

Supporting Diverse Work Styles

The Nikon Group carefully manages the working hours of its employees and has a basic policy on work-life balance policy in place that calls for the creation of an environment for employees to make the most of their abilities and produce results as a team by developing systems and measures empowering them to work with greater peace of mind.

Supporting Work-Life Balance

Nikon helps employees balance care for children and other family members with their work through the use of a program that allows employees to take up to two years of childcare leave together with staggered working hours and reduced working hours as well as hourly leave. Zero male and eight female employees used staggered working hours, while seven male employees and 77 female employees took advantage of reduced working hours in the year ended March 31, 2017.

Also, Nikon introduced an entry system to provide opportunities to rejoin the company for former employees with specialized skills or extensive work experience who

left the company for child care, family care, a spouse's job transfer or other unavoidable reasons.

We have obtained the Next-Generation Childcare Support Certification Mark (Kurumin mark for childcare support*1) for three consecutive years as of April 2015 as a result of our initiatives. Today, we are now working to obtain Platinum Kurumin certification, which is awarded to companies offering a higher degree of work-life balance programs.

In May 2016, we obtained Eruboshi*2 (level 2) certification for our efforts in promoting the active involvement of women in the workplace. We are now advancing efforts to build an employee-friendly workplace from the perspective of the work-life balance.



*1 Kurumin
The nickname given to a certification mark awarded to companies and corporations under the Act on Advancement of Measures to Support Raising Next-Generation Children that meet certain criteria established by the Ministry of Health, Labor and Welfare certifies.



*2 Eruboshi
The nickname given to a certification mark established under the Act on Promotion of Women's Participation and Advancement in the Workplace that is awarded to companies and corporations with an excellent track record in women's empowerment by the Minister of Health, Labor and Welfare. There are three levels of certification based on the number of items cleared.

Column

Company Tours

Nikon introduced an event to tour the company for the children of our employees at our head office in August 2016. This event aimed to provide an opportunity to raise awareness about work-life balance by having the children of employees visit the workplace.

A total of 85 spouses and children participated to experience a workplace tour and workshops throughout this two-day event.



Company tour

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Number of Employees Taking Childcare Leave

(Unit: persons)

		' 13/3	' 14/3	' 15/3	' 16/3	' 17/3
Nikon	Men	7	3	9	6	7
	Women	16	22	21	27	35
Group companies in Japan	Men	1	1	1	1	2
	Women	35	32	12	16	19

* Permanent employees and non-regular staff

* Percentage of employees returning to work after childcare leave (for the year ended March 31, 2017): at Nikon: 90% / Group companies in Japan: 100%

Number of Employees Taking Maternity Leave

(Unit: persons)

		' 13/3	' 14/3	' 15/3	' 16/3	' 17/3
Nikon		16	23	13	32	32
Group companies in Japan		31	22	15	13	17

* Permanent employees and non-regular staff

Number of Employees Taking Family Care Leave

(Unit: persons)

		' 13/3	' 14/3	' 15/3	' 16/3	' 17/3
Nikon	Men	1	2	2	0	3
	Women	0	0	1	1	2
Group companies in Japan	Men	0	0	0	2	0
	Women	1	2	1	0	0

* Permanent employees and non-regular staff

Working on Reducing Working Hours

The Nikon Group is working to reduce working hours. Toward this end, we have initiated various measures, including establishing plans for taking annual paid leave, the introduction of flextime, requiring preapproval for overtime work, and the implementation of a no overtime day. Moreover, Nikon has developed a number of measures to prevent adverse health effects caused by excessive overtime work. In addition to taking preventive measures, we established the Cooling System which is intended to prevent certain individuals from taking on an excessive overtime load. The system includes physical checkups for those who feel stress from overwork.

With regards to annual paid leave, we encourage the creation of plans for taking annual paid leave, and we push those employees and supervisors who had a low rate of using annual paid leave to take personal leave throughout the year.

Telecommuting

Nikon has established a telecommuting system. Originally, this system was reserved for only certain departments, but from April 2016 the scope of eligible employees was expanded so as to promote a work-life balance and increase productivity through the focused and efficient execution of operations. Now, employees from any department who meet the requirements can take advantage of this system. As a result, while the system was only used by a total of six departments as of March 31, 2016, some 43 departments and 78 employees are used the system as of March 31, 2017.