

## **JSR' s Next Generation Development Action Plan (Eighth Phase)**

1. Eighth Phase Period: April 1, 2020 to March 31, 2023

### 2. Current Issues

- The company is proceeding with the development of work-life balance support schemes. However, whether or not those schemes are being effectively utilized must be verified.
- The company must provide support that helps employees who balance work with child-rearing be successful in their jobs.

### 3. Objectives and Details of Measures

#### [ Numerical Objectives ]

Achieve the following minimum levels for the childcare leave-taking rate and length of leave during the Eighth Phase:

Male employees: Leave-taking rate: 30% or higher Number of leave days taken: Average of ten days or more

#### [ Details of Measures ]

- (a) Study the effectiveness of work-life balance support schemes and promote their use.  
Conduct fact-finding studies on how work-life balance support schemes are used and verify their effectiveness. Also, study and implement promotions and seminars for employees to promote scheme use.
- (b) Foster awareness of, and a company culture that supports, men involved in child-rearing.  
Plan “mindset seminars” to dispel the notion that men and women have different roles. At the same time, conduct interviews with male employees who are new fathers and supervisors, and study and implement measures that facilitate the taking of childcare leave by male employees who desire to do so.