

B-d-3 Support for Work-life Balance

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In response to changes in employees' family circumstances, we have introduced the employees with reduced working time system and the work from home system to maintain and improve employees' work-life balance. We are also working to make these systems known to all employees and to provide training for managers in order to create a work environment where employees can easily apply for our work-life balance support programs, including childcare leave.

Employees who started taking childcare leave

HORIBA Group companies in Japan

HORIBA, Ltd.; HORIBA STEC, Co., Ltd.; HORIBA Techno Service Co., Ltd.; and HORIBA Advanced Techno Co., Ltd.

(Unit: person)

		2008	2009	2010	2011
Women	No. who gave birth	20	19	28	24
	No. on childcare leave	20	18	28	26
	No. of managers	0	0	1	0
Men	No. on childcare leave	2	3	3	3
	No. of managers	1	0	0	1

Nearly 100% of women who gave birth took childcare leave and returned to work.