

Act on Promotion of Women's Participation and Advancement in the Workplace Duration: 2021 Apr.-2024 Mar.

Goal1 Increase the number of women employees in higher than the Group Leader(Rank C2)
28 (2021 Mar.)→ 80 (about 2.5 times)

Goal2 Monitoring the number of women assigned to leading position such as General manager, Section leader, Project Manager etc.

Goal3 Survey employees satisfaction about work and life balance once a year

Activities Plan

1. Provide opportunities to Ippan-Shoku employees to switch to Sogo-Shoku positions

2. Realize flexible working circumstance by reduction working hours, flexible working hours, work from home etc.

3. Trainings /seminars to learn unconscious bias

4. Vizualize overtime-work in order to reduce

5. Career development interviews for employees