

JSR's Next Generation Development Action Plan (Sixth Phase)

1. Planning period: March 1, 2016 - March 31, 2018

2. Contents

Goal 1: Make an environment in which male employees can easily take childcare leave.

[Measures]

(FY 2017)

- i. Disseminate information on male employees ability to take childcare leave by touching on the contents of the "Life Balance Support Guide Book" during various seminars.
- ii. Take advantage of internal networks and in-house magazines, etc., as tools for introducing programs related to childcare leave for male employees.
- iii. Take advantage of the in-house magazine by providing feedback on the results of the employee awareness survey in regards to childcare support programs, diversity and female employee's working lives.
- iv. Conduct hearings with male employees taking childcare leave. Take in feedback, and consider implementation in future policies.

Goal 2: Promote career building support and develop the professional skills of female employees.

[Measures]

(FY 2017)

- i. For female managerial candidates, create a personal career plan sheet in person with their boss, then implement medium to long-term training and development.
- ii. Implement "The Unconscious Bias Seminar" for male managers in order to recognize and modify engrained gender roles.