



Open the door wide and bring diverse perspectives into the civil engineering community

The aim of the panel discussion

- **Gaikokujin** plays an important role in the civil engineering industry

So!

- How to position and promote **inclusion of "Gaikokujin"** in the civil engineering industry
- Consider with the real voice of people at the scene and innovative measures

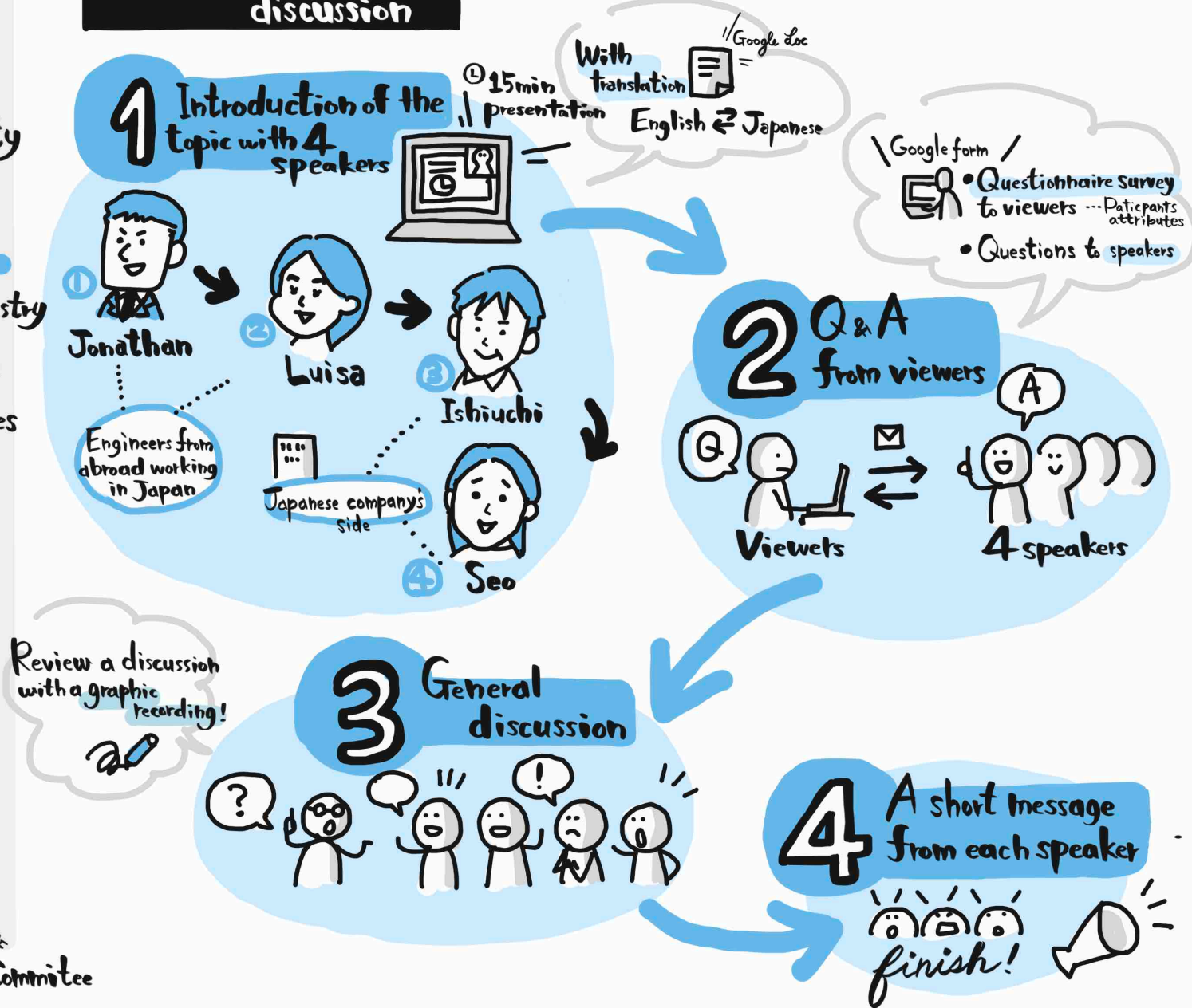
What is "Gaikokujin"?

- People from outside of Japan
- Their native language is not Japanese
- Have different culture backgrounds and roots



Chair of Diversity & Inclusion Committee

The structure of the discussion



2021-09-07

土木 D&I2.0

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Introduction of the topic

Jonathan
Nippon Engineering Consultants Co., LTD.
from Mexico

Language - Culture difference

- Anxiety
- Lack of communication
- Isolate at work

Qualifications

- Language barrier
- No English
- Overseas experiences

Employment

- Salary
- Motivation
- Return home
- People from abroad
- Japanese

Workstyle

- Fear for failure?
- Low authority of young people
- High-context culture
- Unclear instruction
- Working regulations and company rules written in English
- Globalization
- Overtime Meeting

Luisa
Hazama Ando Corporation
from Colombia

Employment

<before> High sense of accomplishment, Responsibility

<after> High academic background, Low status

Qualifications

- Japanese only
- English
- International qualification
- 7 years difference
- People from abroad
- Japanese

Seniority system

- Disadvantageous for workers from abroad
- Experiences in Japan only
- Start from 0
- Maternity leave
- No way back

Positives

- Big PJ!
- Obtain Japanese technical skills and knowhow!
- Lifetime employment

Ishiuchi
Penta-Ocean Construction Co., LTD.
From Japan

Global Career-Track

- ASEAN global talent
- Join the company
- Extensive language training
- Company's vision
- Give a prospect

Global Career-Track 2020 Start!

- Difficult to obtain qualification
- Merit-based promotion
- Japanese Proficiency
- A permanent staff
- Becoming a specialist in design (Tangible & Intangible)
- Training
- Interview
- Reflect requests
- Support overseas PJ
- In Japan

Overseas PJ team

- Interview
- Reflect requests
- Support overseas PJ
- In Japan

The project 7-1

- 50 courses
- Junior staff
- Becoming an expert in 7 years
- Workers from abroad (English ver.)

Seo
CTI Engineering Co., LTD.
from Japan

Language barrier

- 1,800 Ppl
- The company site
- 2011
- 2020
- 1800
- 32
- The transition of employees from abroad
- The intention of the contractee

Make a diversity promotion plan

- Discussion session
- Videos

What is good to be in Japan Let's use it!

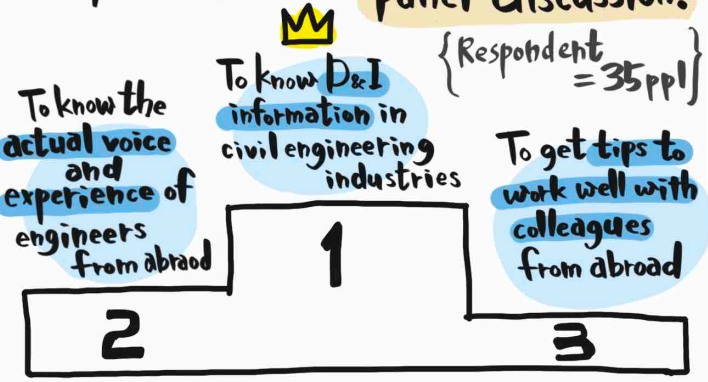
- Japanese technologies and knowhow
- Earthquake Countermeasure Technologies
- The advantage of being from abroad
- Broden my horizon
- International business contribution
- Different ideas
- Discover very New idea
- Starting from "I like Japan!"



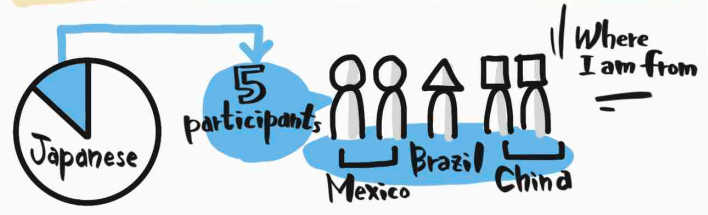
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Results of the questionnaire (Participants attributes)

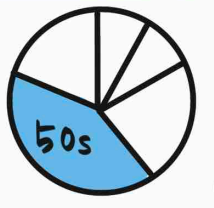
Q. What motivated you to participate in this panel discussion?



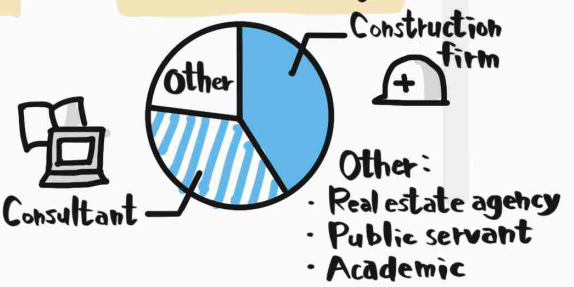
Q. How many of them are from abroad?



Q. Age group



Q. Industry



Q & A

Viewer → Jonathan / Luisa

Q. How did you find a company friendly to "Gaikokujin"?

Jonathan

Meet employees through the internship

What did you check??

Luisa

If they accept cultural differences?
If they are willing to understand culture differences?
Realised through a job application process

Viewer → Ishiuchi

Q. What motivated "Global Career-Track" to be created?

The corporate vision!
High skilled workers from abroad!
Wants to give more chances to them!

Review an existing system { Make it fair }

Stop treating people differently based on the country of origin
Talented personnel
People from abroad
Different categories
One of those

おそかけの
カンパニー
Nakajimo

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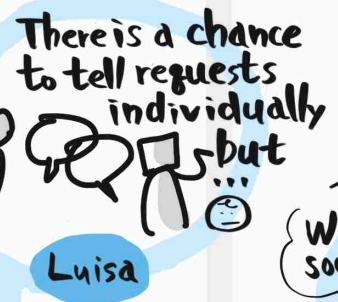
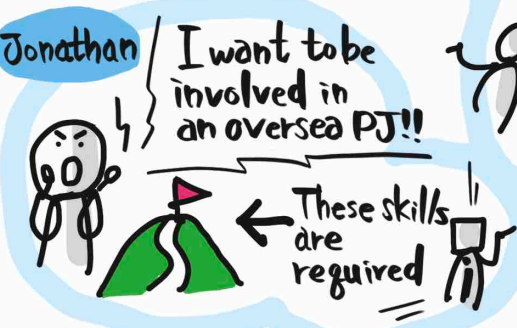
General discussion

Seo → Ishiuchi
Q. Is there any interaction between those in "Global Career-Track" and other employees?

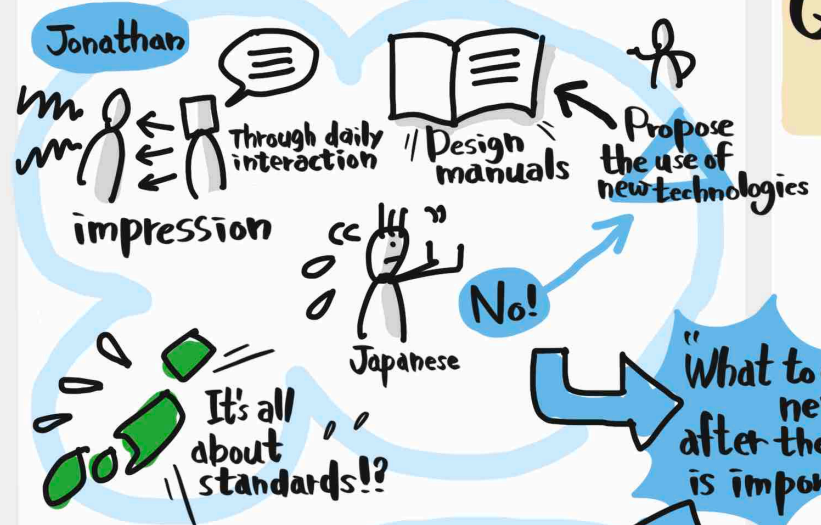


Q. How is a career path presented for employees from abroad?

Seo → Jonathan/Luisa

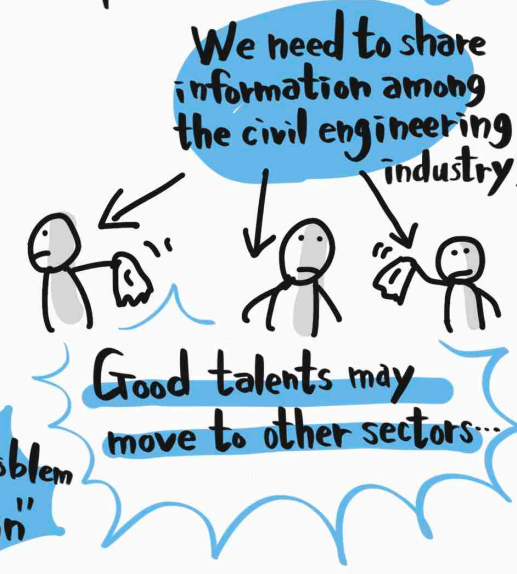
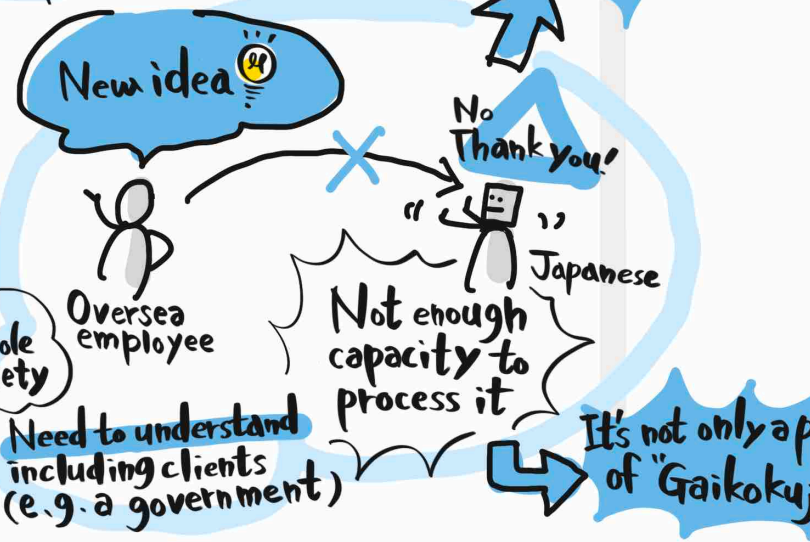
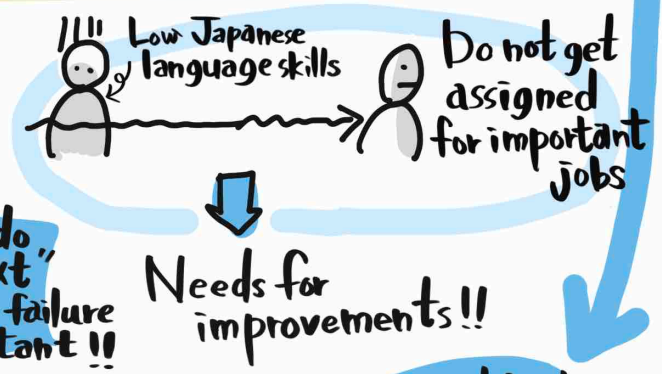


Ishiuchi → Jonathan (you felt among Japanese)
Q. What do you think is "the fear for failure"? Any specific example?



Jonathan
No information about other companies? I felt relieved to know about other companies today

Jonathan → Ishiuchi
Q. What kind of issues arose since starting the "Global career-track"?



Whole society
Overseas employee
Need to understand including clients (e.g. a government)

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The last comments

Jonathan

Language skills



Ishiuchi

Be open to cultural differences



Seo

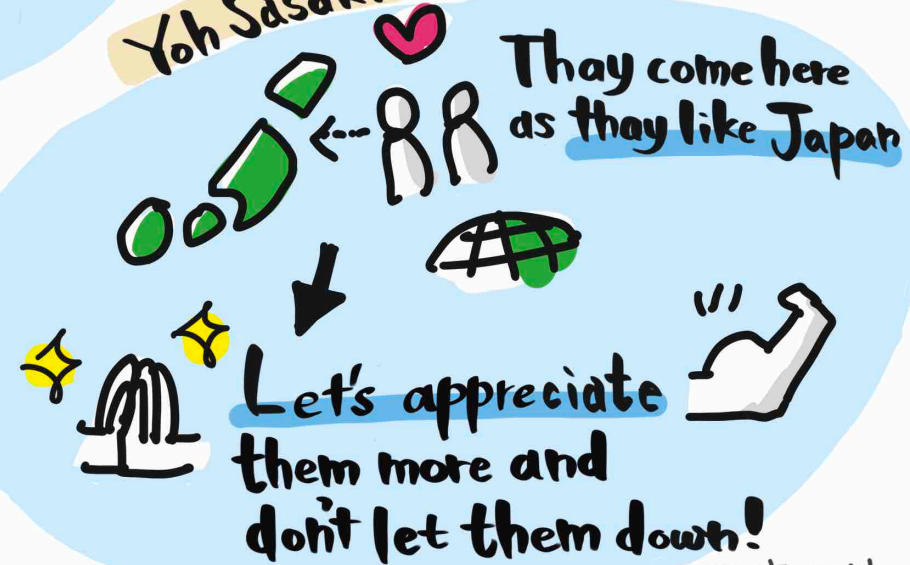


We (Japanese) needs to have an attitude to understand differences!!

Luisa



Yoh Sasaki



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2021.09.07
10:00-12:00

Message from the panellists

People from abroad
come to Japan
because they find
Japan attractive

I would like to
have more appreciation
and don't want to let
them down!!



Yoh Sasaki
Waseda University

For employees
from abroad
Let's learn Japanese
language for your progress!

The person who
makes changes
is you!!



Jonathan Gonzalez
Nippon Engineering Consultants Co., LTD.

Make Japan more
inclusive
and
global!!

Together,
I want to make
a better working
environment as
and for engineers from
abroad



Luisa Santa Spitia
HAZAMA ANDO Corporation

It's essential to be
open to
a different culture

Let's listen and
get to know
each other



Kentaro Ishiuchi
Penta-Ocean Construction Co., LTD.

It's important that
employees from Japan
have the attitude to
understand cultural
differences.



Hiromi Seo
CTI Engineering Co., LTD.