

Labor Union

NGK respects workers' rights, including the right to collective bargaining, and strives to build healthy labor-management relations. As of the end of March 2017, 3,295 employees belonged to the Labor Union.

Protecting the Right to Collective Bargaining

NGK and the Labor Union have signed a labor agreement as equal partners. The agreement specifies that both parties shall respect each other's rights and take responsibility for the exercising of their own rights.

The two sides regularly hold Labor-Management Advisory Board meetings to exchange information and promote mutual understanding. They also maintain healthy labor-management relations by exchanging opinions on such issues as management policies, financial conditions and activities of the Labor Union.

Collective bargaining sessions are held in an orderly manner, with both parties striving in good faith to resolve issues peacefully and promptly.

Labor-Management Consultations in Fiscal 2016

- Regular Labor-Management Council: held twice
- Labor-Management Advisory Board: held once
- Other bargaining and consultations
 - Consultation on overtime work and work on days off
 - Consultation on revision of the agreement
 - Consultation on measures to rectify long working hours

Guaranteeing the Minimum Wage

NGK and the Labor Union have signed an agreement that sets out the original "in-house minimum wages," which are fixed at a rate above the minimum wages by region and industry stipulated by the Minimum Wage Act. Through this agreement, we strive to improve employees' working conditions and avoid violation of relevant laws.

Communication between Labor and Management

NGK makes an effort to build labor-management relations founded on mutual trust through communication with various consultative bodies, such as the Labor-Management Advisory Board, the Worksite Advisory Board and the Regular Labor-Management Council.

NGK and Labor Union hold Labor-Management Advisory Board meetings to talk about business conditions and performance, and Worksite Advisory Board meetings to share issues pertaining to manufacturing, work systems and workplace environments from each worksite. In addition, at Regular Labor-Management Council meetings, labor and management also proactively exchange opinions.

In fiscal 2016, labor and management worked together on a drastic revision of the human resources system. They engaged in broad discussion, with the aims of developing quality young and mid-level employees and enabling mature employees to keep working with security and fulfillment. Implementation of the revised human resources management system started in fiscal 2017. Under the new system, employees are provided with opportunities to broaden their job scope, the evaluation and wage systems have become more transparent, and the retirement age has been raised from 60 to 65.

Survey on Workplace Vitality

NGK conducts a survey to measure workplace vitality every two years, collecting responses from the entire workforce. The survey aims to identify organizational issues associated with the workplace by analyzing responses to questions to evaluate employee satisfaction, and carry out measures to increase their satisfaction with jobs and work systems. Overall survey results are reported in the internal newsletter, while the results of individual organizations are provided to each related manager for use in day-to-day activities to improve workplace environment.