

Creating an Energetic Workplace

Toyota Auto Body is progressing in invigorating communication for creating an energetic workplace with labor and management cooperating to expand society and individual employee happiness.

Enhancing Communication

■ Establishment of the C Meeting System

To achieve workplace communication, the “C (Communication) Meeting” system was introduced from 2004. These C Meetings are held for one hour every month and are well-received. All employees engage in communication themes with the aim to create an open atmosphere for discussion.



FY2006 C Meeting Themes

- Workplace safety
- Abolishing drunk driving
- Traffic safety
- Invigorating workplace communication

■ Our 10,000 person Communication Comprehensive Check Activities

We carried out a workplace communication comprehensive check from September 2006 at all Toyota Auto Body companies, and we are expanding enlightenment activities to strengthen communication.

■ Communication With Employees and Their Families

We aim to improve communication that includes family communication at an annual event held at each plant to serve as a place for employees and families to have fun.



A Fujimatsu Plant area event



An Inabe Plant area event



A Yoshiwara Plant area event

Good Labor and Management Relations

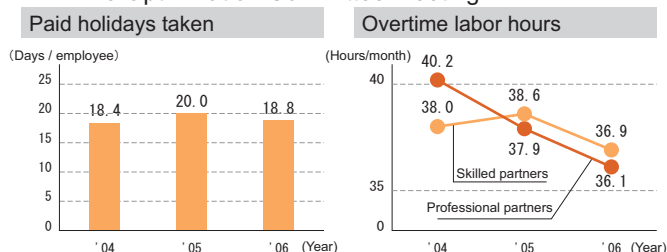
■ Labor and Management Conference

Our personnel labor policy of “mutual understanding between labor and management” is our principle. Mutual understanding is deepest through various labor and management discussion such as “workplace discussions” to debate labor and management issues at the level of each workplace in the company. There is also our “Labor and Management Conference” where we deliberate over important labor conditions such as wages and bonuses.

● At a Labor and Management Conference



● Results from efforts at a Labor and Management Time Optimization Committee Meeting



Promotion of Equal Opportunity and Respect for Diversity

With changes surrounding the environment of the labor market with such as the diversification of individual values and entry of women into society, for management that highlights personnel diversity, increased competition and the social aspects of corporations are together considered to be one major issue. Based on this thinking, we are working actively toward expanding employment of the disabled, re-employment of the elderly, and childcare support.

Employing the Disabled

Currently as of April 2007, 138 disabled people are engaged in various work. At Toyota Auto Body, we are promoting the creation of an attractive place for living through such efforts as improvements for dormitories and offices so that disabled people can be satisfied with their work life alongside other employees.

Support for Employment and Beginning Work for the Disabled

① Maintaining a system of integration

- Educating employees prior to entry into their assigned positions within the production process
- Installation of a light that flashes to alert the employee of a problem along the production line

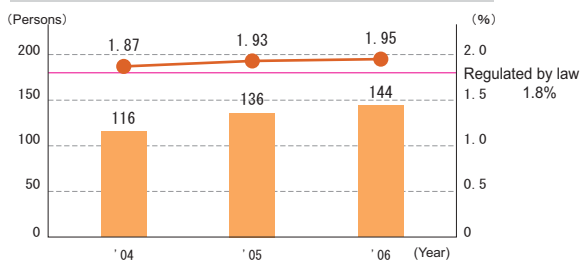
② Communication

- Preparation a whiteboard and notes for communicating
- Enrollment of section leaders in sign language seminars



Smooth oral and written communication even without the use of sign language

Shifts in the employment number of the disabled



Everyone knows I have a hearing disability and actively write notes and gesture. I think it is great that I am able to communicate with everyone. I work hard so there are no defects on each vehicle. The work is worth doing and I everyday is fun and fulfilling.



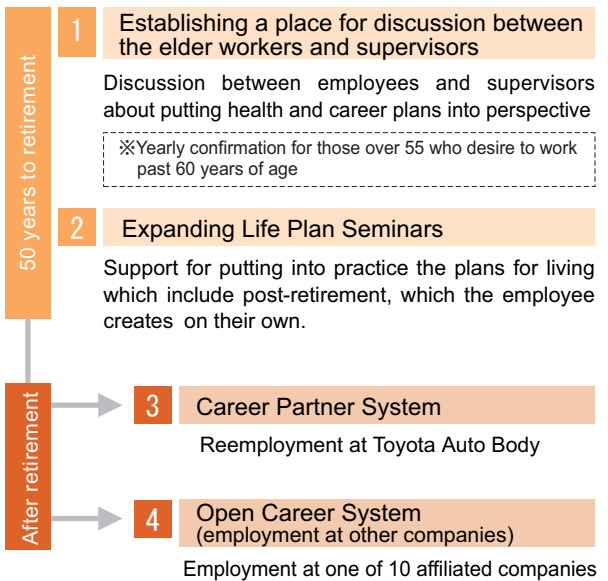
Takayuki Aoyama who works in the painting process

Reemploying elder workers (Career Partner System)

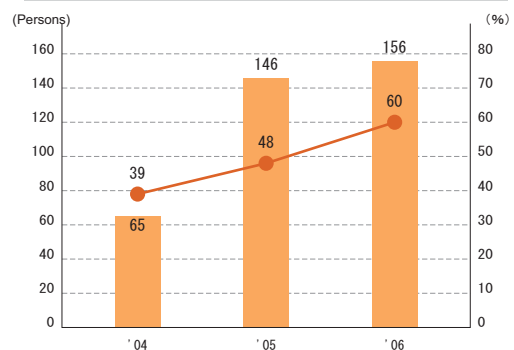
We are expanding the "Career Partner System" (from FY2001) to allow eligible retirees 60 or older to willingly harness their cultivated and rich experiences based on the needs of the company and the desire of the individual.

In addition, supporting the Law of Stabilization of Employment of the Aged passed in April 2006, we respect the diverse lifestyles and work attitudes of each employee over 60 by improving the support system to help aged workers achieve these through self-reliance.

Outline of the Reemployment System for the Elderly



Shifts in the number of elderly reemployed



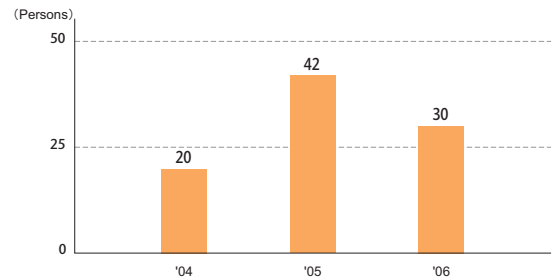
Balanced Support for Work and Childcare

Childcare Support System

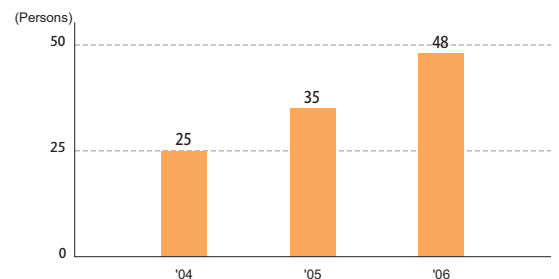
Our company has come to support balancing work and child raising more than in the past. We think that it is the “duty of the company to create an environment that allows talented and willing employees to be active,” which is based on the thinking that the company allows employees to provide their own nursing and childcare.

		Contents	Pregnancy Delivery		Child's Age								Applicable			
			6th week	8th week	1	2	3	4	5	6	7	8	Office and Engineering	Technical		
Pregnancy delivery ~ through child's first year	① Overtime and late night work restrictions when pregnant	No overtime or late night work	■												○	○
	② Time off before and after delivery	6 weeks prior to delivery (14 weeks for multiple births) No work for 8 weeks after delivery	■												○	○
	③ Maternity protection measures during pregnancy and after delivery	Maternity protection measures taken based on physician's instructions during pregnancy and for one year after delivery	■	■											○	○
	④ Childcare time	30 minutes per day x 2 for childcare		■											○	○
Until 3 years old	⑤ Maternity leave (period)	Office and engineering positions : ~ up to 2 years old Technical positions : ~ up to 3 years old			■	■	■	■	■	■	■	■	■	○	○	
Until 6 years old	⑥ Restrictions on late night work	No late night work			■	■	■	■	■	■	■	■	■	○	○	
	⑦ Restrictions on overtime (within a set time)	No work beyond set hours <small>Not to exceed 24 hours in one month, 150 hours for the year</small>			■	■	■	■	■	■	■	■	■	○	○	
	⑧ Child nursing leave	Allowance of five days per year for nursing care if child is injured or ill for children up to the time they enter elementary school. (Five days per year)			■	■	■	■	■	■	■	■	■	○	○	
Until 8 years old	⑨ Overtime restrictions	No overtime ~8			■	■	■	■	■	■	■	■	■	○	—	
	⑩ Short work hours	Set working hours per day reduced by 2 hours ~8			■	■	■	■	■	■	■	■	■	○	—	
—	⑪ Flexible time	Allow for flexible hours (starting and finishing work) (No prescribed hours)												○	—	

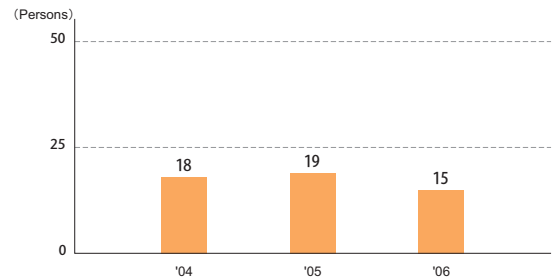
② Number of Employees Who Took Holidays Before and After Giving Birth



⑤ Number of Employees Who Took Childcare Leave



⑩ Number of Employees Who Reduced Working Hours



Five Cooperative Daycare Center Companies in Kariya

Five Toyota family companies in Kariya established the “Tacchi-chi House” daycare center in October 2007 so that employees can balance their work and childcare with less worry.

In addition to meeting employees’ needs in providing a kindergarten environment, along with times and days for use, we have succeeded in improving convenience even more by cooperative management between the five companies* .

* Denso Corporation, Toyota Industries Corporation, JTEKT Corporation, Toyota Boushoku Corporation, and Toyota Auto Body



Tacchi-chi House Fujimatsu (image)