

General Employer Action Plan for Measures to Support the Development of the Next Generation Law

1. Target Period

Three years and ten months from June 1, 2022 to March 31, 2026

2. Goal and Initiative

Goal (1)

Promote a family-friendly working environment by extending the period of reduced working hours and offering other kinds of support to assure that childrearing employees have a stable financial situation

Objective: To develop a work environment that enables all employees to balance work and child-rearing and to fully demonstrate their abilities, thereby contributing to the national initiatives for the development of the next generation.

<Implementation period and details of initiatives>

- FY2022～
 - ▶Examine the possibilities of extending the period of reduced working hours for childcare and introducing telework, with the accompanying improvement of support systems including the network environment and personnel supplement.
 - ▶For faculty and staff members whose mother tongue is not Japanese, provide support for their life in Akita, in cooperation with their children's schools and their local communities.
 - ▶Explain the system of reduced working hours for childcare, etc. to the workers in need. Understand the needs of each worker and propose a work style that fits them in balancing work and childcare.

- By the end of FY2025
 - ▶Explain the amended regulations to faculty and staff members, and promote their use