

# [Support in Pregnancy and Childbirth Through Child Rearing]

		Contents	Pregnancy	6th week	Delivery	8th week	Child's Age							
			1 2 3 4 5 6 7 8											
Pregnancy delivery ~ through child's first year	(1) Maternity Leave Plan	· Time off for the period after pregnancy is confirmed until before childbirth	[Orange bar from 6th week to 8th week]											
	(2) Overtime and late night work restrictions when pregnant	· No overtime or late night work	[Orange bar from 6th week to 8th week]											
	(3) Time off before and after delivery	· 6 weeks prior to delivery (14 weeks for multiple births) · No work for 8 weeks after delivery	[Orange bar from 6th week to 8th week]											
	(4) Maternity protection measures during pregnancy and after delivery	· Maternity protection measures taken based on physician's instructions during pregnancy and for one year after delivery	[Orange bar from 6th week to 8th week]											
	(5) Childcare time	· 30 minutes per day x 2 for childcare	[Orange bar from 8th week to 1st year]											
Until 3 years old	(6) Maternity leave	· Administrative Staff (Office and engineering positions) : less than 2 years old · Shop Floor Workers : less than 3 years old	[Orange bar from 1st year to 3 years old] (Office / engineering) [Orange bar from 1st year to 2 years old] (Technical) [Orange bar from 1st year to 3 years old]											
	(7) Restrictions on late night work	· No late night work	[Orange bar from 1st year to 6 years old]											
Until 6 years old	(8) Restrictions on overtime (within a set time)	· No work beyond set hours · Not to exceed 24 hours in one month; 150 hours for the year	[Orange bar from 1st year to 6 years old]											
	(9) Child nursing leave	· Childcare time awarded for immunization and health check-ups and also cases of illness and injury for the period until children enter elementary school	[Orange bar from 1st year to 6 years old]											
	(10) Child Daycare (Tacchi-chi House)	· Children able to be left at daycare center to allow female employees to balance work and childrearing	[Orange bar from 1st year to 6 years old] ( Five days off per year for one child, 10 days off per year for two or more children )											
	(11) Overtime restrictions	· No overtime · Administrative Staff : less than 8 years old · Shop Floor Workers : less than 3 years old	[Orange bar from 1st year to 8 years old] (Office / engineering) [Orange bar from 1st year to 8 years old] (Technical) [Orange bar from 1st year to 3 years old]											
Until 8 years old	(12) Short work hours	· Set working hours per day reduced by 2 hours	[Orange bar from 1st year to 8 years old]											
1	(13) Flexible time	· Allow for flexible hours (starting and finishing work)	( No prescribed hours )											

(\*)Definitions of Shop Floor Workers and Administrative Staff

( Shop Floor Workers ) ①Line operator staff ,

②Staff involved in improvement, Plant maintenance, Power Supply Control, and parts maintenance

( Administrative Staff ) Staff other than those above in ① or ②