Childcare support		Support for raising the next generation	
Pregnancy	Childbirth	Childcare	Family care
Limitations on and exemptions*1 from overtime, limitations*1 on night work			
Later or earlier work start or finish times*1			
Cililidate leave (can		Family care leave (can be taken 3 times,	
Consideration to and reduction of workload		(up to 2 years, may be partially paid)	up to 365 days)
Hospital visit leave (pai	d holidays: 1 day per month)	Career and childcare balance support program*2	Family care leave (10 days per year)*3
Prenatal and p	ostnatal leave Sick child care leave*1		
Support for balancing fer	cility treatment and work*4	(10 days per year)*3	
		Childcare hours (paid)*5	
Other			
Annual paid leave (up to 21 days)			
Half-day annual paid leave			
Cumulative saved leave*6			
Refresh leave (every 5 years after 5 years of continuous service)			
Flex-time system			
Discretionary work system (R&D position employees)			
Support for self-education/development*7			
Support for sports and culture activities			
Remote work system*8			