

December 4, 2023
UT Group Co., Ltd.

UT SURI-EMU conducted a work survey with its 791 Nikkei employees

It has been revealed that about half of them, which hold the key in an era of declining working population, want to settle in Japan and advance their careers and that over 60% are interested in the potential revision of system of the status of residence for fourth-generation Nikkei

UT SURI-EMU Co., Ltd., a wholly-owned subsidiary of UT Group Co., Ltd., which provides indefinite-term employee dispatch in the manufacturing and engineering fields, has announced the results of a survey of its 791 Nikkei employees (mainly Brazilian men and women having Japanese ancestors) currently working in Japan.

As a background, the labor shortage caused by the declining working-age population in Japan has long been an issue for society as a whole, and the Japanese government is currently considering a change in the system regulating the status of foreign residents so that persons of fourth-generation descent from a Japanese national and who meet certain requirements such as Japanese language ability can be granted "long-term resident" status, so that they live and work in Japan for a long time. This change could facilitate increased immigration of fourth-generation Nikkei (particularly Brazilians, as that country has many persons having Japanese ancestors, and many of them have migrated to Japan).

UT SURI-EMU has been supporting the career advancement and life of Nikkei (mostly Japanese-origin Brazilians) working in Japan for more than 30 years. The company has recently conducted a survey to see how their Nikkei workers think about working in Japan.

Outline of the survey

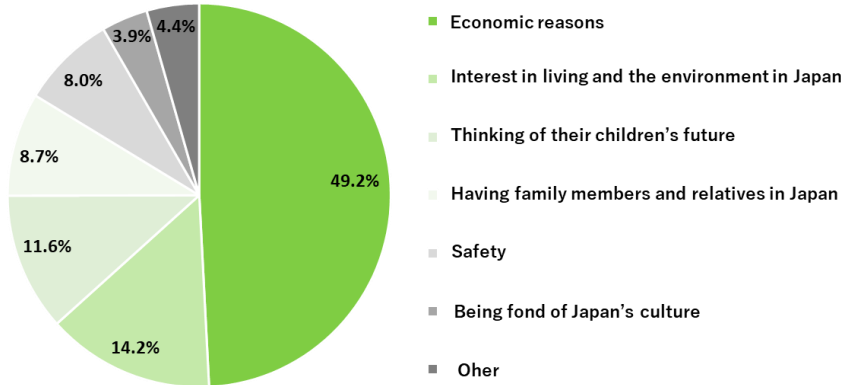
Survey period: September 14 - October 9, 2023

Target: 791 Nikkei workers in UT SURI-EMU

Key results

- The top reason for coming to Japan is "economic reasons." In addition, about 30% of the respondents came to Japan based on expectations of a comfortable working environment and bright future.
- While about one in three respondents report having trouble living in Japan due to differences in culture and rules, as well as a language barrier, more than 90% hold a "long-term resident" or "permanent resident" visa that requires a certain level of Japanese language ability.
- Half of them want to build their careers in Japan. The most important support they want for their career development is a support for career planning.
- About half of the respondents want to settle permanently in Japan, and about 60% cite the comfortable living environment as the reason for this.
- Third-generation Nikkei represented the largest share, 60+%, of the respondents. Over 90% of the total have the status of being able to work for a long period of time in Japan.
- More than 60% of the respondents said they are interested in the potential revision of the system of the status of residence for fourth-generation Nikkei, and 40% said the revision could be relevant to their relatives or acquaintances in home countries.

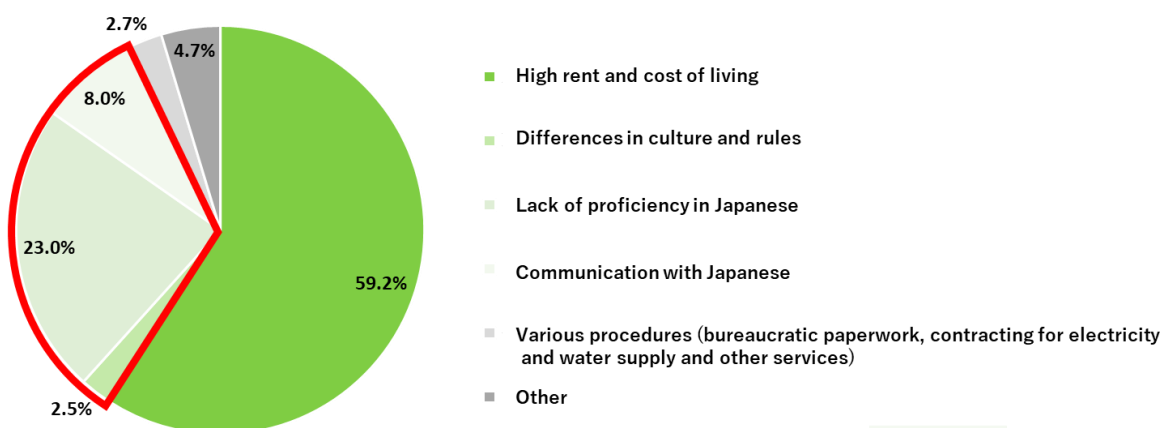
Why did you come to Japan?



n=791名

When asked why UT SURI-EMU's Nikkei employees came to Japan, 49.3% said they came to Japan for economic reasons and 14.1% answered that they were interested in living and the environment in Japan. About 30% of the respondents came to Japan because of considerations for their children's future, because they had family members and relatives living in Japan, and desire to live in safety. As such, many respondents came to Japan by emphasizing work in the good living environment and by making a far-sighted choice on their future.

What are your difficulties in living in Japan?



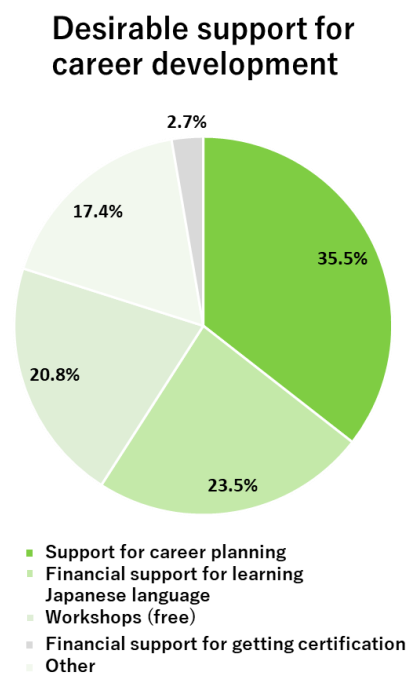
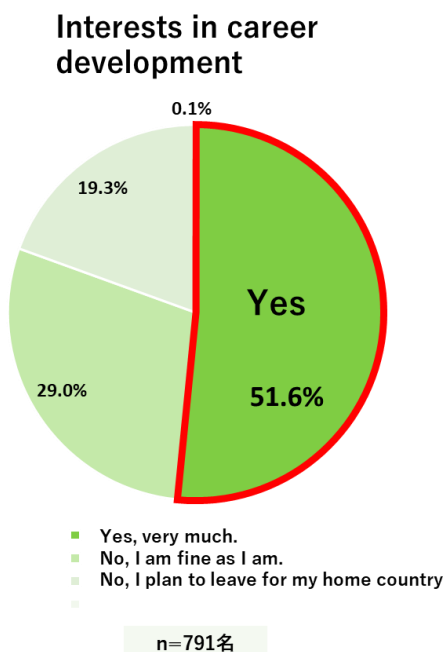
n=791名

When asked about the difficulties they have in working in Japan, about 60% responded "high rent and cost of living" and about 30% were struggling with "differences in cultures and rules" and "language barriers." However, more than 90% of the respondents hold a "long-term resident" or "permanent

residents" visa that require a certain level of Japanese language ability, so many of them actually are quite proficient in Japanese, sufficient for work.

Thoughts about career development

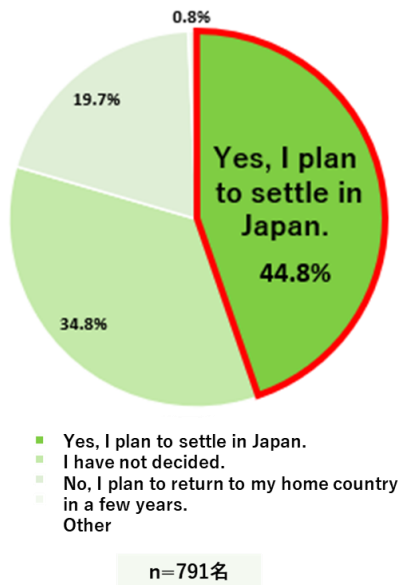
UT SURI-EMU's non-Japanese employees are engaged in various job types. When asked about their future career development, about a half of them were interested in pursuing their career in Japan. When asked about the company's support for career development, 35.6% answered they wanted career planning support, followed by a certain number of respondents who wanted the opportunity or financial support to improve their language and other skills.



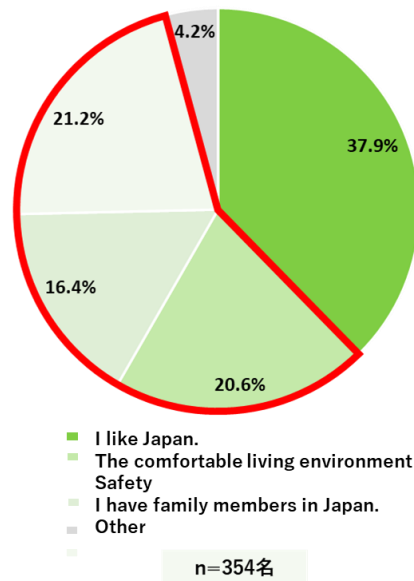
Do you intend to settle in Japan? How much are you interested in the status of residence of fourth-generation Nikkei?

When asked how long they want to live in Japan, about half of the respondents said they planned to settle here, and 37.5% cited "because I like Japan" as the reason for wanting to settle here. Next, many responses included "living environment is good," "safety," and "having a family," suggesting that about 60% of the respondents in total are considering settling in Japan because of "ease of living in Japan," similar to their reason for coming to Japan.

Intention to settle in Japan

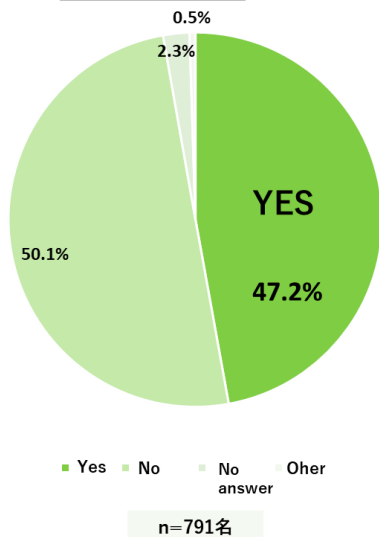


Reasons to settle in Japan

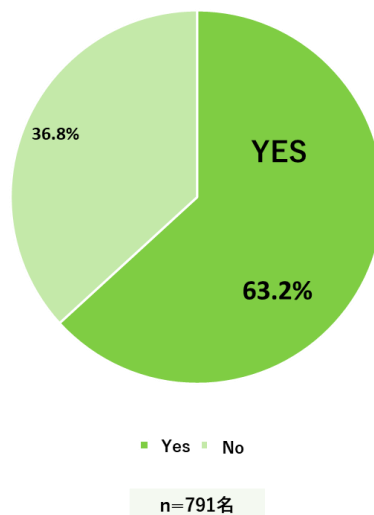


Approximately 60% of UT SURI-EMU's non-Japanese employees are third-generation Nikkei. As stated above, more than 90% of the respondents hold a "long-term resident" or "permanent residents" visa, so while UT SURI-EMU has many employees who can work long-term in Japan, there are also many of them who have their family members or relatives in home countries. For this reason, about half of the respondents said the potential revision of the status of residence for fourth-generation Nikkei was relevant to their relatives or acquaintances in home countries, and more than 60% were interested in the revision.

Relevance of the revision of status of residence for fourth-generation Nikkei to family members or relatives in their home countries



Interest in the revision of status of residence for fourth-generation Nikkei



About the results of this survey

In the past, most of the Nikkei workers spent several years in Japan intensively earning money and then returning to their home countries, and even decassêgui (meaning “migrant workers”) was invented as a Portuguese word derived from the Japanese word “dekasegi”. However, as you can see from the results of this survey, there are now many Nikkei expats who want to settle in Japan and build their careers in a stable environment. About 40% of UT SURI-EMU’s employees are Nikkei, who have received higher education (university, graduate school, vocational school), and whose last work experience in their home country is diverse; they had been students, employees of retail stores, production operators, automotive electricians, bank clerks, and lawyers. These employees with their wide variety of backgrounds are actively working at our clients' sites.



Compared to other non-Japanese employees, Nikkei workers with some Japanese cultural backgrounds are said to be faster in understanding and acceptance of Japanese culture, and have been regarded as a valuable segment of the workforce in Japan. When the Japanese government revises the status of residence for fourth-generation Nikkei, demand for these Nikkei workers is expected to increase further. In light of these circumstances, UT SURI-EMU will continue to leverage the knowledge it has cultivated over 30 years to further strengthen its support for Nikkei expats who wish to build their careers in Japan.

(Nobuyuki Tsukui, President, UT SURI-EMU Co., Ltd.)

About UT SURI-EMU's initiatives for Nikkei employees

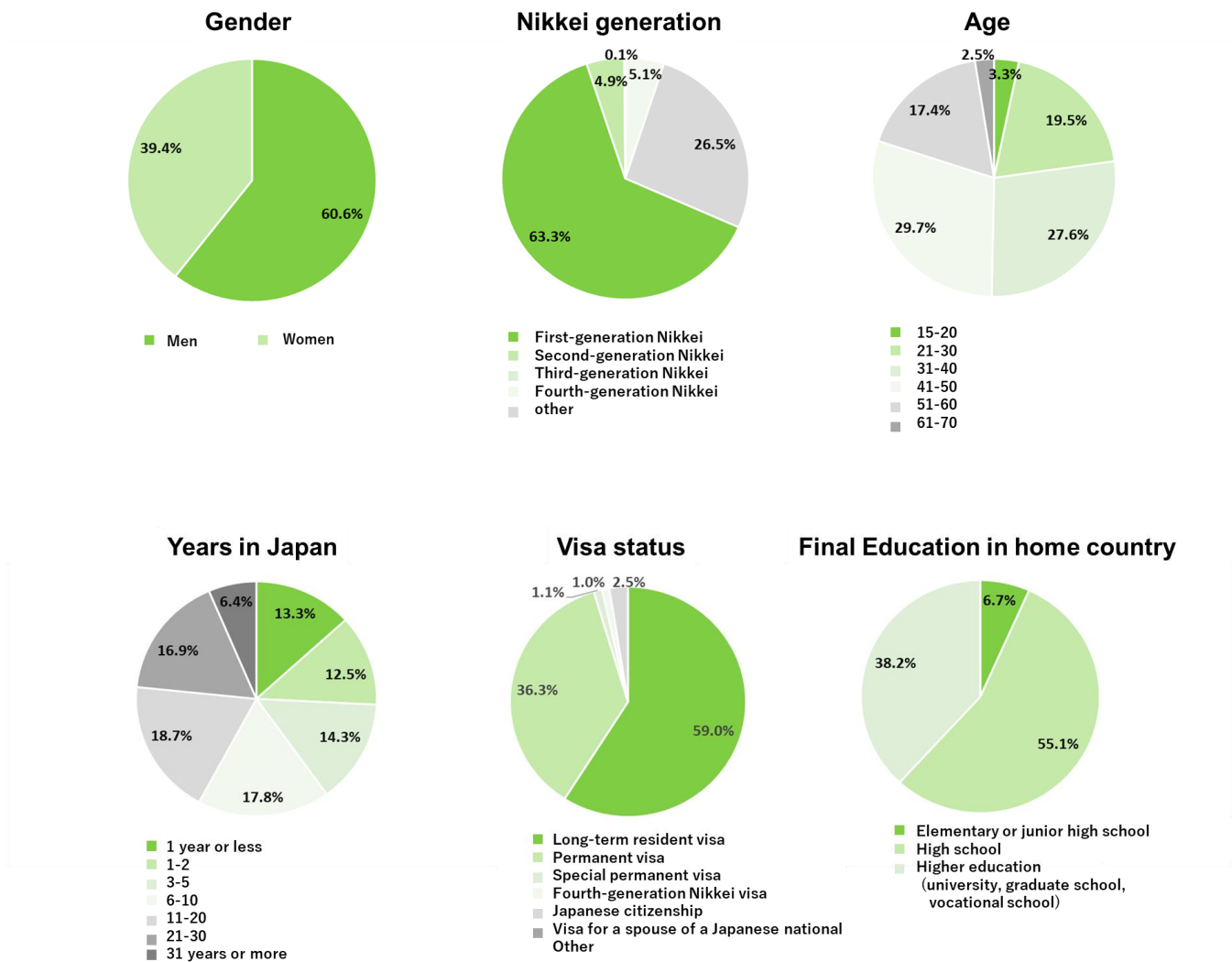
■ Examples of current initiatives

- 1) Employee support (transportation, housing arrangements, government procedures, livelihood support, other infrastructure procedures, etc.)
- 2) Hiring and training (domestic hiring, overseas (local) hiring, counselling, OFF-JT, OJT, language training)
- 3) Administrative interpreting in the workplace (on-site management, helping with interpreting for operations, rules required for work, translation of specifications, etc.)

■ Future Initiatives

In the future, we will expand the above, strengthen direct recruitment in Brazil, and further strengthen the education support system from the local stage.

Note: Respondent attributes



End

[UT Group Co., Ltd.]

Since its founding in 1995, UT Group has consistently grown by focusing on the growth of its employees and the provision of reassurance in their lives.

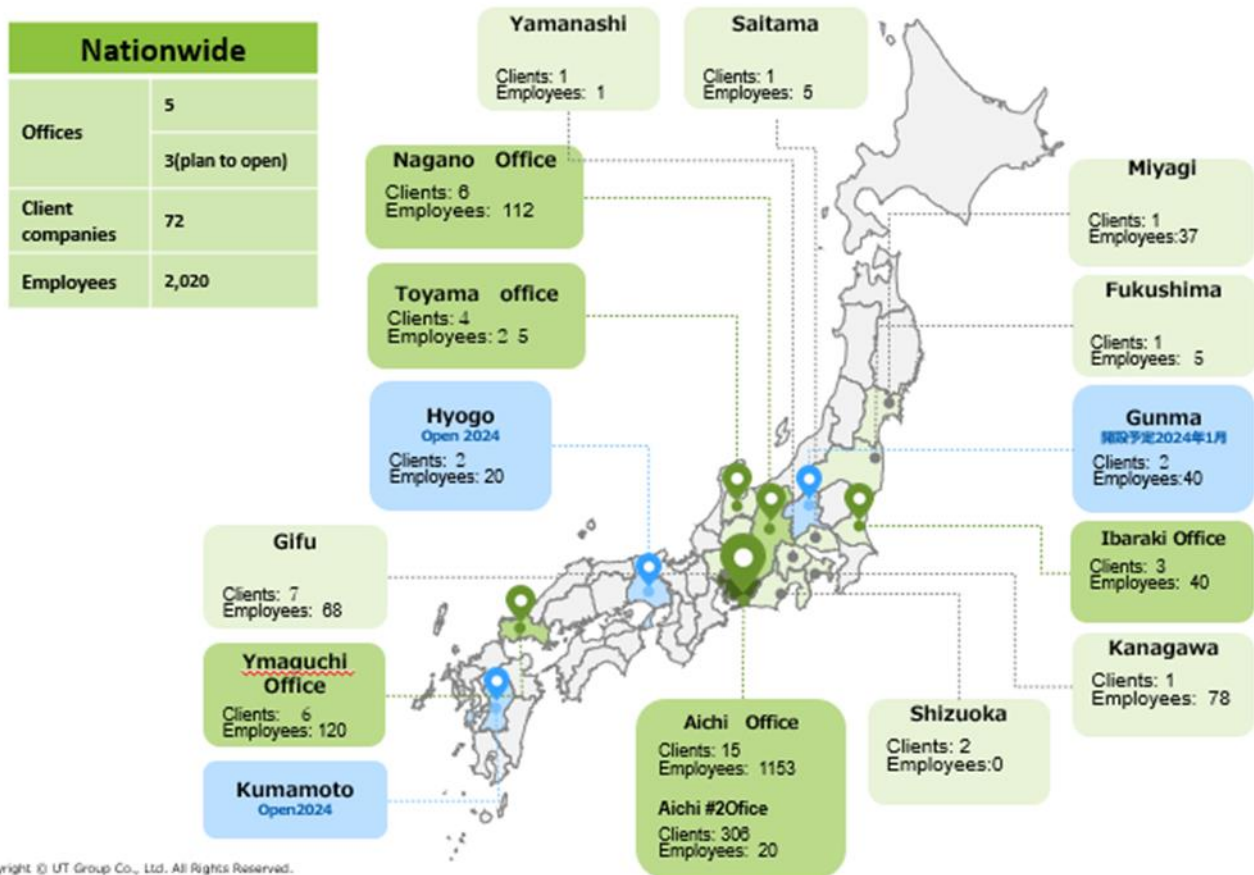
UT Group dispatches workers to the manufacturing industry as its main business and provides services in a variety of fields, beyond the boundaries of regional areas, industries, job types, and working hours. In keeping with the Mission, "Create vigorous workplaces empowering workers," UT Group is committed to creating "a future workstyle platform," which will become a new component of social infrastructure, with the aim of realizing a sustainable society in which both workers and companies can grow.

[UT SURI-EMU Co., Ltd.]

UT SURI-EMU is a manufacturing outsourcing service and worker dispatch company, having Nikkei workers as its main workforce.

With offices all over Japan, UT SURI-EMU has been supporting the career advancement and life of Nikkei workers in Japan for more than 30 years. SURI-EMU’s staff who understand Nikkei workers in terms of not only of language, but also their environment, culture, and way of thinking are directly engaged in giving instructions and support to them.

UT SURI-EMU’s number of client companies and number of employees by prefecture



Company Outline

Company name: UT Group Co., Ltd. (listed on the Prime Market of the Tokyo Stock Exchange)

Website: <https://www.ut-g.co.jp/>

Location: Denpa Bldg. 6F, 1-11-15 Higashi-Gotanda, Shinagawa-ku, Tokyo 141-0022

Representative: Yoichi Wakayama, President, Representative Director & and CEO

Founded: April 2, 2007

Capital: 693 million yen

Business: Dispatch and outsourcing of permanent employees in manufacturing, design and development, construction, and other sectors

Number of employees: 47,497 (Consolidated; as of March 31, 2023)

[For inquiries]

UT Group Co., Ltd.

Public Relations Section, Communication Strategy Unit, Management Reform Division

Tel: +81-3-5447-1710

E-mail: prer@ut-g.co.jp