

[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	■											
	(2)Overtime and late night work restrictions when pregnant	· No overtime or late night work	■	■										
	(3)Time off before and after delivery	· 6 weeks prior to delivery (14 weeks for multiple births) · No work for 8 weeks after delivery			■	■								
	(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	■	■	■	■								
	(5)Childcare time	· 30 minutes per day x 2 for childcare			■	■								
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	(Office / engineering)				■	■						
			(Technical)				■	■						
Until 6 years old	(7)Restrictions on late night work	· No late night work					■	■	■	■	■	■	■	■
	(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					■	■	■	■	■	■	■	■
	(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					■	■	■	■	■	■	■	■
	(10)Child Daycare (Tacchi-chi House)	· Children able to be left at daycare center to allow female employees to balance work and childrearing (Five days off per year for one child, 10 days off per year for two or more children)					■	■	■	■	■	■	■	■
Until 8 years old	(11)Overtime restrictions	· No overtime · Administrative Staff : less than 8 years old · Shop Floor Workers : less than 3 years old	(Office / engineering)				■	■	■	■	■	■	■	■
			(Technical)				■	■						
	(12)Short work hours	· Set working hours per day reduced by 2 hours					■	■	■	■	■	■	■	■
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