

## **University of Aizu Action Plan based on the National Act on Advancement of Measures to Support Raising Next-Generation Children**

Based on the National Act on Advancement of Measures to Support Raising Next-Generation Children, the General Employer Action Plan was created to establish (1) a planning period, (2) goals, and (3) measures for achieving these goals as well as an implementation timetable for the following initiatives.

- Creation of employment environments by companies for promoting the their employee's abilities to balance work and childcare
- Providing all employees (even those not raising children) with a range of employment conditions, etc.

Based on this act, the University of Aizu has established an action plan as described below. The plan aims to help all employees of the University fully perform their abilities at their workplace, by establishing a workplace environment which supports employees both on their work and childcare.

**Period of the action plan: 3 years starting from April 1, 2021 through March 31, 2024.**

### **Goal 1: Establishment of an environment where employees do not have to be hesitant to request the maternity/childcare leave and off-peak commuting leave, through adequate edification of these leave systems**

<Actions to be taken>

- Publicize the relevant systems to all employees through leaflets and web-announcements.
- Also explain the relevant systems to new employees and other employees at seminars and similar occasions.
- Educate employees in managerial posts about the relevant systems.
- Encourage male employees whose spouse is in the before and after childbirth period to take special leaves, such as “childbirth-related leave by fathers” and “childcare-related leave.” Employees in managerial posts should encourage those employees to take the relevant leaves.

### **Goal 2: An increase in the number of male employees requesting childcare leaves**

<Actions to be taken>

- Provide eligible male employees with leaflets explaining the relevant systems.
- Encourage male employees to take the childcare leave. Employees in managerial posts should conduct interviews with those employees and encourage them to take the relevant leaves.
- Make efforts to establish an environment where eligible employees do not have to be hesitant to request the childcare leave, through adequate announcement of the

system.

**Goal 3: An increase in the average number of annual leave taken per employee to 10 days or more by the end of March, 2024.**

(In 2020, the average number of annual leave taken per employee including part-time employees was 6.88 days.)

<Actions to be taken>

- Avoid arranging meetings on days before and after consecutive holidays, so that employees can feel less hesitant to take annual leave before and after holidays.
- Employees in managerial posts should pay attention to their staff's annual leaves and encourage them to take annual leave if they have taken just a few days of annual leave.

\*Employee in managerial post:

Employees in management/supervisory positions such as division/center directors etc. who receive special adjustments to salaries according to the Article Ten of the Regulation Concerning Salaries for Personnel of the Public University Corporation, the University of Aizu.