

Building a Supportive Work Environment

Facilitating Work/Life Balance

Casio is working to build a supportive work environment that permits all employees to fulfill their job responsibilities and demonstrate their full potential on the job. Casio aims to be a place where people can achieve their desires for their own lifestyles and life stages.

As part of this effort, Casio is endeavoring to reduce the total annual hours worked by employees. The company is also expanding support programs that help employees to meet family obligations, such as taking care of children and other family members, with special consideration for female employees. In addition, Casio Computer Co., Ltd., is carrying out a "Daily Improvement 'Zero Overtime Movement'" with an eye to changing work styles and improving productivity.

Vacations

With the goal of shortening the hours worked by employees each year, Casio is promoting an environment and culture that encourages employees to fully utilize paid vacation time.

In fiscal 2008, 59.8% of paid vacation days were utilized at Casio Computer Co., Ltd. The average number of paid vacation days taken was 10.4 full days and 5.0 half days.

Casio also offers a Vacation Day Accumulation Program. Under the program, when an employee is unable to work due to injury or illness, or the care needs of a family member, part of his or her unclaimed paid vacation days that otherwise would expire is carried over and made available for use. Furthermore, after each decade of service, employees are granted an extra five days off.

Child and Nursing Care Leave

Casio established its Rules Concerning Child Care Leave in 1996 in accordance with the company's employment regulations. The rules are applicable to employees with children younger than one year, and have been continually updated in response to changes in laws and the environment. In addition, the Rules Concerning Nursing Care Leave cover employees who have a family member requiring care. These rules also have been revised as necessary since their establishment in 1999. During the three-year period from 2005 through 2007, over 80% of the eligible women at Casio Computer Co., Ltd., took childcare leave in connection with childbirth. In addition to leaves of absence, Casio is also working to shorten the amount of time employees spend at work by facilitating changes in work style.

Report by the Special Committee on Measures to Aid the Nurturing of the Next Generation of Children

Casio Computer Co., Ltd., has always worked to establish various vacation programs, including child and nursing care leave, so that all employees can work with ease and demonstrate their full capabilities in a work environment that accommodates their needs.

With the implementation of Japan's Law Concerning the Promotion of Measures to Aid the Nurturing of the Next Generation of Children in April 2005, Casio has begun working to help employees achieve a good

Employee Voice

"I was the first male employee to take child care leave."



Ryouta Mizusako
Electronic Components, Division

"I took childcare leave because I felt a need to get into the rhythm of childcare. I've enjoyed the change of pace; it's completely different from my life before. But household chores are a real pain. I sometimes feel it's easier to be at the office, so I've really gotten a good understanding for how difficult it is for my wife. People tend to think that childcare leave has to last a year, but you can also take off for just a week, to cover the time your wife is in the hospital."

balance between work and family life. The company has set up the Special Committee on Measures to Aid the Nurturing of the Next Generation of Children to encourage the taking of paid time off, improve the system for child and nursing care leave, and to incorporate the opinions of employees into the action plan for the next period.

Yamagata Casio has obtained that prefecture's first Accreditation Logo for Aid to the Nurturing of the Next Generation, and Kochi Casio has received accreditation from the Kochi Prefectural Government for its efforts to aid the nurturing of the next generation.

Communication between Labor and Management

Through regular communication between management and the labor union, Casio hopes to raise the awareness of employees about their participation in the management of the company. Casio values close communication between labor and management.

At the core of this labor-management communication is the Group Workers' Labor-Management Conference, which is held twice a year. At these conferences, opinions from management and labor, together representing the entire Casio Group, are exchanged. In addition, close communication is maintained at various other levels, including the Central Labor-Management Meeting, the Division Labor-Management Meeting, and the Sales Chapter Labor-Management Meeting.

Casio (Thailand) Co., Ltd., Receives Award for Good Labor Relations and Welfare

In September 2007, Casio (Thailand) Co., Ltd., received a "Good Cooperation in Labour Relations and Welfare Prize" from the Thai Ministry of Labour and Social Welfare. The prize is awarded on the basis of the recipient's excellent compliance with labor legislation, good labor relations, and strong welfare benefits, as determined through documentary review and on-site inspections.

Casio (Thailand) has received the prize two years in a row on the strength of its harmonious labor relations.



Award ceremony