

TOKAI Group

- ◆ Main businesses: LP gas, Aqua (bottled water delivery), Housing, and other sales
Information and communications services
CATV business, Gas supply business
- ◆ No. regular employees: 3,888 (of whom 682 are women)
- ◆ Percentage of women in management positions: 0.14%

“Hiring”: analysis of challenges and initiatives

- Increase the ratio of women hired to 30% of employees starting in April 2017.
- Actively feature female employees on the company’s career webpage and in various employment-related magazines. (from FY2016)
- Introduce a “re-employment program” for those who temporarily stopped working to care for children, the elderly, or the sick, or due to a spouse’s job transfer, etc. (from FY2016)

“Employee retention” and “workplace environment”: analysis of challenges and initiatives

- Conduct an awareness survey for all executives and employees each year to analyze challenges in promoting the advancement of women in the workplace. (from FY2016)
- Have members of the Women’s Advancement Project conduct interviews with at least 10% of all female employees each year to discuss challenges and suggestions. (from FY2012)
- Ensure the paternity leave system is recognized, and have at least six male employees take paternity leave each year. (from FY2016)

“Long working hours”: analysis of challenges and initiatives

- Reduce management overtime hours by 5% each year. (from FY2016)
- Aim to have employees use at least 50% of their paid leave each year, and cultivate a work environment that is easy to work in. (from FY2016)
- Improve efficiency by requiring that meetings not be held after 17:00. (from FY2016)

“Job placements, mentoring, education and training” and “evaluations and promotions”: analysis of challenges and initiatives

- Conduct management mentoring and training targeted at female employees. (since FY2012)
- Hold discussions between female employees who are currently caring for children, and female employees who are preparing for childbirth and childcare. (from FY2016)
- Have at least seven female department managers group-wide. (by the end of FY2018)

TOKAI Holdings Corporation

- ◆ Main businesses: Management and related operations of subsidiaries involved in businesses such as energy, information and communications businesses
- ◆ No. regular employees: 79 (of whom 17 are women)
- ◆ Percentage of women in management positions : 0%

“Hiring”: analysis of challenges and initiatives

- Increase the ratio of women hired to 30% of employees starting in April 2017.
- Actively feature female employees on the company website and in various employment-related magazines. (from FY2016)
- Introduce a “re-employment program” for those who stopped work to care for children, the elderly, or the sick, or due to a spouse’s job transfer, etc. (from FY2016)

“Employee retention” and “workplace environment”: analysis of challenges and initiatives

- Conduct an awareness survey for all executives and employees each year to analyze challenges in promoting the advancement of women in the workplace. (from FY2016)
- Have members of the Women’s Advancement Project conduct interviews with at least 10% of all female employees each year to discuss challenges and suggestions. (since FY2012)
- Ensure the paternity leave system is recognized, and have at least one male employee take paternity leave each year. (from FY2016)

“Long working hours”: analysis of challenges and initiatives

- Reduce management overtime hours by 5% each year. (from FY2016)
- Aim to have at least 50% of holiday leave used each year, and improve the workplace atmosphere as a great place to work. (from FY2016)
- Improve efficiency by making it a rule that meetings not be held after 17:00. (from FY2016)

“Job placements, mentoring, education and training” and “evaluations and promotions”: analysis of challenges and initiatives

- Conduct management mentoring and training targeted at female employees. (since FY2012)
- Hold discussions between female employees who are currently raising children and female employees who are preparing for childbirth and childcare. (from FY2016)
- Have at least one female department manager group-wide. (by the end of FY2018)

TOKAI Corporation [Energy Business]

- ◆ Main businesses: LP gas, Aqua (bottled water delivery), housing and household equipment sales
- ◆ No. regular employees: 1,510 (of whom 283 are women)
- ◆ Percentage of women in management positions : 0%

“Hiring”: analysis of challenges and initiatives

- Increase the ratio of women hired to at least 30% of employees starting in April 2017.
- Actively feature female employees on the company’s career webpage and in various employment-related magazines. (from FY2016)
- Introduce a “re-employment program” for those who temporarily stopped working to care for children, the elderly, or the sick, or due to a spouse’s job transfer, etc. (from FY2016)

“Employee retention” and “workplace environment”: analysis of challenges and initiatives

- Conduct an awareness survey for all executives and employees each year to analyze challenges in promoting the advancement of women in the workplace. (from FY2016)
- Have members of the Women’s Advancement Project conduct interviews with at least 10% of all female employees each year to discuss challenges and suggestions. (from FY2012)
- Ensure the paternity leave system is recognized, and have at least one male employee take paternity leave each year. (from FY2016)

“Long working hours”: analysis of challenges and initiatives

- Keep the average monthly overtime of all regular employees (excluding managers) within 11 hours. (by the end of FY2018)
- Reduce management overtime hours worked by 5% from the previous year. (from FY2016)
- Aim to have employees use at least 50% of their paid leave each year, and cultivate a work environment that is easy to work in. (from FY2016)
- Improve efficiency by requiring that meetings not be held after 17:00. (from FY2016)

“Job placements, mentoring, education and training” and “evaluations and promotions”: analysis of challenges and initiatives

- Conduct management mentoring and training targeted at female employees. (since FY2012)
- Hold discussions between female employees who are currently caring for children, and female employees who are preparing for childbirth and childcare. (from FY2016)
- Have at least one female division manager. (by the end of March 2018)

TOKAI Communications Corporation [Information and Communications Business]

- ◆ Main businesses: Communications services, information services
- ◆ No. regular employees: 1,138 (of whom 152 are women)
- ◆ Percentage of women in management positions : 0.5%

“Hiring”: analysis of challenges and initiatives

- Increase the ratio of women hired to at least 30% of employees starting in April 2017.
- Actively feature female employees on the company’s career webpage and in various employment-related magazines. (from FY2016)
- Introduce a “re-employment program” for those who temporarily stopped working to care for children, the elderly, or the sick, or due to a spouse’s job transfer, etc. (from FY2016)

“Employee retention” and “workplace environment”: analysis of challenges and initiatives

- Conduct an awareness survey for all executives and employees each year to analyze challenges in promoting the advancement of women in the workplace. (from FY2016)
- Have members of the Women’s Advancement Project conduct interviews with at least 10% of all female employees each year to discuss challenges and suggestions. (from FY2012)
- Ensure the paternity leave system is recognized, and have at least one male employee take paternity leave each year. (from FY2016)

“Long working hours”: analysis of challenges and initiatives

- Keep the average monthly overtime of all regular employees (excluding managers) within 16 hours. (by the end of FY2018)
- Reduce management overtime hours worked by 5% from the previous year. (from FY2016)
- Aim to have employees use at least 50% of their paid leave each year, and cultivate a work environment that is easy to work in. (from FY2016)
- Improve efficiency by requiring that meetings not be held after 17:00. (from FY2016)

“Job placements, mentoring, education and training” and “evaluations and promotions”: analysis of challenges and initiatives

- Conduct management mentoring and training targeted at female employees. (since FY2012)
- Hold discussions between female employees who are currently caring for children, and female employees who are preparing for childbirth and childcare. (from FY2016)
- Have at least two female division managers. (by the end of March 2018)
- Have at least one female employee in departments where there were previously no women. (by the end of FY2018)

TOKAI Gas Corporation [Energy Business]

- ◆ Main business: Gas supply business
- ◆ No. regular employees: 161 (of whom 31 are women)
- ◆ Percentage of women in management positions : 0%

“Hiring”: analysis of challenges and initiatives

- Increase the ratio of women hired to at least 30% of employees starting in April 2017.
- Actively feature female employees on the company’s career webpage and in various employment-related magazines. (from FY2016)
- Introduce a “re-employment program” for those who temporarily stopped working to care for children, the elderly, or the sick, or due to a spouse’s job transfer, etc. (from FY2016)

“Employee retention” and “workplace environment”: analysis of challenges and initiatives

- Conduct an awareness survey for all executives and employees each year to analyze challenges in promoting the advancement of women in the workplace. (from FY2016)
- Have members of the Women’s Advancement Project conduct interviews with at least 10% of all female employees each year to discuss challenges and suggestions. (from FY2012)
- Ensure the paternity leave system is recognized, and have at least one male employee take paternity leave each year. (from FY2016)
- Proactively involve women in internal meetings and committees. (from FY2016)

“Long working hours”: analysis of challenges and initiatives

- Have at least two “no overtime days” each month in every department, and endeavor to spread out work more evenly (from FY2016)
- Reduce management overtime hours worked by 5% from the previous year. (from FY2016)
- Aim to have employees use at least 50% of their paid leave each year, and cultivate a work environment that is easy to work in. (from FY2016)
- Improve efficiency by requiring that meetings not be held after 17:00. (from FY2016)

“Job placements, mentoring, education and training” and “evaluations and promotions”: analysis of challenges and initiatives

- Conduct management mentoring and training targeted at female employees. (since FY2012)
- Hold discussions between female employees who are currently caring for children, and female employees who are preparing for childbirth and childcare. (from FY2016)
- Have at least one female division manager. (by the end of March 2018)
- Have at least one female employee in a sales or administrative career-track position. (by the end of FY2018)

TOKAI Cable Network Corporation [CATV Business]

- ◆ Main business: CATV business
- ◆ No. regular employees: 214 (of whom 19 are women)
- ◆ Percentage of women in management positions : 0%

“Hiring”: analysis of challenges and initiatives

- Increase the ratio of women hired to at least 30% of employees starting in April 2017.
- Actively feature female employees on the company’s career webpage and in various employment-related magazines. (from FY2016)
- Introduce a “re-employment program” for those who temporarily stopped working to care for children, the elderly, or the sick, or due to a spouse’s job transfer, etc. (from FY2016)

“Employee retention” and “workplace environment”: analysis of challenges and initiatives

- Conduct an awareness survey for all executives and employees each year to analyze challenges in promoting the advancement of women in the workplace. (from FY2016)
- Have members of the Women’s Advancement Project conduct interviews with at least 10% of all female employees each year to discuss challenges and suggestions. (from FY2012)
- Ensure the paternity leave system is recognized, and have at least one male employee take paternity leave each year. (from FY2016)

“Long working hours”: analysis of challenges and initiatives

- Reduce management overtime hours worked by 5% from the previous year. (from FY2016)
- Aim to have employees use at least 50% of their paid leave each year, and cultivate a work environment that is easy to work in. (from FY2016)
- Improve efficiency by having meetings finish by the official end of the work day. (from FY2016)

“Job placements, mentoring, education and training” and “evaluations and promotions”: analysis of challenges and initiatives

- Conduct management mentoring and training targeted at female employees. (since FY2012)
- Hold discussions between female employees who are currently caring for children, and female employees who are preparing for childbirth and childcare. (from FY2016)
- Have at least one female division manager. (by the end of March 2018)

[TOKAI Management Service Corporation / Back Office Department of the Group]

- ◆ Main businesses: Accounting, payroll and labor & welfare, operations, HR & training, leasing & vehicle management services, and all other related services
- ◆ No. regular employees: 65 (of whom 22 are women)
- ◆ Percentage of women in management positions : 0%

“Hiring”: analysis of challenges and initiatives

- Increase the ratio of women hired to at least 30% of employees starting in April 2017.
- Actively feature female employees on the company’s career webpage and in various employment-related magazines. (from FY2016)
- Introduce a “re-employment program” for those who temporarily stopped working to care for children, the elderly, or the sick, or due to a spouse’s job transfer, etc. (from FY2016)

“Employee retention” and “workplace environment”: analysis of challenges and initiatives

- Conduct an awareness survey for all executives and employees each year to analyze challenges in promoting the advancement of women in the workplace. (from FY2016)
- Have members of the Women’s Advancement Project conduct interviews with at least 10% of all female employees each year to discuss challenges and suggestions. (from FY2012)
- Ensure the paternity leave system is recognized, and have at least one male employee take paternity leave each year. (from FY2016)
- Hold a discussion every three months to discuss flexible working arrangements. (from FY2016)

“Long working hours”: analysis of challenges and initiatives

- Reduce management overtime hours worked by 5% from the previous year. (from FY2016)
- Aim to have employees use at least 50% of their paid leave each year, and cultivate a work environment that is easy to work in. (from FY2016)
- Improve efficiency by requiring that meetings not be held after 17:00, and last no longer than 60 minutes. (from FY2016)
- Expand flexible working arrangements and reduce monthly working hours to increase awareness of the importance of work-life balance. (from FY2016)

“Job placements, mentoring, education and training” and “evaluations and promotions”: analysis of challenges and initiatives

- Conduct management mentoring and training targeted at female employees. (since FY2012)
- Hold discussions between female employees who are currently caring for children, and female employees who are preparing for childbirth and childcare. (from FY2016)
- Have at least one female division manager. (by the end of March 2018)
- Have all employees participate in training (whether internal or external training) at least once a year. (from FY2016)