

Talent Development /Human Rights

G-TEKT cherishes an environment in which employees can work with vigor and a corporate culture that allows each and every employee to grow and thrive.

Policy on Talent Development

G-TEKT considers that talent is the most important management resource and has established its policy to “provide all employees with opportunities for growth and assist in their voluntary upskilling efforts” and “create talent that generates new value towards the next era”, in pursuit of growth of both employees and the Company.

Training Scheme

We have established an education/training scheme aimed at developing talent who are enthusiastic about taking on the challenge to learn, think and grow of their own accord.

●FY2018 Training Achievements

	Scope	Name of training	Number of persons
Rank-by-rank training sessions	Junior	Pre-employment group training	17
		New employee group training	35
		Production site training	17
		Technical department training	22
		Joint training for junior employees	24
		New grade 3 training (strengthening of business performance)	32
	Mid-career	New grade 4 training (practice of logical thinking)	37
		New grade 5 training (understanding followership)	17
	Managerial	New grade 6 training (subordinate training management)	13
		Training of newly-appointed managers	9
Managerial workshops		123	
Selection training	Mid-career/Managerial	Compliance training	73
		Female leader training	14
		Pre-overseas assignment language learning	24
		Training for supervisors with female subordinates	13
Correspondence education and e-learning	Junior	Dispatch to external management school	2
		Pre-employment training for prospective employees	35
	All employees	Production meister course enrollment	106
		Program for improving English skills	137

●Number of Persons Dispatched to Language Training (Training period: One year or more)

FY	2013	2014	2015	2016	2017	2018	Accumulative
Male	4	3	4	5	5	2	23
Female	0	2	1	0	1	1	5
Total	4	5	5	5	6	3	28

Overseas Study Program

We have implemented an overseas study program with the aim to acquire language skills that can be used at work and foster human resources with diverse perspectives through cross-cultural experiences overseas. In addition to a half-year language training abroad, we also provide on-site training at overseas subsidiaries. By allowing junior staff to experience overseas life at an early stage in their career, we are also working to develop employees who have a global perspective, not to mention language skills. In recent years, there have been many female applicants, and five people participated in the program since it was introduced. Each participant is active in various divisions after returning to Japan.

Creating a Workplace that Provides Job Satisfaction

A 12-day workshop was held for all the managerial staff working in Japan with the aim to reaffirm their roles as managers and promote self-improvement and organizational transformation. First, a large-scale organizational diagnosis questionnaire was conducted, and the current status of the organization was made visible from the views expressed by the employees. In response to the questionnaire, each managerial staff discussed and shared the vision and mission of their respective departments with other members of their departments, and identified issues in order to create a workplace where members could think on their own and produce results. The issues identified in each workplace were shared at the next workshop, and cross-departmental discussions were dynamically carried out.

We will continue to hold these workshops as an important initiative to “create a rewarding workplace where employees can enjoy working autonomously and with motivation”.



Managerial workshops

Self-development Support

The support program for obtaining qualification provides allowances to employees who have obtained the eligible qualification with the aim to improve their skills and productivity through qualifications useful for work. Currently, the program covers about 100 qualifications, and it helps in the diverse and autonomous career development of employees.

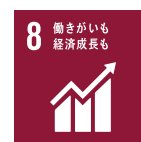
Additionally, we provide an environment where employees can learn anytime anywhere easily, such as offering e-learning for acquiring management knowledge and subsidizing usage fees for English learning apps, creating a system where learning becomes their habits. As a result, a corporate culture of learning has begun to take root with visible effects such as improved scores in language ability tests.



I manage orders and receipt of deliveries of parts for molding equipment, ensuring that necessary parts are delivered when needed. Sometimes I have to place urgent orders for parts. When I manage to procure them in the shortest possible time, my colleagues often say to me, “thank you, you helped a lot”. That puts a smile on my face. This year, I had an extraordinary experience during my first business trip to North America. I was surprised to see a lot of women working on-site and female leaders giving instructions. I would like to change my mindset from “women can’t do it” to “women can do it, too”. I will continue to challenge a variety of things.

Miki Sugiura
 Technical Division
 Press Engineering 1st Group
 Die Engineering 1st Section
 Technical Staff





Respect for Human Rights

G-TEKT sets forth the principle of respect for human rights in a leaflet titled “Our Code of Conduct”, carried by all employees.

It expressly states the need to not only comply with laws and regulations but also to respect the customs, cultures, religions and lifestyles of all countries. It also prohibits all forms of harassment, including sexual harassment and power harassment. We do a read-through of “Our Code of Conduct” more than once a year to thoroughly familiarize employees with its content.

Changes in Work Style

We are making various initiatives to allow employees to take paid vacation effectively. In order to take paid vacation in a planned manner, we took on an initiative to draw up an annual plan for paid vacation at the beginning of the fiscal year, and as a result, the percentage of paid vacation taken increased to 59.0% in FY2018 from 47.9% in FY2015. In the effort to further promote the use of paid vacation, we began a system for consecutive five days paid vacation in FY2019. This was implemented to reflect the voice that the employees feel some barriers to taking consecutive holidays. By establishing this as a system, we are aiming to encourage more employees to take paid vacation and make time for mental and physical refreshment, family recreation and self-development. Before taking paid vacation, work needs to be coordinated and we expect that this will encourage communication within divisions.

Core working hours in the new flextime system introduced on a trial basis at the headquarters has been abolished. The aim of this is not only to improve work-life balance, but also to increase productivity by effectively dealing with the time differences of foreign countries and creating balanced working style. In addition, this system allows employees to attend night school that were difficult to attend before because of fixed working hours, and this is being used for individual upskilling.



Company Implementing Diverse Working Styles “Gold + (Plus)”
G-TEKT has obtained “Gold + (Plus)” certification under the “Certification Scheme for Companies Implementing Diverse Working Styles” in Saitama Prefecture.



“Company Declaring Promotion of Senior Employee Advancement”
G-TEKT has been certified as a “Company Declaring Promotion of Senior Employee Advancement” by Saitama Prefecture.

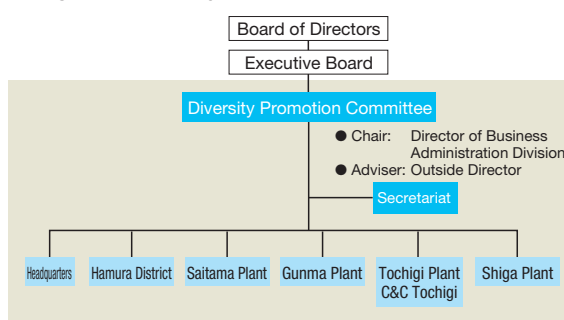


Childcare Supporting Company: “Kurumin” Certification
G-TEKT has been certified as a “Childcare Supporting Company” by the Minister of Health, Labor and Welfare.

Diversity and Inclusion Initiatives

We established a Diversity Promotion Committee to promote activities that generate new value through the vitality spawned from diversity and lead to the sustainable growth of G-TEKT. This committee will carry out cross-organizational activities to determine priority themes for diversity and inclusion and implement specific measures to resolve issues. With participation of Ms. Inaba, an Outside Director, as an adviser, this committee is structured to be a system where objective opinions and advice can be reflected in the activities.

●Diagram of Diversity Promotion Committee



Women's Participation and Advancement

G-TEKT is putting efforts into the “development of a female-friendly workplace” and “career advancement of women”. To make it easier for women who have given birth to go back to work, we have a short-time work scheme for employees to take care of children aged four and above (which is more generous than the statutory obligation). We also conduct training of female managers and provide opportunities to acquire leadership skills and share information.

In addition, we provided training to encourage working women to raise awareness, and appointed five female managers in April 2019.

Male Childcare Leave and Absence from Work

G-TEKT believes that not only women but also men can contribute to the advancement of women in society as a whole by men playing a bigger role in the household. We have established and are encouraging the use of childcare leave and absence systems that men can also use. As a result, we have had male employees take childcare leave; there are male employees taking the leave this fiscal year, too.

Employment of Disabled Persons

Since 2013, we have built a framework of cooperation with the regional support center and made proactive efforts to increase the employment of disabled persons as well as to expand workplaces where they can thrive. We assist disabled persons to advance into society so that they can live independently with pride through work.

Senior Participation and Advancement

In FY2018, 100% of the employees who reached the retirement age of 60 wanted to be rehired, and as of the end of March, 42 were re-employed. For seniors who are active in various fields, such as those who work at the same production sites as the younger generation, and those who make use of their skills on overseas business trips, we offer them a choice of working styles such as shorter working hours, not just full-time work, as part of providing a comfortable workplace. Additionally, we are currently reviewing the re-employment system and considering a new system with the aim of further motivating re-hired employees to be more active. By making the system more flexible, we aim to be a company where seniors are able to work with ease and where they can fully demonstrate their skills.