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Building Success Together

Japanese construction firm Fujinetsu prioritizes human resources in its pursuit of quality.



— **Yasuyuki Kondo**

President
Fujinetsu Co., Ltd.

Japanese construction and engineering business Fujinetsu Co., Ltd. is facing the workforce crisis head-on by prioritizing employee retention and loyalty. With a wide range of sectors facing staff shortages due to the aging population, the company aims to maintain growth by keeping its successful team together, even beyond retirement age in some circumstances.

President Yasuyuki Kondo is dedicated to promoting long-term tenure at the firm, which specializes in equipment and services for air and water supplies in building projects. He achieves this by providing top-notch conditions and facilities and actively supporting office morale. His philosophy is summed up as “leave no one behind.” “It takes time to hire and nurture talent. We have initiatives to retain workers even past retirement age if they are physically able to do so. We even have a staff member who has been working here for 60 years,” said Kondo. He hopes his strategy will build on



the company’s proud history and secure its future. This also extends to international expansion. The firm currently has interests in markets such as Myanmar, with sights also set on Thailand and India. “Being a privately owned company, we can be more flexible in terms of our vision for the future. I have several plans to recruit and expand into new markets, and India is a country we have been looking at. Before the pandemic, we sent a cohort, and hopefully will be able to do so again in the future,” said Kondo.

