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PRESS RELEASE



Tokai Rika Receives Eruboshi (L-Star) Certification under the Act on Promotion of Women's Participation and Advancement in the Workplace

TOKAI RIKA CO., LTD. (Head Office: Oguchi-cho, Niwa-gun, Aichi, Japan. Kenji Miura, President) has recently received the Eruboshi (Level 2) certification under the Act on Promotion of Women's Participation and Advancement in the Workplace.

The Minister of Health, Labour and Welfare grants the Eruboshi certification to corporations with an outstanding implementation of the action plan for initiatives to promote the active participation of women they have submitted. There are five evaluation criteria, with three levels of certification based on the number of criteria that meet the standards set in the act. Tokai Rika has received the second level.

* Evaluation criteria: (a) recruitment, (b) employee retention, (c) working hours and other work conditions, (d) rate of women in management, and (e) diversity of career progression.



The Eruboshi (Level 2) certification logo

With our product lineup that includes switches and many other small precision parts, our workplaces, particularly in production, give women an opportunity to shine thanks to their superior skill at delicate work. To avoid losing the skill built up by each individual due to their leaving the workplace, Tokai Rika is committed to building a work environment that supports continued women participation through initiatives such as expanding the support systems for child and family care, introducing a leave and reemployment system for employees whose spouse has been assigned overseas, and providing a day care service exclusively for national holidays that fall on work days.

Tokai Rika will continue to set up systems and create environments that both respect the individuality and determination of women and all other employees, and foster a sense of fulfillment and job satisfaction.