

## PRESS RELEASE

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### Hays survey highlights impact of the skills shortage

The overwhelming majority of employers are concerned about the impact of skills shortages on their business operations and about half say it will definitely affect them, according to the [2013 Hays Asia Salary Guide](#).

“According to the Salary Guide, 93 per cent of employers say skills shortages have the potential to hamper their business, and 49 per cent indicate that skills shortages will ‘without a doubt’ affect their operation. This figure is up from 38 per cent in 2012 – a significant increase,” says Jonathan Sampson, Regional Director of Hays in Japan.

The Salary Guide, which surveyed about 1,200 employers in Japan, Hong Kong, Singapore, Malaysia and China, also revealed that engineering, sales and IT remain among the top skills in demand across Asia.

22 per cent of the employers surveyed find it difficult to recruit junior to mid management-level candidates in engineering (see table 1). 20 per cent of employers agree they have the same difficulties when it comes to sourcing talent for sales roles. Employers also report that sourcing junior to mid management in IT (15 per cent) and technical skills (16 per cent) is also a challenge.

Meanwhile, when it comes to senior management, employers indicate shortages exist in sales (16 per cent), engineering (14 per cent) accounting and finance (13 per cent) and human resources (also 13 per cent).

“While these figures are slightly down from our last survey a year ago, skills shortages remain a challenge for Japan and Asia in general,” says Jonathan.

“However, 68 per cent of employers are willing to hire or sponsor qualified overseas candidates in skill short areas – up from 66 per cent in 2012, while 52 per cent have used flexible staffing approaches in the past 12 months.”

88 per cent also say they are using contractors as part of that flexible approach and 25 per cent expect the use of these workers to increase in the next 12 months – this figure is up from 18 per cent in 2012.

“This suggests that Asian employers are adapting to the economic climate and thinking outside the box to address the issue of skills shortages,” says Jonathan.

79 per cent of employers say they offer benefits in addition to a salary and bonus, perhaps a strategy to attract and retain the talent they need. Health and Life Assurance are the two most popular benefits offered by employers.

Meanwhile, in this year’s Salary Guide survey Hays asked about employment brand and 60 per cent of employers say that a career path and training have a “major or significant impact” on their ability to attract the right candidates, yet only 10 per cent feel the perception of their employer brand in the market for these qualities is excellent.

**Table 1****15. For which areas have you recently found it difficult to recruit?**

	Junior to mid management	Senior management		Junior to mid management	Senior management
Human Resources	11%	13%	Operations	12%	7%
Accountancy & Finance	14%	13%	Distribution	3%	2%
Banking	5%	6%	Purchasing	6%	3%
Sales	20%	16%	IT	15%	5%
Marketing	11%	11%	Technical	16%	12%
Engineering	22%	14%	Healthcare	6%	3%
Property/Facilities Management	5%	2%	Research & Development	11%	6%
Legal	6%	6%	Other	5%	6%

To download the 2013 Hays Asia Salary Guide, please go to <http://www.hays.co.jp/en/salary-guide> or go to iTunes to download the free app.

Hays, the world's leading recruiting experts in qualified, professional and skilled people.

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**About Hays**

Hays is the leading global specialist recruiting group. It is the expert at recruiting qualified, professional and skilled people worldwide.

Hays Specialist Recruitment Japan KK ("Hays") is the largest foreign recruitment company in Japan and operates across the private sector, dealing in permanent positions, contract roles and temporary assignments. Hays has been in Japan for more than a decade, and boasts a track record of success and growth.

Hays is the only foreign recruitment company in Japan to operate specialist business units composed of professionals with experience and expertise in the sectors they cover. Hays Japan's thirteen specialisms span Accountancy & Finance, Banking, Finance Technology, Human Resources, Hays Resource Management, Information Technology, Insurance, Legal, Life Sciences, Office Professionals, Property, Sales & Marketing and Supply Chain.

Hays is also the only foreign recruitment company in Japan to operate three local offices, serving the Kanto region from Akasaka and Shinjuku, and Kansai from central Osaka.

Hays Japan is the local representative office for Hays plc, which is a global company with more than 7,800 staff operating from 245 offices across 33 countries.

Hays operates in the following countries: Australia, Austria, Belgium, Brazil, Canada, Colombia, Chile, China, the Czech Republic, Denmark, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Japan, Luxembourg, Malaysia, Mexico, the Netherlands, New Zealand, Poland, Portugal, Russia, Singapore, Spain, Sweden, Switzerland, UAE, the UK and the USA.