

General Employers Action Plan based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace

Oiles has created the action plan described below to promote female participation and career advancement in the workplace and create an environment that allows everyone to approach their work positively and vibrantly.

Plan period

From April 1, 2020 to March 31, 2025

Current issues

- (1) The number of departments to which women are assigned is limited in comparison to men
- (2) The ratio of women in management positions is low

Target

Grow the number of eligible women to at least 1.5 times the current level.

Initiative details

Initiative 1: Increase workplaces that enable female participation and career advancement

- July 2020: Identify departments with a gender gap in assignment of men and women
- October 2020: Analyze issues in assigning women to departments that have few women
- April 2021: Work with the relevant workplaces to address these challenges
- July 2022: Start of actual assignment
- January 2023: Follow-up on assigned female employees

Initiative 2: Provision of career-building support for female employees who have had few educational opportunities

- October 2020: Identification of training needs for female employees
- January 2021: Investigation into training programs
- June 2021: Enhancement of awareness raising activities for management positions
- August 2021: Diversity promotion and awareness raising for employees
- October 2021: Career training

General Employers Action Plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children

Oiles has created the action plan described below to enable employees to balance work and child-raising while fully leveraging their potential.

Plan period From February 1, 2023, to March 31, 2024

Target 1 Introduce a staggered working hours system offering a flexible working style that fits with private life.

February 2023: Survey of needs and gathering of information

April 2023: Trial operation

October 2023: Introduction of staggered working hours system

December 2023: Interview of system users, improvements for greater effectiveness in operation

Target 2 Increase the rate of use of childcare leave among male employees

April 2023: Announce the current rate of use internally, and proactively raise awareness

May 2023: Interview of those who did not take leave

June 2023: Nurturing an environment to facilitate the use of leave

Target 3 Science events for local children

April 2023: Planning and refining of event content

June 2023: Work with local community/schools, awareness raising among employees

August 2023: Implementation