

Creating a Vibrant, Safe and Healthy Working Environment

Topics for Fiscal 2010

In addition to our in-house nursery Sakura Hiroba, we have begun using a nursery facility established in our Headquarters as a consortium



Sports meet at Sakura Hiroba (Yamazaki Works)



Ms. Hisaoka of the Public and Investor Relations Group, a user of the Headquarters nursery facility, with her son

Site devoted to diversity established, providing support for the existence of diverse ways of working and diversity among our employees



Screens from the intranet diversity site

● Consideration of work-life balance

Hitachi Chemical has formulated an action plan to support the raising of the next generation to support balancing work and family, and we are establishing related systems, making them known and promoting their use, moving ahead with the creation of an environment that fosters their application.

In addition to programs including the provision of three years of childcare leave cumulatively calculated up to the end of the child's first year of elementary school and a system that offers reduced work hours after returning from childcare leave, able to be accessed until the child graduates from elementary school, we operate a reemployment program for employees who have resigned due to childcare or nursing care needs or the relocation of their spouse, and offer a telecommuting program to support childcare and nursing care, and a system exempting employees from late-night work and restricting overtime.

We introduce the details of these systems on our intranet and also publish guidebooks to ensure that employees are aware of them and make effective use of them. We are also supporting our employees by establishing "No Overtime" days and "No Holiday Work" days and establishing in-house nurseries in our workplaces.

An employee's voice

I used the Spouse Childbirth Leave Program to go and see my family.

Using spouse childbirth leave, I was able to visit my wife, who had returned home to Korea to give birth, and our children. The program offers a total of five days' leave up to eight weeks following childbirth, and so I was able to consult with my workplace and consider the schedule for my trip to Korea without any worries. Now that my family has returned to Japan, I will be able to continue to be actively involved in caring for my children and supporting my wife, making use of our company's childcare support programs such as family care leave, all with the understanding and support of my supervisors and colleagues.



Akihiro Kawasaki

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Enhancing employee capabilities and career development

Hitachi Chemical focuses on on-the-job training (OJT) as the core of its employee training and provides additional programs to supplement learning that cannot be gained through this type of training alone, thereby supporting employees in enhancing their capabilities and skills and encouraging self-development.

In our training programs, in addition to clearly stipulating within our educational framework the type of training that is appropriate for every job level and job category, we also offer self-improvement programs able to be selected voluntarily by the employee, providing training in a variety of skills and education in communication. We have also introduced an in-house job posting system, an FA system, and a mentoring program to support our employees in fashioning their own careers.

Fair evaluation of human resources

Hitachi Chemical believes personnel evaluations provide an incentive for employees who contribute to the growth of the Company. Therefore, we have three basic policies for evaluating human resources premised on ensuring the linkages between reward, capability and achievement: clarify the gaps between required and actual employee capabilities and skills; provide opportunities to close this gap and motivate employees to achieve; and ensure the fair treatment of employee achievement.

For evaluations of regular employees, we operate a system that involves annual one-on-one interviews with supervisors. The supervisor directly explains the outcome of the evaluation to the employee, and both parties share ideas for the employee's future growth. In the case of managerial staff, in fiscal 2008 we revised our management by objectives system, establishing a closer link between roles and duties and performance targets, and we are working to provide evaluations that are credible and persuasive to each individual evaluatee, in addition to further stimulating action towards the achievement of performance targets.