

Promoting active roles for women

Aiming high and making use of childcare experience at work

I examine contracts and other such documents in our Legal Affairs Department and sometimes serve as support for merger & acquisition transactions, etc. My major at university was also law, I was put in charge of legal affairs at work, and I began to see the law as something with a greater sense of reality.

I have experienced maternity and childcare leave two times and I am now continuing to work under the short working hour system. I think that, by having gone through that experience of childcare, my attitude toward work has become more positive. I set up a schedule for work calculated backward from the time I plan to leave the office, I can identify the relative importance of each project and the speed and quality that is required to accomplish it, and I have become clearly aware of how to most effectively proceed with my work. From that experience of dealing with children, I think that I have become strongly conscious of how to explain, simply and in an easy-to-understand manner, the concept and the philosophy behind the law that may be daunting and unfamiliar to those in other departments. In addition, it may be a result of the day-to-day unexpected things that I encountered

during childcare, but, even if there are many things that do not go as expected, I can now endure them and am able to enjoy the situation with the frame of mind as though I am simply riding a roller coaster.

On the other hand, it is a fact that, due to childbirth and childcare, I am also not able to do the same content of work and in the same manner as before. For example, it is difficult for me now to be in charge of urgent projects like those that require immediate response to something that comes in without regard to differences in time zones. And yet, I think that, instead of becoming irritated or dejected, it is important to change my thinking to the idea that I am simply experiencing a new stage.

Recently, in addition to my previous work, I have now been entrusted with the job of creating new mechanisms for global compliance. This is content that involves interacting with both domestic and overseas bases, building and establishing a new system that the company has never had before, and promoting that while obtaining the understanding of all parties concerned. This is something that I too have never been involved with and it will be a test of my creativity. There will be difficult things, but I will be motivated in this job, while I consider what it is that I am able to do with this new work, what I need to do, what I want to do.

At Murata, more and more women are becoming mothers and are still continuing to work in the same way as I have. I appreciate the warm understanding and support that I have received from my family and those around me in the workplace and, in the future, I would like to return the favor by being on the side of those who support such women. And I would like to further enhance my expertise in order to be a presence that is able to support the growth of the company as well.

Rate of utilization of
childcare leave at domestic
offices of the Murata Group

100%
(Rate of return to work: 95%)

A workplace where
diverse people can
anticipate making use of
their own experiences and
characteristics

Murata Manufacturing Co., Ltd.
Legal Affairs Department, Administration Group
Shoko Fukui

Global rotation to learn
and grow together with
others around the world

Global rotation

“I want to connect my own growth, which I realized at Fukui Murata, to the growth of Philippine Manufacturing Co. of Murata.”

I joined Philippine Manufacturing Co. of Murata, Inc. (Philippines Murata), Murata's production base in the Philippines, in 2012, shortly after it was established. At that time, the factory had yet to be opened and employees numbered only 23 in all. Still, at the job interview, I came to learn about the fact that Murata is a global company, the fact that they had a plan for Philippines Murata to become a major production base for monolithic ceramic capacitors, and that, if I put forth the effort there, I myself could grow as a person... and so I decided to join. At Philippines Murata, my job was that of a machine engineer. My main role was to set up, maintain, and improve machines in order to increase production efficiency.

I am presently “on loan” to Fukui Murata, the mother plant for manufacturing monolithic ceramic capacitors. The content of my job here is the development of the underlying technology for the stabilization of mass production. Along with the other workers here, I am involved in a variety of evaluations and analysis in order to improve the current state of that process. Because this work is in a completely different field from the machine-related job that I had performed at Philippines Murata, it is nonstop study for me every day. In terms of communication, although I studied at a Japanese language school before

I was appointed to Fukui Murata, often I am not quite able to keep up at meetings where technical terminology is being tossed about. However, because my co-workers and superiors politely instruct me in line with my level of understanding, sometimes sprinkling in English, and allow me to gain experience in many different jobs in consideration of my development, I am enjoying this environment where I feel like I am growing on a day-to-day basis. In addition to work, I am an instructor of volunteer English classes that are held regularly at Fukui Murata, and it has been well received by everyone. Naturally I am taught many more things at Fukui Murata than I can teach, but I would also like to be an influencer that enables us to learn from each other, and in a way that I myself am a positive stimulus to those around me.

Philippines Murata is still a young company, in terms of its history, in terms of age of its employees, and in terms of its experience in producing monolithic ceramic capacitors. After I return to my duties there, it will be my turn to convey what I was able to learn at Fukui Murata to the young engineers of Philippines Murata. I would like to share the knowledge that I have obtained at Fukui Murata, the connections that I have made here with various people, with my fellow workers at Philippines Murata and continue to grow together with them.

Fukui Murata Manufacturing Co., Ltd.
Technology Development Department
Jeffrey Leo Aguila

Number of foreign employees
at Murata Group's domestic
affiliates on loan from
overseas affiliates

45

(as of March 31, 2016)