

Childcare support

Pregnancy

Childbirth

Support for raising the next generation

Childcare

Nursing care

Limitations on and exemptions from overtime*¹, limitations on night work*¹

Later or earlier work start or finish times*¹

Limitations on work on holidays

Consideration to and reduction of workload

Hospital visit leave (may be paid leave)

Prenatal and postnatal leave

Support for balancing fertility treatment and work*⁴

Childcare leave at time of childbirth; childcare leave (up to 2 years, may be partially paid)

Nursing care leave (can be taken 3 times, up to 365 days)

Career and childcare balance support program

Nursing care leave*³ (10 days per year)

Child nursing leave*¹ (10 days per year)*³

Childcare hours (paid)

Other

Yearly paid holidays (up to 23 days)

Yearly paid half work days

Cumulative saved leave*²

Refresh leave (incentive leave for long-term employees)

Flex-time system

Discretionary work system (R&D position employees)

Support for self-education/development

Sports and culture activities

Work-from-home system

*1 In the case of childcare, the systems apply for employees raising a child up to the third grade of elementary school.

*2 The cumulative saved leave is a system in which expired yearly paid holidays may be accumulated. This may be used for personal illness or injury, childcare, nursing of a family member, nursing care, self-education/development, or volunteer activities.

*3 Can be taken in hourly increments.

*4 The short hour work system, flex-time system, fertility treatment