



For Immediate Release

**ACCJ Releases Diversity CSR Yearbook
- A Survey Report on Practices to Support Promotion of Diversity in the
Workplace -**

December 18, 2013 – The American Chamber of Commerce in Japan (ACCJ) has released the “2013 ACCJ Diversity CSR Yearbook.” The survey-report highlights diversity best practices of a number of ACCJ member companies as a resource to other companies in Japan to facilitate development of diversity programs.

Sixty-seven ACCJ member companies took part in the survey, which included specific questions about managerial practices that support the promotion of women and other diversity-related initiatives in the workplace. It found that:

- One hundred per cent of the responding companies report equal opportunities for recruitment, selection, and promotion.
- Ninety per cent of responding companies conveyed leadership expectations to high potential men and women employees early in their careers.
- Sixty per cent of the responding companies developed women leaders by providing a broad range of critical, strategic assignments that broaden their comprehension of key functions and stretch their leadership ability.
- Half of the responding companies assigned skillful bosses as role models (and mentors) to high potential young women, especially in early career assignments.
- Eighty per cent of the responding companies conducted performance evaluations on the basis of “smart hours” (i.e. working efficiently) rather than working “long hours.”

“The ACCJ Diversity CSR Year Book survey builds on research around practices that contribute significantly to the promotion and advancement of women in management in Japan, in terms of continuous employment, preparing women to lead by giving them critical job assignments and skillful role models as bosses, and evaluating work on the basis of efficiency rather than on the number of hours an employee works,” said Tish Robinson, ACCJ Governor who co-led the creation of this report along with Vicki Beyer, ACCJ Vice President.



"Diversity and inclusion are globally recognized as essential to the business success in the 21st century. As illustrated in the survey results compiled in the 2013 ACCJ Diversity CSR Yearbook, ACCJ member companies are global leaders, including in their operations in Japan, in best practices to promote diversity – including not only gender diversity but also diversity based on ethnicity, disability, sexual orientation and gender identity. We hope this yearbook will generate discussion among other companies, both ACCJ members and in the wider Japanese business community, and in the government and academia, around what can be done to realize the potential of a diverse and inclusive workplace," said ACCJ President Laurence W. Bates.

The full 2013 Diversity CSR Year Book is available for download at:
< http://www.accj.or.jp/images/accj_2013_csr_yb_e.pdf >

*List of the 51 responding companies who shared specific diversity promotion practices:

Advanced Management Training Group, K.K. (AMT Group) / Aflac / Aoi Taiyo / Baxter Limited / Boeing Japan K.K. / Caterpillar Japan Ltd. / Coca-Cola (Japan) Company, Limited / Covidien Group Japan / Custom Media K.K. / Deloitte Touche Tohmatsu, LLC. / Delta Air Lines, Inc. / DuPont Kabushiki Kaisha / Edelman Japan / en world Japan K.K. / Ernst & Young ShinNihon LLC / Frasers Hospitality Japan K.K. / GE / H&R Group / Hilton Osaka / IBM / Intel K.K. / ISFnet, Inc. / Janssen Pharmaceutical K.K. / Jarman International K.K. / Johnson & Johnson K.K. / Jones Day / KPMG AZSA LLC / Marsh Japan, Inc. / Monex Group, Inc. / Morgan Stanley / Mori Building Co., Ltd. / Morrison & Foerster, Ito & Mitomi / MSD K.K. / Nippon Becton Dickinson Company, Ltd. / Newport Ltd. / Oak Lawn Marketing, Inc. / Orrick, Herrington & Sutcliffe LLP / Ortho Clinical Diagnostics K.K. / Price Global / Procter & Gamble Japan K.K. / PwC Japan / Robert Walters Japan / Second Harvest Japan / TATA Consultancy Services Japan limited / Teva Pharma Japan Inc. / The Royal Bank of Scotland Japan / Toys"R"Us, Japan / TÜV Rheinland Japan Ltd. / Commercial Service Japan, U.S. Embassy Tokyo / Urban Connections Co., Ltd. / Zimmer K.K.

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About ACCJ

The American Chamber of Commerce in Japan (ACCJ) was established in 1948 by representatives of 40 American companies and has grown into one of the most influential business organizations in Japan. Consisting mainly of executives from American companies, the ACCJ has members representing over 1,000 companies with offices in Tokyo, Nagoya, and Osaka. Working closely with the governments of the United States and Japan and other business organizations, the ACCJ promotes trade and investment flows between the United States and Japan, promoting the interests of U.S. companies and members, and improving the environment for international business in Japan. Over 60 committees representing various industries play a central role in making ACCJ policy recommendations by issuing Viewpoints, Public Comments and White Papers and holding over 500 events and seminars annually on public policy and economic trends. The ACCJ also undertakes charitable efforts and supports its members' CSR activities.

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