

JTC Action Plan

The following action plan is established for the improvement of an employment environment where women can take an active part.

1. Plan period: 3 years, from April 1, 2016 to March 31, 2019
2. Challenge: The ratio of women at a management supervisor level is low (22.9%).
3. Goal:

The ratio of female supervisors should be at least 30%.

(Currently, as the ratio of women at a team leader level is 63%, so the environment must improve to where women can be promoted from the team leader level to the manager or higher levels.)

4. Contents and implementation

Goal 1: It is noted that female employees can choose flexible working styles by using the modified working time system that has already been introduced, so that they can be compatible with work and family.

<Measure>

- From June 2016, the system will be announced to employees through the company's intranet.
- October 2016 ~ Training for managers (several times)

Goal 2: To create a positive working environment for women, to announce that employees can use the 'Employee Counseling Room' to listen to the feedback of various employees.

<Measure>

- May 2016 ~ Re-announcement of staff consultation counter
- October 2016 ~ Announcement of training for management

JTC Action Plan

Develop an action plan to help employees spend more time for childcare by reviewing how employees work.

1. Plan period: 3 years from February 1, 2016 to January 31, 2019

2. Contents:

Goal 1: Promote the acquisition of maternity leave at child birth.

<Measure>

- From June 2016, the system will be announced to employees through the company's intranet.
- October 2016 ~ Training for managers

Goal 2: Reduce working hours aside from fixed working hours

<Measure>

- March 2016 ~ Survey on working hours aside from fixed working hours
- March 2016 ~ Set targets for each sector
- March 2016 ~ Progress of achieving target of reducing working hours aside from fixed working hours by each sector