

Hiroshima University Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children (Fifth Phase)

Hiroshima University has formulated the following “Hiroshima University Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children” to support faculty and staff in balancing work and childcare, as well as to create a more comfortable environment in the entire workplace. In the fifth Action Plan, we will further enhance the work-life balance support system for faculty and staff and create an environment that facilitates the use of the system so that they can balance work and family life and fully demonstrate their abilities.

1. Period

Three years from April 1, 2022 to March 31, 2025

2. Content

Goal 1: To provide effective operation and publicity so that faculty and staff who are raising children can more easily use the work-life balance support system

[Specific efforts]

(April 2022–)

- Investigating the status of utilization of the work-life balance support system and making continued efforts to improve the environment so that it can be used more easily
- Proactively providing information on the work-life balance support system to faculty and staff who are raising children and their workplaces

Goal 2: To support the career development of faculty and staff by implementing measures to help them balance work and life events (pregnancy, childcare, nursing care, etc.)

[Specific efforts]

(April 2022–)

- Continuing to implement the research support staff program to help the university faculty balance research and life events
- Continuing to implement the subsidy program for use of childcare services for children recovering from illness
- Providing support for use of the babysitter discount system and for childcare when faculty and staff work on holidays due to university events, etc.

Goal 3: To reduce total actual working hours and promote work-life balance by reducing overtime work and encouraging the use of annual paid leave and flexible work styles

[Specific efforts]

(April 2022–)

- Reducing overtime work by promoting digitization of work, paperless work, online meetings, etc.
- Sharing examples of flexible work styles, such as teleworking, staggered working hours, and variable working hours, to improve and review work styles