

Casio and Employees

In order for Casio and its employees to continue growing together, the company has created various frameworks that support employees in their work and enable them to more fully exercise their talents.



Developing true professionals

Recognizing that the abilities of employees are its most valuable asset, Casio is working to develop truly professional human resources.



Engineers obtaining specialized knowledge in the workplace

In order to create outstanding products, one must have a deep understanding of consumer needs. Engineers in charge of product development not only pursue new technology, but also go out into the field in order to experience for themselves the situations in which products are used, thereby deepening their specialized knowledge. For example, one of the developers of the Protrek outdoor watch used by mountain climbers actually scales rock faces and snow-capped peaks in order to ascertain personally what kind of performance and convenience is necessary in these harsh environments.

Seminars on the latest social trends

At its Hamura R&D Center in Tokyo, Casio invites outside facilitators to come and give seminars on the latest market and technology trends. Interested employees sign up to attend these seminars. In 2010, seminars were held on the topics of augmented reality (AR), electronic dictionaries, and the Chinese and Indian markets.

Developing highly skilled manufacturing engineers

Yamagata Casio provides employees with manufacturing technology education in order to develop engineers with a high level of manufacturing expertise. The company continues to increase the number and level of qualified engineers, leveraging a program that encourages acquisition of national certifications in the skill areas of plastic molding, mold creation, and electrical discharge machining. Yamagata Casio is also working on in-house transmission of acquired skills through courses given by proficient employee engineers.



Providing Equal Opportunities

Believing that work opportunities should be open to all, Casio provides equal opportunity in all areas including hiring and career selection.



Equal opportunities in recruitment

The Casio Group Code of Conduct clearly states that "we will respect all fundamental human rights, and will not engage in any form of discrimination," and "we will not use or permit any form of child or forced labor." This code is followed by all group companies, and hiring activities at each Casio site are carried out in accordance with this policy, to ensure equal opportunity employment.

Career Challenge system helps employees chart their future

Casio's Career Challenge system is a program that lets employees choose the type of career they would like to pursue. The in-house program allows employees to register their job experience and current skills and declare the type of job they would like to have. There is also a program, somewhat similar to the free agent system in professional sports, which allows employees who have worked in a job for a certain length of time to be given special consideration in new job openings, thereby offering employees opportunities to gain new job experiences.

Connecting with employees and their families

Casio fosters workplace environments that enable employees to feel supported in their daily activities. The company also works to create connections with the family members of employees.



Parents and children learning together in the office

Casio America holds an event called, "Take Your Kids to Work Day." Open to children aged 8 to 12, the aim of the program is to deepen parent-child relationships by allowing employees to join their kids in hands-on learning activities like calculator assembly.

Support for mothers who are breastfeeding

At Casio Thailand, 90% of employees are women. In order to ensure the healthy growth of infants through adequate breastfeeding, the company has set up an in-house facility that allows mothers to pump breast milk during work hours. In a hygienic room equipped with air purifiers, there are breast milk storage packs supplied by the local government, as well as a special space in a refrigerator to store the milk. A special instructor is also available to provide guidance on how to pump the breast milk and store it safely. For five consecutive years (since 2006), Casio Thailand has received an award from the Thai Ministry of Labour and Social Welfare as an outstanding company in the area of labor relations and employee welfare.



Fostering exchange between employees



In order to deepen rapport between employees, Casio America holds "Holiday Lunches." These seasonal lunchtime events include summer barbecues and Christmas parties complete with decorations.