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Labor Practices

NEC aims to provide a working environment that will bring value and achieve a successful work-life balance. To that end, our human resources, who play such an active and important role in our growth, are trained and fairly evaluated to help us realize the ideal work environment.

Policy

As a corporation that contributes to society through its business, NEC has established a system that fairly evaluates employees based on their contribution. We are bringing about a friendly work environment through discussions and by working with the labor union on issues covering the personnel system, benefit programs, the realization of work-life balance, and a work style by which all employees have the opportunity to reach their full potential.

Promotion Framework

Human Resources Development Division and business unit are leaders in coordinating labor and management.

Measures and Systems

Personnel System and "2-Way Communication"

Since 1990, NEC has been using the "Collaboration" based on the "2-Way Communication" evaluation system. Goals were set for each employee by reviewing and correlating the organization's overall goals and each employee's desires and career expectations, feedback was given about the goal achievement level, and evaluation results were discussed through interviews to assist personal and career development.

NEC pays appropriate salaries and bonuses based on ability and performance and various laws and regulations, collective labor agreement and internal regulations. The average annual salary of NEC employees is 8,337,185 yen and the average length employment is 18.6 years (As of March 31, 2016).

Work Style Reformation

At NEC, labor and management cooperate to implement flexible working styles, prevent overwork, and promote time off from work.

The status of these efforts is confirmed by labor-management committees in each business unit and office to shorten work hours and ensure employee health while also promoting time off from work. In addition, to respond to changes in the business environment and the diversifying needs of employees, we have expanded the range of employees allowed to work from home and to "bring your own device" (BYOD). This has not only contributed to creating a better work-life balance for employees, it has also led to increases in worker productivity.

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Main Activities and Results for Fiscal 2016

2-way Management

We have made "2-way Communications" complete and conducted a series of deliberations to determine how to effectively hold employee interviews. Based on the results of the "One NEC Survey" (Employee Opinion Survey), we reviewed the management improvement suggestions at each work place, employed them and at the same time held a training session for evaluators in management on a company-wide basis.

Realizing a Work-Life Balance

As a result of activating a series of measures created by labor and management, "shorter work hours" and "taking leave time" have become prevalent. Following labor and management deliberations, Health-Sheet Survey Criteria has been in use since 2016 to ensure employee health. (The Health-Sheet Survey Criteria is a questionnaire in which employees who work long hours enter their health status. Those who have concerns can consult with an industrial physician.) In addition, the number of employees who want to work at home or work with BYOD has been extended, improving CS (Customer Satisfaction) because of faster communication and improvement in labor productivity due to efficient use of time.

The rate of taking paid leave at NEC Corporation for fiscal 2016 was 67.9%, which was slightly less than the previous year (68.4%). The average monthly overtime remained the same as last year at 17.4 hours.

Objectives and Achievements

Objectives for the Medium Term (From fiscal 2014 to fiscal 2016)

Promoting the work- life balance concept

Fiscal 2016 Objectives, Achievements and Progress, and Degree of Completion

(Degree of completion: achieved ●/mostly achieved ○/some progress △/no progress ×)

Objective	Achievements and Progress	Degree of Completion
Further promotion of "Work Style Reformation"	<ul style="list-style-type: none"> Enhanced approach for measures (i.e., employees taking more paid leave time) initiated in fiscal 2014. Slight reduction in the number of long-hour workers and average overtime hours. Promoted the usage of "GISP (Lync conference, etc.)" and "Secure BYOD". 	△

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Objectives for the New Medium Term (From fiscal 2017 to fiscal 2019)

- Reduction in total work hours and the number of long-hour workers through improvements in productivity
- Establishment of a flexible work style where a wide range of people can successfully work.
- Establishment of a child-care system and home care system that support those employees who continue to pursue their careers.

Fiscal 2017 Objectives

1. Reduction of total work hours
The goal for the average overtime work hours is a reduction in hours from fiscal 2016. The goal for taking more paid leave and taking compensatory leave is an increased rate over fiscal 2016.
A revision of the Health Check Sheet (fiscal 2017) (criteria to select overtime workers) and setting the criteria at 70 hours or more per month to reduce the number of overtime workers.
2. Deploy "Work Style Reformation" that should improve productivity
Flexibly operate the "Work at Home" system or "Secure BYOD" and extend the number of users of those systems to promote a "work style" by which a wide range of employees can successfully work.
3. Increase the number of users of childcare and nursing care services.
Increase the number of users of childcare and nursing care services (child-care coupon, taking leave for child-care or nursing care), support employees who wish to pursue their careers, and encourage employees to pursue a satisfactory work- life balance. (These services will be enhancing in fiscal 2017.)