

General Employers Action Plan

We have established the following action plan aiming to create an accommodating employment environment that enables employees to demonstrate their abilities and achieve a better work-life balance.

1. Period: April 1, 2024 to March 31, 2029

2. Details

Goal 1: Make improvements to offer programs beyond those required by childcare laws.
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<Actions>

- From April 2024: Collect information on programs that go beyond what is required by law
- From April 2025: Conduct a detailed review of programs that go beyond what is required by law
- From April 2026: Prepare draft rules on programs that go beyond what is required by law
- From April 2027: Enforce and increase awareness about rules on programs that go beyond what is required by law
- From April 2028: Update and increase awareness about the childcare support guidebook

Goal 2: Increase usage of childcare leave and nursing care leave to the following or higher levels.

Childcare leave	30% or higher usage rate (male employees)
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	80% or higher usage rate (female employees)
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Nursing care leave	15% or higher usage rate (male and female employees)
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<Actions>

- From April 2024: Update and increase employees' awareness about the childcare support guidebook
- From April 2025: Consider relaxing the requirements for childcare and nursing care leaves
- From April 2026: Prepare a proposal on relaxing the requirements for childcare and nursing care leaves
- From April 2027: Prepare draft rules that relax the requirements for childcare and nursing care leaves
- From April 2028: Enforce and increase awareness about rules that relax the requirements for childcare and nursing care leaves