

Results Report for the 4th Action Plan for Next-Generation Development Support Measures

Plan Duration: 3 years	2022-04-01 to 2025-03-31
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NO.	Targets	Details	Results Report
Target 1	Preparation of an internal company environment which helps child-raising employees juggle work and household duties	<p>①Paternity leave take-up rates of over 30%</p> <p>②Paternity leave and related leave take-up rates of over 50%</p> <p>③Providing tailored support, including individual consultations, for employees expecting a baby, covering topics such as pregnancy, childbirth, balancing work with childcare, and returning to work</p> <p>④Setting up training for the managers of employees expecting a baby, covering work considerations and basic knowledge of the issues to be faced</p> <p>⑤Continually holding meetings of an employee-management committee to discuss implementation of new measures and examine the contents of plans</p>	<p>① Paternity leave take-up rate 133 out of 246 male workers: 52.8% take-up within allotted period</p> <p>② Paternity leave and related leave take-up rate 204 out of 246 male workers: 83.9% take-up rate within allotted period</p> <p>* “Paternity leave and related leave” refers to the combined totals of male workers taking paternity leave and leave for childcare purposes. Number of male workers whose spouses have given birth×100 (rounded off to two decimal points)</p> <p>③Individual consultations with employees expecting a baby have been set up</p> <p>④We have utilized the general video website on Tokyo Metropolitan Government’s Promotion of Policies for Next-Generation Development Support to equip all managers on all business sites with basic knowledge of the scheme and related matters. We have also set up appropriate individual follow-ups.</p> <p>⑤We have continually held meetings of an advisory committee comprised of both labor and management representatives, and advanced the necessary labor-management discussions geared towards codifying systems for home working and staggered working hours.</p>
Target 2	Preparation of a support system for employees during pregnancy and post-childbirth	<p>①Setting up a consultation service</p> <p>②Creating a specialist page on the Human Resources Webpage to provide information on pre-and post-childbirth matters</p> <p>③Establishing education and training programs on childcare issues for managers and supervisors</p> <p>④Examining a possible new awards system for model workplaces</p> <p>⑤Sharing employees’ maternity leave, paternity leave and childcare leave experiences via internal company bulletins</p>	<p>①We have set up a consultation desk in every workplace and responded to enquiries.</p> <p>② October 2022 saw us add a section dedicated to Childcare Leave to the Human Resources Homepage, and compile a Childcare Leave and Application Process Manual to strengthen our ability to present necessary information</p> <p>③ We have set-up training sessions based on the above-mentioned Tokyo Metropolitan Government Webpage</p> <p>④ The process of examining the details of awards and evaluation standards is currently ongoing</p> <p>⑤ Our October 2022 Bulletin shared paternity leave experiences, while our April 2023 Bulletin explained the leave system. Our February 2024 Bulletin, meanwhile, carried a special feature on encouraging the smooth take-up of childcare leave</p>

Target 3	Creating a work-friendly environment through reassessment of working practices, facilitating diverse working conditions which contribute to work-life balance	①Working towards a reduction in overtime hours ②Introduction of “No Overtime Days” ③Fixing of Paid Leave Encouragement Days ④Promoting “Anniversary Leave” as part of our general efforts to encourage increased paid leave take-up	①Our advisory committee on working hours, comprised of both labor and management representatives, has, in addition to conducting appropriate working hour management situation surveys, requested periodical (biannual) reports on related measures and initiative status from each workplace, and confirmed the various details. Furthermore, it conducts seminars across the entire company on Agreement 36 and working hour management every year. ②No Overtime Days have been established for every workplace unit. [Overtime Policy Results]				
				FY 2021	FY 2022	FY 2023	FY 2024
			Average monthly overtime hours per employee	1 2 . 7	1 1 . 9	1 1 . 2	1 2 . 1
			Employees averaging 45 or more overtime hours per month	1 4	1	2 2	3 1
			Employees averaging 60 or more overtime hours per month	0	0	0	0
			③We have marked out Paid Leave Encouragement Days on the business calendar, and urged employees to use them ④Each year sees us highlight and promote Anniversary Leave on company notice boards for all employees. We have also introduced a new “Yu You Plan” initiative which sees five days’ worth of paid leave days announced in advance and shared with department members, thereby promoting a workplace atmosphere in which paid leave can easily be taken.				
Target 4	Local community initiatives related to next-generation development support	①Welcoming field trip parties of local children to business sites etc. ②Establishing young person’s internships ③Looking into the possibility of company open days for children	①Twice in FY2022, once in FY2023, and twice again in FY2024 have we hosted onsite field trips and work experience initiatives for children in the local community. We have also held networking events with local residents each year since FY2023. ②Once in FY2023 and four times in FY2024 have we set up internships for junior highschoolers, highschoolers, and university students. ③Exploration of this initiative is currently on hold due to coronavirus considerations.				