

Initiatives to Promote Career Opportunities for Women

Thanks to efforts to expand the scope of jobs available to female employees and foster female leaders, the number of women in positions of responsibility is increasing steadily. We also promote efforts to change the mindsets of female employees and bolster their motivation, including holding roundtable discussions by a female outside director. In April 2023, female employees were appointed to the position of manager at security services offices, which are responsible for the sale, operation and management of on-line security systems. We interviewed two of these individuals for this year's SECOM Report.



Outside Director Miri Hara (front row, second from left) holds a roundtable discussion on career building for female employees

Mayumi Shibue, Manager, Neyagawa Office, Osaka

More than four months have passed since I was appointed office manager. In this position, I have more opportunities to meet directly with customers than ever before. I'm sure some were a bit surprised to meet a female office manager, but I do feel that many are pleased and see this as an example of progress for women in accessing higher-level positions.

SECOM seeks to foster a positive, welcoming corporate climate—which we've dubbed "*futa*," meaning something like "upbeat and open-minded"—that emphasizes achieving goals with a positive, open attitude. I believe that it is our responsibility, as senior employees, to pass on the SECOM culture, which emphasizes building character. Since joining the Company, I have grown as a person thanks to the support of my colleagues, which I have come to really cherish. I think that having a variety of viewpoints is crucial to resolving issues, so I place an emphasis on communicating with everyone at the office and not naysaying different ways of thinking and doing things.

The work environment at SECOM has improved gradually and female employees today are encouraged to speak up and proactively take on challenges. I recognize that leading boldly increases the likelihood of mistakes, but I'm a firm believer in failing forward. Mistakes are a chance to learn and improve. SECOM promotes such a mindset. It is my hope that my junior female colleagues will take advantage of their unique perspectives to carve out their own niche going forward.



Kazuko Suzuki, Manager, Nerima Office, Tokyo

SECOM has a fairly strong male image, so I was a bit concerned at first whether a female office manager would be accepted. Visiting customers, however, has been illuminating, with many telling me that they find a woman easier to talk to. I've been pleased and impressed with such comments.

Our office has a staff of about 20. I think it's important to create a work environment that is comfortable and positive for everyone. Nobody is perfect, so it is impossible to eliminate errors altogether. I don't want to inculcate a regimented, assembly-line work ethic. My focus is on encouraging people to understand why rules exist as a way to reduce mistakes and improve work quality. I also encourage employees to report their mistakes and to learn from them.

SECOM's efforts to promote career opportunities for women are making steady progress, which to me is proof that the Company is serious about this. Looking ahead, I would like to see the various systems the Company has put in place find broader use. If more male employees were to take advantage of childcare leave or nursing care leave, for example, I think it would encourage new perspectives and help change attitudes, thereby creating a supportive workplace culture that makes it easier for both men and women to continue working.

Regarding career building, I think it is important for women to understand that they don't have to go all out, to the point of sacrificing their personal lives, to get ahead. Cooperation is crucial to creating a healthy, rewarding workplace dynamic that supports everyone's well-being.

