.