

Create Workplace where Employees Can Work Flexibly with Diversity

Key Initiatives

Diversity & Inclusion

■ Promoting women in the company

As part of the promotion of diversity and inclusion, the Fujitsu General Group is working to create an organizational culture in which employees can play an active role regardless of gender, and we are also focusing on women's active participation.

We believe that the active participation of women is essential for the growth of the company and the creation of innovation. In order to eliminate any situation where gender is a barrier, we are working to understand the actual situation through interviews with workplaces and women themselves, implement improvement measures, hold roundtable discussions with female outside directors, and provide training for mid-career female employees.

As a result, the Group will have a female ratio of approximately 31% in regular hiring in FY2021, and as of April 2022, there will be 12 female managers and 16 female leaders who are candidates for future management positions. (excluding locally hired personnel overseas)

Currently, in line with the new action plan as follows, we are proactively promoting motivated and capable women to increase their empowerment.

Act on Promotion of Women's Participation and Advancement in the Workplace Fujitsu General (non-consolidated) Action Plan Phase 2 (FY2021 to FY2026)

1) By FY2026, a total of at least 15 female employees will be promoted to newly appointed managers and leadership positions; 2) By FY2026, the rate of male regular employees taking childcare leave will be 30% or more, and the average period of leave taken will be 10 days or more.

■ Re-employment after retirement

In Fujitsu General Group (Japan), the mandatory retirement age is 60 years old, but we provide a place where those who wish to continue working after the age of 60 can work until the age of 65. Their wisdom and expertise can be deployed to ensure that the organization continues to run smoothly, by providing adjunct support to managers and operations within the scope of normal operations. Furthermore, for the handling of unusual or irregular situations, not to mention the mentoring of younger employees, their support is invaluable.

Even after passing the official retirement age, these employees continue to contribute by sharing their specialized skills and business connections with more junior members of the company.