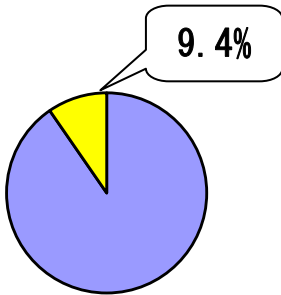
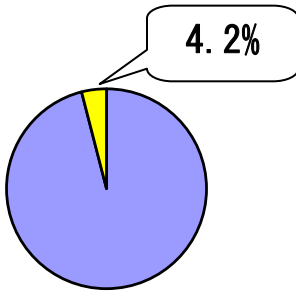
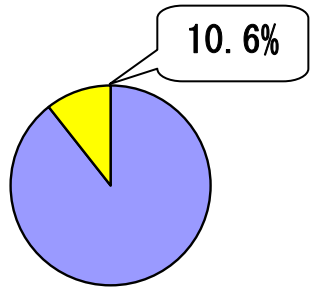


Gender Gap in Sumitomo Manufacturing

2006

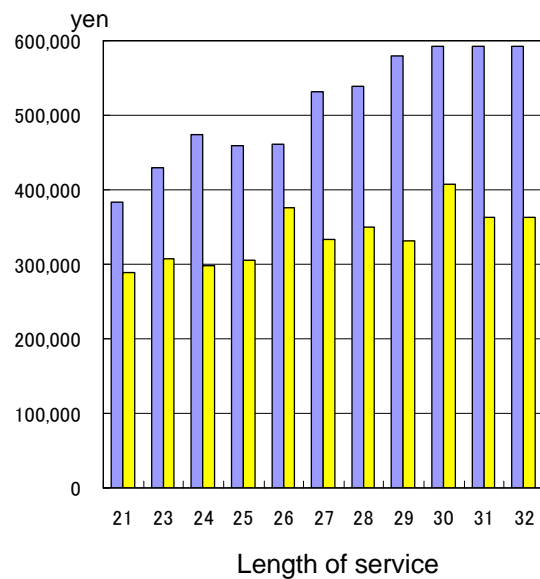


	Sumitomo Electric	Sumitomo Metal	Sumitomo Chemical
Number of Consolidated Subsidiaries	Japan 1 2 1 Overseas 1 2 2	Japan 49 Overseas 20	Japan 76 Overseas 45
Gender Ratio of Employees	 <p>9.4%</p> <p>Male 10,399 Female 1,080 Total 11,479</p>	 <p>4.2%</p> <p>Male 6,385 Female 283 Total 6,668</p>	 <p>10.6%</p> <p>Male 6,472 Female 771 Total 7,243</p>

Wage Gap between Men and Women

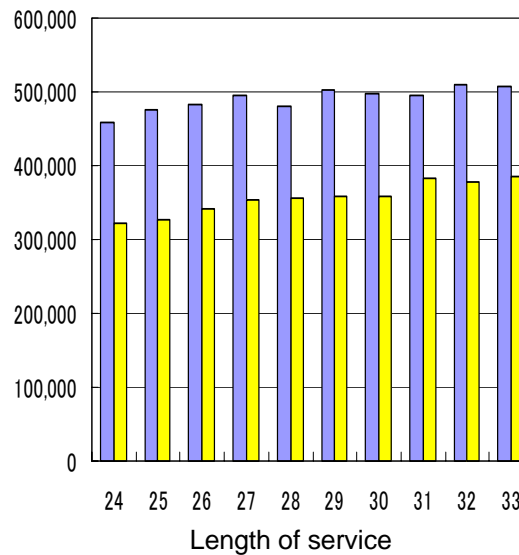
(Monthly income comparison)

Sumitomo Electric



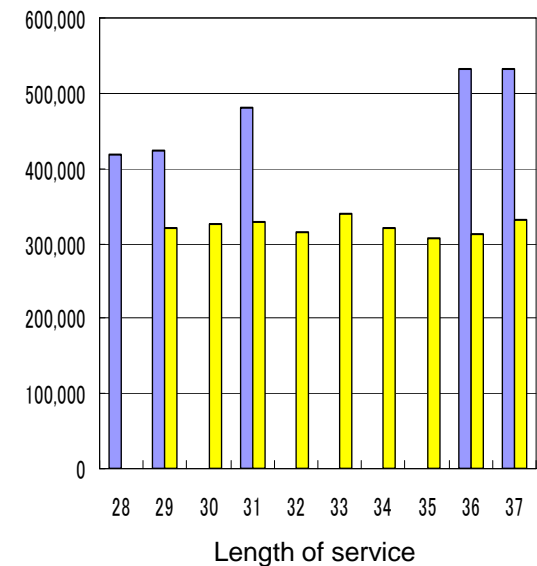
(1998)

Sumitomo Metal



(1994)

Sumitomo Chemical



(1999)

Recommendation to the Japanese Government by the United Nations

August 2003

- ☆The Committee recommends that a definition of discrimination against women encompassing both direct and indirect discrimination be included in domestic legislation.
- ☆The Committee urges the State party to amend its guidelines to the Equal Employment Opportunity Law.
- ☆The Committee is further concerned by the high percentage of women in part-time work and by women who are “dispatch workers”, whose salaries are lower than those working in a regular situation.

Reconciliation reached in the Appeals Court (December 2003)



Recommendation for an Amicable Settlement

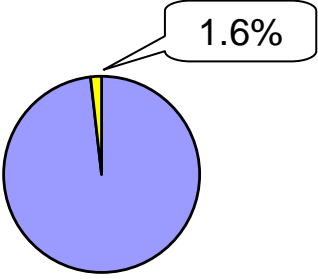
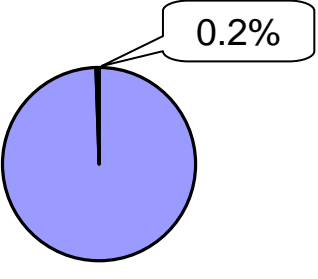
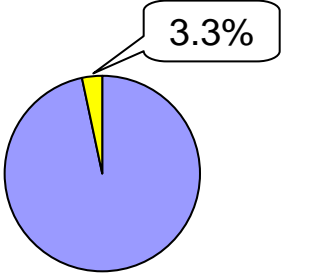
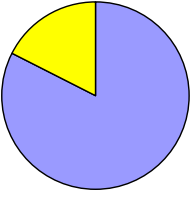
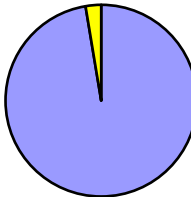
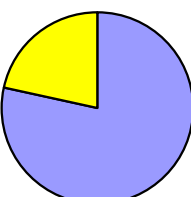
- Efforts towards achieving equality between the sexes have been making steady progress in the international community, mainly through the United Nations Initiatives.
- At present, sufficient consideration must be given not only to direct but also indirect discrimination.

Terms of Settlement

- Promote appellants to managers.
- On employment management based on career tracks, etc., the Minister should aim for precise guidance, etc., towards appropriate application of the above Notice, as well as publicizes and raises awareness of its contents.

Gender Gap between Men and Women

(2006)

	Sumitomo Electric	Sumitomo Metal	Sumitomo Chemical												
Gender ratio in the management	 <p>1.6%</p> <table border="1" data-bbox="598 824 928 938"> <tr> <td>Male</td> <td>3,279</td> </tr> <tr> <td>Female</td> <td>53</td> </tr> </table>	Male	3,279	Female	53	 <p>0.2%</p> <table border="1" data-bbox="1096 824 1425 938"> <tr> <td>Male</td> <td>1,253</td> </tr> <tr> <td>Female</td> <td>3</td> </tr> </table>	Male	1,253	Female	3	 <p>3.3%</p> <table border="1" data-bbox="1530 824 1860 938"> <tr> <td>Male</td> <td>2,912</td> </tr> <tr> <td>Female</td> <td>99</td> </tr> </table>	Male	2,912	Female	99
Male	3,279														
Female	53														
Male	1,253														
Female	3														
Male	2,912														
Female	99														
Gender ratio in the career track at the time of hiring	 <table border="1" data-bbox="598 1339 886 1453"> <tr> <td>Male</td> <td>165</td> </tr> <tr> <td>Female</td> <td>35</td> </tr> </table>	Male	165	Female	35	 <table border="1" data-bbox="1081 1339 1369 1453"> <tr> <td>Male</td> <td>78</td> </tr> <tr> <td>Female</td> <td>2</td> </tr> </table>	Male	78	Female	2	 <table border="1" data-bbox="1585 1339 1843 1453"> <tr> <td>Male</td> <td>85</td> </tr> <tr> <td>Female</td> <td>23</td> </tr> </table>	Male	85	Female	23
Male	165														
Female	35														
Male	78														
Female	2														
Male	85														
Female	23														