

PERSONNEL DEVELOPMENT



The personnel of the Wacoal Group are one of its most important assets. Mindful of this, the Group works to deepen trust with employees, create workplace environments that enable all employees to work with vigor and with a sense of fulfillment, and develop systems for developing and optimally utilizing personnel. In addition to respecting human rights and individuality as a matter of course, we are taking steps to diversify our workforce and help employees balance professional and family commitments.

Diversity Management

Striving to create fair workplaces that respect personnel diversity, Wacoal Group companies around the world employ a wide range of people regardless of their race, gender, age group, or whether or not they have disabilities.

In Japan, women account for approximately 86% of the workforce of Wacoal Corp., but they occupy less than 15% of management positions. To rectify this imbalance, we offer a range of personnel development programs to help ambitious female employees advance their careers. Further, we currently employ 100 individuals with disabilities, which also meets the 1.8% minimum employment rate required of private sector companies. However, our efforts in this regard do not simply involve securing a fixed number of employees, we are creating barrier-free offices in order to make it easier for our disabled employees to work.

Overseas, as well as hiring employees locally in the regions where we operate, we try to build long-term partnerships with employees by promoting local employees to executive positions and developing personnel measures that reflect respect for local customs, culture, and religion.

Balance between Professional and Family Commitments

Because we have many female employees, we are improving and extending a range of programs that support employees simultaneously fulfilling important roles at work and at home. These include maternity and childcare leave programs and a leave system for employees caring for or nursing family members.

Meanwhile, our employees have independently established a support group for working women with children, the WACWAC Mothers' Group, and we support the initiatives of this group. The group helps communication about a broad range of topics. As well as enabling exchanges of a variety of information about childbirth and child-rearing, it puts forward ideas relating to such issues as combining work and other aspects of life or creating employee-friendly workplaces.

Personnel Development

In order to foster the kind of self-starting personnel that will contribute to the future continued development of the Wacoal Group, the Group conducts training programs based on the employee's work history and current position, such as the Leader Development Training and Career Training programs. We also have a self-education support system that assists employees' independent efforts to develop abilities in line with their career plans. In addition, we have a variety of awards designed to further heighten employee motivation.