

# Japan Post Insurance Co., Ltd. 2nd Plan of Action for General Employers (Act on the Promotion of Female Participation and Career Advancement in the Workplace)

## 1 Period Covered

May 1, 2021 to April 30, 2031 (Ten-Year Period)

## 2 Goals

(1) Increase the number of employees taking childcare leave to the following levels\*

Male employees... 100%

Female employees ... 100%

\*Rate of employees taking childcare leave: Percentage of employees who have given birth (or whose spouse has given birth) during the period covered by the plan and who have begun to take childcare leave (including those who plan to begin taking leave)

\*Excluding individuals not wishing to take childcare leave.

(2) Increase the percentage of female managers at the head office to 30% or more by April 1, 2031.

## 3 Initiatives and Implementation Schedule

### Initiative 1: Pursue work-style reform and encourage work-life balance (initiatives to reduce total working hours and overtime)

- May 2021 - Pursue greater adoption of telework
- May 2021 - Reduce long working hours
- May 2021 - Encourage the use of paid vacation leave

### Initiative 2: Strive to create a workplace culture in which both men and women play active roles while achieving work-life balance

- May 2021 - Encourage all eligible employees to take childcare leave
- May 2021 - Conduct return-to-work seminars for couples
- May 2021 - Implement a return-to-work program
- May 2021 - Distribute information that contributes to work-life balance via the Work-Life Balance information website

### Initiative 3: Raise awareness of promotion opportunities and support career development

- May 2021 - Implement training program and seminars for women's empowerment
  - Career design seminars
  - Pre-manager candidate training for the upcoming management levels
  - Mentoring for newly appointed managers
  - Motivation building measures linked to career interview
  - Measure and conduct training regarding unconscious bias
  - Women's web study group
- May 2021 - Conduct survey on career planning and related measures