



CITIZEN TOHOKU's nursery room - Bakke

Citizen and its Employees

Respecting Diversity

Group Policy

We consider it to be the Citizen Group's duty as a company to respect individuals, embrace diversity, and create an environment in which employees can thrive.

Recruitment Activities

We hire new graduate recruits on a regular basis and experienced mid-career recruits from a long-term perspective at all Citizen Group companies. We also have a scheme in place whereby employees on fixed-term contracts can be promoted to permanent employees, depending on factors such as their level of enthusiasm and capabilities. When recruiting personnel, we focus on individual skills, aptitude and drive, in an effort to ensure equal opportunities and diversity.

New Graduate Recruitment (16 Major Group Companies)

	FY2008	FY2009	FY2010
Male	91	100	68
Female	32	34	19
Total	123	134	87

Mid-Career Recruitment (16 Major Group Companies)

	FY2008	FY2009	FY2010
Male	51	14	29
Female	10	11	27
Total	61	25	56

Promoting Employment of People with Disabilities

We actively employ people with disabilities based on our basic policy of "working together." Our employment rate at 16 major Group companies for workers with disabilities stood above the statutory rate for fiscal 2010, as specified in our statutory report (as of June 1). We will continue our focus on employing more workers with disabilities and increasing the scope of eligible job opportunities in the future.

Employment of People with Disabilities at 16 Major Group Companies

	FY2008	FY2009	FY2010
Employment rate	1.58%	1.69%	1.86%

* Rate of employment as of June 1, 2010

TOPICS FUJIMI

Honored by Yamanashi Prefectural Mental Health Association

Fujimi Company, a subsidiary of Citizen Seimitsu, received an award from Yamanashi Prefectural Mental Health Association in November 2010 for its initiative in employing workers with disabilities. On the occasion of boosting production traditionally outsourced to homeworkers in May 2005, Fujimi accepted five mentally disabled workers as trainees. At first, there was difficulty in choosing suitable duties, setting up the working environment, and facilitating exchange. Over time, however, all adapted well to perform their assignments. In December 2006, the subsidiary was registered as a business cooperative in the social adjustment training program. Some trainees continue to work three years after their training. During fiscal 2010, two trainees were accepted. Fujimi will continue to offer social participation support to workers with disabilities.



For more detailed information, please refer to our website.

[Citizen Holdings > CSR Activities > Citizen and Society > Citizen and its Employees](#)