



Helping All Individuals to Achieve Continuing Dynamic Growth

Helping Female Employees to Achieve Success as the First Step

Olympus aims to foster personal and organizational development so that every individual employee can achieve his or her full potential. We have launched initiatives designed to help employees achieve continuing growth in their work activities as well as personal growth in their private lives. The first phase of these initiatives is designed to help female employees to contribute and achieve success. environment, and fair and open dealing across the entire supply chain.

Female employees participate in a roundtable discussion with Olympus President, Tsuyoshi Kikukawa.

Sustained Professional and Personal Growth for All Employees

Policy and Background

Harmonizing Work and Personal Life

In fiscal 2008, Olympus analyzed concepts for human resource policies that would contribute to the realization of its "Social IN" management philosophy. This led to the identification of two key goals for Olympus employees: sustained professional growth through work and personal growth in private life. It is wrong to limit people's opportunities to develop careers and use their abilities and skills because of their personal circumstances (which may include caring for small children, sick or aging family members, having disabilities or reaching retirement age and wanting to re-enter the workforce). It is also necessary to provide every person who is motivated to work with opportunities to use and develop their abilities through their work, so that they can achieve sustained professional growth.

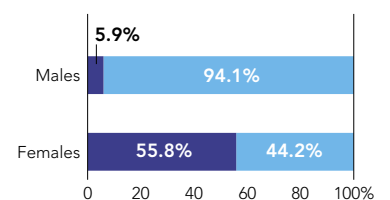
In private life, it is important to foster interaction between employees' families and the company. Individual employees also need to achieve personal growth through hobbies, education, self-improvement programs and other activities. Employees also contribute to the company through their growth and this helps to harmonize their work and personal lives.

Essential Support for Female Employees

A variety of events and circumstances affect the work and personal lives of employees, including work transfers, marriage and the need to care for sick or aging family members. Major life events, such as marriage, childbirth or the work transfer of a spouse, can have a particularly significant impact on the ability of women to remain in employment and develop their careers (see graph on right).

Some life events can make it difficult for women to remain in employment; and even if they are able to continue working, their careers may be interrupted. As a result women are deprived of opportunities to achieve their potential. When such life events occur, the employer needs to provide support so that female employees can continue to realize their potential in the workplace and achieve sustained growth, whilst also deepening their family bonds.

Reasons for Voluntary Retirement (April 2005-March 2008)



Life events:
Marriage, pregnancy, childbirth, caring for children, spouse's work transfer, caring for sick or aged family members

Other reasons:
Job change, health problems, other, unknown

Flexible Systems to Accommodate Life Events

Support Initiatives
for Female Employees

■ Olympus Listens to Employees

Olympus has used a variety of methods to canvas the views and wishes of female employees, including joint labor-management hearings and surveys, and roundtable meetings between employees and the President. The aim of this work is to help employees to build ongoing careers that will not be disrupted by life events.

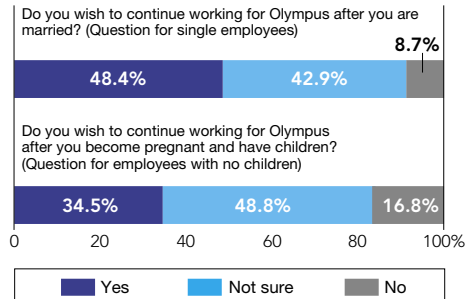
One of the conclusions to emerge from these hearings and other initiatives is that whilst most female employees want to build ongoing careers, they are concerned about their ability to reconcile work and home life after marriage and childbirth (see graph on right). Other wishes expressed included the establishment of long-term training plans for female employees and the introduction of human resource systems capable of accommodating career interruptions resulting from life events.

There is also a voluntary network of female employees, the majority currently caring for young children, which provides opportunities for sharing ideas and opinions on various topics, including childcare issues and career development problems. Sessions are held during lunch breaks and at other times, with some of the ideas put forward being conveyed to management.

■ Enhancements to the System Allowing Reduced Working Hours for Employees with Childcare Responsibilities

Children in the early years of elementary school also attend childcare facilities and the task of taking children to and from these facilities is more demanding on parents' time than is the case with pre-schoolers attending daycare facilities. Female employees in particular had called for further improvements to the system that allows employees to work reduced hours whilst caring for small children. In fiscal 2008, Olympus responded to this need by enhancing and expanding the system. Previously employees caring for pre-school children were eligible for reduced working hours. This was extended until the children reach the age of 9, when they are no longer eligible for daycare and are able to remain home alone. Olympus chose this age limit, rather than the final day of the third year of elementary school, which in Japan falls on the last day of March, at the request of employees with childcare responsibilities, who were concerned about the impact of sudden changes in their children's situations. We recognize the importance of family interaction, and believe that human resource systems should be enhanced to reflect the wishes of employees.

Concerns about Reconciling Work and Family Life after Marriage/Childbirth



These are the results of a union survey of female union members in fiscal 2007. Reasons given by women who stated that they were unwilling or unable to remain at work included: "I would be unable to manage my current workload as well as household tasks;" "I would feel uncomfortable;" and "I would be mentally and physically incapable of handling work and household tasks."

Changes to the Working Hours Reduction system

Overview of Law

The Japanese Child Care and Family Care Leave Act requires employers to take steps, such as the reduction of working hours, to help employees with children under the age of three to reconcile work with childcare. Employers are also required to make efforts to establish similar systems for employees with preschool children aged three and over.

The Olympus System

Before the changes:

One of the measures introduced by Olympus was a system providing for reduced working hours. Under the original system, employees were eligible until their children entered elementary school, which meant that Olympus was fulfilling its obligation under the law to extend the scope of its measures as much as possible.

After the changes:

Eligibility under the system was expanded in April 2009 and employees are now able to use this system until the end of the April in which their children enter the fourth year of elementary school. As a result of this change, Olympus is exceeding its obligation in terms of eligibility.

Changing Employee Attitudes and Corporate Culture

Creating an Environment in which
Female Employees Can Succeed and Grow

■ Creating an Environment in which Female Employees Can Succeed and Grow

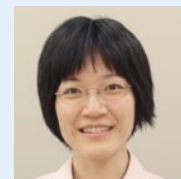
Olympus has given priority to initiatives that help female employees to contribute and succeed. Additional support is needed to enable female employees to remain in work so as to continue to achieve growth and develop their skills after major changes in their lives, especially childbirth and childcare or a spouse's work transfer. Olympus will continue to enhance career development support for female employees and provide expanded opportunities for communication.

This process will begin with measures to help female employees to contribute and succeed. Our medium to long-term goal is to help all employees to achieve better harmony between their work and personal lives. This will require changes to the attitudes of all employees and the reform of our corporate culture.

VOICE

The Challenge of Changing How I Work

I experience a real sense of personal growth through my childcare work as the mother of a two-year-old. As a member of the Human Resources Planning Group, I help employees to enrich their lives through their work and personal lives. With the kind support of my co-workers, I am currently working reduced hours. I believe that to maintain the strategic potential of our workplaces, we need to seek the cooperation of others and be ready to provide our cooperation in turn. I am always trying to achieve this.



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