

Recruitment and Education

Human resources are the key to growth for the Daiwa House group. We aim to place the right people in the right jobs to take best advantage of the abilities of our 18,000 group employees. To achieve this aim, each group company conducts seminars for each level and each job. We will provide management level employees with training to increase their awareness of the need to create a better working environment that respects the rights, health and safety of our employees, and that also provides them with greater motivation. We are also creating a system for general employees, which will enable them to develop their capabilities and talent on their own by selecting career paths and jobs themselves.

In recruitment, we are actively recruiting new graduates and mid-career workers based on a policy of respecting personal qualities regardless of age, sex and physical ability. Indeed, Daiwa House Industry has achieved a higher rate of employment (1.92%) of disabled people than both the legal employment rate of 1.8% and the average among private companies of 1.48%. We will also promote the rehiring of retired employees with special skills within the group, and employ them to hand down and share technology and know-how, to provide better customer service.

Social Contribution Activities

The Daiwa House group contributes to society in a number of ways, for example by providing reconstruction assistance after earthquake disasters as well as humanitarian and safety aid, and providing educational support. These contributions complement our business operations, which enhance the nation's housing infrastructure, improve construction technology and promote regional development through resort construction.

In recent years, as an educational support program for Japan's future leaders, we have actively hosted children's tours of the Central Research Laboratory and D-TEC Plaza*. We also offer housing environment study themes on our website and provide study materials to elementary, junior-high and high schools. During fiscal 2003, the number of participants in these tours of the facilities came to 10,488 individuals in 1,362 groups, with school officials accounting for one-fifth of all participants. The information on our website was used in classes at 536 schools nationwide, and study materials are provided to diverse institutions, including schools, education committees and NPOs.

On the operation side, we have continued to improve the safety and comfort of the environments we create, for instance, by designing barrier-free spaces. As a result, our hotels are used for meetings of groups of persons with impaired eyesight and as accommodation for competitors in sports events for the mentally handicapped.

* A facility for experiencing advanced home technologies

