

Highlights

Promoting the Professional Advancement of Women

Policy

KDDI

KDDI's Approach (Promoting the Professional Advancement of Women)

Promoting gender equality and the empowerment of women not only deepens understanding of the human rights of women but also leads to the solving of issues in international society and the sustainable development of companies.

KDDI is striving to establish an environment and foster a climate where diverse human resources can utilize their individual strengths to perform to the best of their ability. We are focusing in our efforts on "Cultivating Female Leaders," "Raising Awareness and Changing Behavior of the Management," and "Improving the Working Environment," so that women can continue to participate and advance in their career even after going through life events such as giving birth and raising children.

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Action Plan Based on the Act to Advance Women's Success in Their Working Life

With the enactment of the Act to Advance Women's Success in Their Working Life on April 1, 2016, KDDI has set the following targets in relation to actions to be implemented over a 5-year period from April 1, 2016 to March 31, 2021.

<Targets>

1. Number of female line managers: 200
2. Usage rate of paid vacation time: 70%

3. Percentage of recent graduate hires who are female: 30%

<Description of Actions>

- Cultivate leaders consistently through the Female Line Manager Program
- Promote measures to encourage employees to take paid annual leave by creating plans for taking leave, and setting recommended dates for taking leave in each department

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Cultivating and Promoting Female Leaders

KDDI believes that the participation of women in company decision-making situations will lead to the reinforcement of our power as a company, and has been focusing on cultivating female leaders. More precisely, our goal is the appointment of 200 female employees to line manager positions with the authority to conduct personnel evaluations by FY2020. Furthermore, we are striving to expand our cultivation of female managers, which is the foundation for cultivating female leaders.

(As of the end of March 2017)

Number of Female Managers	270
Number of Female Line Managers	108
Number of Female Administrative Officers	1
Number of Female Directors (Outside Directors)	1

System and Activity

KDDI

Female Line Manager Program

In FY2016, KDDI started the Female Line Manager Program, which aims to establish a career pipeline for young females who are candidates for promotion to management positions. This program propels the creation of female leaders with an eye toward the cultivation and advancement of female executives and line managers. To carry out cultivation systematically through individual management of candidates selected in cooperation with each department, Diversity & Inclusion Department conducted interviews with each of the 200 female line manager candidates in FY2016. Furthermore, we organized career design seminars for young female employees with the aim of expanding the candidate pool, and conducted e-learning to promote understanding of the necessity for cultivating female managers and the cultivation method for all employees in management positions including men.

In FY2017, we plan to release e-learning content so that the senior staff themselves will change, and to continue working on changing attitudes within the company.

Activity and Results

KDDI

New Generation Eijo College

FY2016 saw the implementation of the "New Generation Eijo College ~ Project for the Advancement of Female Marketing Representatives in Different Industries", which was launched in June 2014 by females in sales positions from seven companies representing different industries (Recruit, Nissan Motor Company, IBM Japan,

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Kirin, Sumitomo Mitsui Banking Corporation, Suntory, and KDDI), in an effort to address the difficulty of producing leaders due to the shortage of women in sales. This year, the number of participating companies was increased, and 200 women from 20 companies participated in the forum held in July. There were 9 women from KDDI. It was an opportunity for the participants to review their own career attitudes and skills as they got inspired and had their perspective broadened through the interaction with female marketing representatives from different industries. These results show up in the fact that 2 out of the 17 female employees who participated in the New Generation Saleswoman College were subsequently promoted to managerial positions. In FY2017, we plan to conduct activities based on the theme of creating the next generation marketing model.

System

KDDI

Fostering a Corporate Climate That Supports Childbirth and Childcare

KDDI has made efforts to include provisions for the prohibition of maternity harassment in the employment rules, and to enhance the support systems so that employees can go through childbirth and childcare comfortably in both mind and body.

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Work, Childcare and Nursing Care Support Systems