

Diversity and Inclusion in the Workplace

Improve corporate competitiveness by formulating an organization where diverse employees can maximize their abilities

Fujitsu Limited



Create an organization where diverse employees are energized to work

Fujitsu's Diversity & Inclusion (D&I) vision is "Be a responsible business that reflects the diversity of our world and build an inclusive culture where everyone can be completely themselves." Fujitsu is also enhancing the HR system and raising awareness so that the employees can "Be Completely You."

The Fujitsu Group has approximately 130,000 employees worldwide. The top management sends messages on D&I to each and every employee. Fujitsu regards D&I initiatives as very important in its management strategy so that each employee can exert their full potential and promote innovation that is essential to competitive advantage as a company promoting digital transformation. The focus of these initiatives is on gender, health and disability, ethnicity and race, sexual orientation and gender identity (SOGI), and age. In particular, gender is a common global issue.

In an effort to promote gender equality as set out in the Sustainable Development Goals (SDGs), Fujitsu is working to increase the

percentage of women in managerial positions. It also focuses on education and training that lead to capacity development and awareness raising of employees; and also develops leaders who are candidates to become managers through career development workshops. For example, in Japan, Fujitsu has established a training program that combines on-the-job training (OJT) and off-the-job training (OFF-JT) with the aim of fostering a broader perspective and career awareness for future female leaders. Since the start of the program in 2011, more than 400 employees have taken the course, producing many female managers. In 2017, Fujitsu signed the United Nations Women's Empowerment Principles (WEPPs) and participated in and contributed to the New York Academy of Sciences program to support female students studying technology. These efforts have led to external awards such as the Nadeshiko Brand and Diversity Management Selection 100 Program (both promoted by the Japanese Ministry of Economy, Trade and Industry).

To promote active participation of employees with disabilities, Fujitsu has created a manual for the workplace that summarizes basic knowledge and examples of issues to be considered to work

with employees with various disabilities and distributed them across the company. To continuously improve employee awareness, Fujitsu conducts "mental barrier-free" training in which employees with disabilities participate as lecturers. In addition, in order to stimulate communication with employees with auditory difficulties, Fujitsu deployed "LiveTalk", a speech recognition tool developed by Fujitsu in the workplaces.



As for SOGI, in 2018, Fujitsu became the first Japanese company to express support for the United Nations "Standards of Conduct for Business: Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People". In Japan, Fujitsu has received gold awards of PRIDE index for four consecutive years since 2016, which is an award evaluated by Japanese NGOs recognizing Fujitsu's efforts to support LGBTI in the workplace. Globally, regional employee networks have started to collaborate with each other.

In the promotion of D&I, it is necessary to change the awareness and organizational culture rooted in each and everyone. To that end, Fujitsu has developed e-learning to learn about unconscious bias, and is deploying it across the group.

Reforming the organizational culture is essential for promoting D&I and realizing diverse workstyles

In order to realize a variety of workstyles, Fujitsu is promoting three key measures; "systems and rules," "awareness reform," and "information and communication technology (ICT) and facilities." In terms of the system, for example, Fujitsu has developed a telework system throughout the company based

on requests from employees. As a result, employees who have been raising children or caring for their parents, as well as employees with time constraints for some reasons, can now work flexibly. Feedback from employees throughout the company indicates that they have become more aware of time and are better able to work efficiently. Underpinning the program are ICT and facility initiatives, such as ICT tools to properly record working hours regardless of where they work and external satellite offices. Through these measures, the results of annual employee awareness surveys have significantly improved concerning the usefulness of the HR system and the realization of work-life balance. Fujitsu will actively continue shaping the organization to make it easier for everyone to work and maximize their own potential.

NOTE



MNE Declaration
par.30, par.40



Related SDGs
Goal 5, 8