

Employee Development



We are working to create a considerate work environment to harness the manufacturing capabilities held by a diverse group of human resources

Promoting Diversity

Recently, in line with accelerating global expansion and entering new fields to grow our business, we think it is crucial to fully harness the manufacturing capabilities held by a diverse group of employees without regard to gender, age, nationality, or disability.

We are working to train motivated personnel without regard to nationality, such as sending Japanese employees to the newly added UACJ Automotive Whitehall Industries, Inc. of the US and holding business training programs for managers of our Thai subsidiary.

To ensure that our employees have a healthy work-life balance, we are setting up various systems. By creating an environment that is easy to work in, we aim to increase the ratio of women hired as new recruits and the number of women in management positions. In fiscal 2017, the percent of women hired as new recruits was 43% for administrative positions and 7% for engineering positions. As of the end of fiscal 2016, the number of women in management positions increased by 13 compared to the previous year.

Efforts to Pass on Skills

To maintain the quality of our products and continually improve productivity, it is crucial to pass down to the next generation the spirit, skills, and expertise cultivated over many years.

In preparation for the mass retirement of skilled workers, since 2004 the UACJ Group has been implementing measures to pass down the skills, intuition, and know-how of experienced employees, mainly at the Nagoya Works. In fiscal 2016, we launched similar initiatives at the Fukui Works, and are considering rolling out this program to other sites. We are also actively promoting the rehiring of retired employees to ensure that the skills, techniques, and expertise of these experienced professionals are passed down to the next generation.

Ensuring Occupational Safety and Health

The UACJ Group is creating a health and safety management system that is overseen by general safety and health managers at each business site. The Safety and Health Committee has been established as the main organization in charge, and is chaired by the director in charge of safety and health. Other committee members include full-time directors, general plant managers, and presidents of key Group companies. Meetings are held once a year. At the Safety and Health Committee meeting held in January 2017, the summary of fiscal 2016 was reported, followed by a discussion and approval of the policies on health and safety activities for fiscal 2017.

UACJ's four key manufacturing sites have implemented a labor safety and health management system and are working to achieve "zero risk of accidents in the workplace." In addition, the UACJ Group has introduced health and safety education in its stratified training. As a result of these initiatives, there were 22 industrial accidents in fiscal 2016, with the ratio of accidents requiring time off from work at 0.66, and a total ratio of 0.88.

Conveying the fun and joy of work to children

Mihoko Oshima

Manager of Global Business
Strategy Department,
Legal Affairs Group



I entered UACJ in 2016, and my work mainly involves creating compliance systems and drafting contracts for overseas Group companies. Due to the nature of my work, I am often communicating with people overseas and in different time zones, so arranging my work schedule requires a lot of effort. I have a two-year-old son and both my husband and I work, so my boss and colleagues have been helping me with my family daily. I work hard at my job every day, hoping that one day my son will tell me, "your work seems challenging but fun!"