

# Japan Post Insurance Co., Ltd. 6th Plan of Action for General Employers (Act on Advancement of Measures to Support Raising Next-Generation Children)

## 1 Period Covered

April 1, 2021 to March 31, 2024 (Three-Year Period)

## 2 Details

### Goal 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.

### Measures

- April 2021 - To create a workplace environment that encourages employees to take childcare leave, we will ensure all employees are aware of the importance of childcare leave by distributing pamphlets to management-level personnel
- April 2021 - Upon identifying employees, particularly male employees, who are eligible to take childcare leave, inform them of the childcare leave system and encourage them to take advantage of it
- April 2021 - Raise awareness among and encourage male employees in particular to participate in childcare and take childcare leave
- April 2021 - Monitor the status of the Return-to-Work Program to ensure proper implementation
- April 2021 - Establish a pattern to ensure managers encourage employees to take childcare leave, making it easier for eligible employees to do so
- April 2021 - Strengthen awareness and encourage the use of *Childcare Leave Guidebook for Dads* to dispel anxiety about taking childcare leave
- October 2021 - Introduce programs and implement related measures in response to the enforcement of the *Revised Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members* (expected in April 2022)

### Goal 2: Create a climate in which both men and women are encouraged to take childcare leave and are provided a smooth path to return-to-work

### Measures

- April 2021 - Familiarize employees with the childcare benefit services provided by Letter for Benefit (a comprehensive benefits agency system) and the Work-Life Balance information website
- April 2021 - Distribute information on childcare leave programs and personal experiences
- April 2021 - Conduct return-to-work seminars for couples
- April 2021 - Implement a return-to-work program to facilitate return-to-work after childcare leave and dispel any concerns
- April 2021 - Conduct a survey of employees to ascertain needs regarding childcare leave, and implement measures based on the survey results
- April 2021 - Publicize the *Childcare Leave Guidebook for Dads* to employees to encourage use

- April 2021 - Distribute the *Work-Life Balance Guidebook* to raise awareness and encourage the use of various support systems for childcare

### **Goal 3: Create a supportive environment for employees who are active while raising children**

#### Measures

- April 2021 - Encourage the use of Japan Post Group on-site childcare centers
- April 2021 - Encourage the use of company-led childcare services that meet the individual needs of employees
- April 2021 - Provide childcare for school children in the workplace
- April 2021 - Distribute the *Work-Life Balance Support Handbook for Managers* to familiarize and educate managers with the program
- April 2021 - Familiarize employees with the *Work-Life Balance Guidebook*, which describes various support programs for pregnancy, childbirth, and childcare
- April 2021 - Familiarize employees with the available telephone consultation services regarding concerns about pregnancy, childbirth, and childcare, as well as other company programs

### **Goal 4: Pursue work-style reform and implement measures to achieve better work-life balance**

#### Measures

- April 2021 - Establish a leadership structure to encourage integrated efforts toward corporate culture reform and work-style reform; pursue self-director work-style reform in each location
- April 2021 - Conduct a job satisfaction survey of employees, and formulate an action plan based on the results of the survey to reform work styles and create more comfortable work environments
- April 2021 - Help employees balance work and childcare by transitioning to telework-based work-styles that improve work efficiency and productivity; improve employee quality of life by adopting flexible work styles that are restricted to time or location
- April 2021 - Conduct wide-area working group activities across boundaries of work locations and regions to encourage horizontal roll-out of good practices and to improve employee motivation
- April 2021 – Introduce intervals between work hours for employees to ensure that employees have personal time and to create an environment in which employees work productively
- April 2021 - Manage work hours consistently and encourage the use of paid vacation leave (consecutive days, etc.) to ensure legal compliance and maintain employee physical and mental health

### **Goal 5: Implement measures to protect the health, safety, and security of children**

#### Measures

- April 2021 - Adopt measures to provide students as the next generation of leaders with opportunities to learn about the world outside the home and school, as well as to discover their dreams and future goals
- April 2021 - Implement radio calisthenics programs for elementary school students