

8. Biggest Challenges in Japan

- Hiring good, talented people (about 20 similar comments)
- 1. Inward looking, protectionist and island mindset of Japanese METI, regulatory agencies and also industrial users. Free Trade is a myth or on paper only. 2. Recruiting of bilingual talent; we'd appreciate more open immigration policies incl. intensive Japanese language training.
- 1. Time to Market - timely and complex approval procedures 2. Recruiting talents with strategic planning capabilities
- Austrian company is buying starting material from China and produce finished products, so that influence by China is big.
- Availability of the talent that we need.
- Branding
- Breaking thru old relationships
- change mindset of internal staff and customers (love to remain in current state) English skills of associates
- Closed attitude and non-fair competition against foreign companies.
- Connecting to proper demo
- Contracting foreign Finance Industry and insular, conservative domestic industries and businesses. Finding & securing, Affordable, bilingual, independent of thought and self-motivated, resources. Or even not affordable!
- Convincing investors to Japan to have long term strategies and implement them properly
- Cost
- Cost competitiveness of Japan suppliers
- Culture and language
- Customizing the offer to JP market expectations in terms of size, taste and price.
- Demographics and travelers behavior changes
- Difficult to get competent people.
- Ensuring profits in the absence of personnel and expanding business to the Southeast Asian market
- EUR / JPY exchange rate
- Exchange rate; lack of skilled, English speaking labor.
- Expansion of our share in Japanese market
- Find qualified staff and find affordable retail space
- Find staff with experience and English language skills.
- Finding and hiring capable bi-lingual staff.
- Finding new customers, getting new business
- Finding qualified and motivated staff, realization of new sales strategies
- Finding qualified personnel, both direct and indirect
- Finding the right people. Language skills
- Finding the right products to sell and the right people to sell them
- Global mindset for middle management
- Government laws block expansion

- Growing our customer base
- Growing quickly.
- Have things moving quicker
- Hiring hungry and motivated people who want to build their careers
- How to deepen the relationships with Japanese clients with limited resources in Japan.
- Import processed food and B2C
- Import tax
- In bound direct investment activities?
- Increase of clients as well as revenue.
- Japan unique product certification norm
- Japanese customers, like Japanese suppliers.
- Japanese own internal regulation preventing from applying a 'western' common.
- Japan's economy perspectives
- Just be the best show production in the Country
- Keep the good resources in the team, diversity of the team setup, and Security of supply from the material suppliers.
- Labor Flexibility
- Labor shortage
- Lack of global view in some corners of our related industries
- Lack of HR-resources contrast of price development globally to quasi-stagnation status in Japan
- Land prices
- Language
- Limited resources for marketing
- Low capability, old fashioned working style, low IT literacy, poor communication skill by foreign people, low ambitious younger generation
- Make our European HQ understand the Japan specific requirements
- Market coverage needs to be improved. Securing excellent human resources locally.
- Marketing due to the cultural difference of lifestyle.
- New channels to market and competition.
- Our biggest challenges are securing investment funding from regional HQ, finding adequate talent in Japan, and adequately marketing our services and brand in Japan.
- Our market shear up to 10%
- Our own HR capacity
- Parallel import
- Population decline
- Price competition has become more serious than ever before, to the point of being a serious threat. I think many industries suffer from this due to bad business practices of certain competitors in those industries who create bigger problems than already exist.
- Price competition.
- Protectionism and bureaucracy
- Regulations for domestic business, labor sourcing.
- Reputation Management - access to PR resources.
- Resistance to change

- Risk averse attitude of Japanese partners
- Searching for good people and retention of those.
- Slow supply from UK
- Staff recruitment and retention, especially those with specialist skills/knowledge.
- Staff shortages
- Still weak Japanese currency
- Strong competition
- Suffering from a lack of labor. It limits our production output=(sales), despite of plenty back order.
- Talent Acquisition
- To adapt Japanese specification.
- To expand my business to Vietnam and Australia
- To get more sales of Belgian beer under very competitive situation
- To hire experienced and talents.
- to induce growth in the market.
- Too many general and costly to comply with regulations.
- Tough competition in a stagnant economy.
- Transportation and delivery cost increase and hiring new people.
- Very competitive market environment.
- We have two companies in Japan. They are international companies that have become so after my wife and I joined the board of directors and added the foreign dimension. The biggest challenge is finding the best way to integrate foreign workers into a business that is not able to easily recruit Japanese workers. Given the ageing society and low birthrate, it is very difficult to recruit young, motivated people to to join the workforce. Attracting overseas labor is becoming important.
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