

## Hiroshima University Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children (Sixth 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.

### 1. Period

Five years from April 1, 2025 to March 31, 2030

### 2. Content

Goal 1 : To raise awareness of programs that support balancing work and childcare, confirm employees' intentions, and promote program utilization

[Specific efforts]

(April 2025–)

- When the university is notified of an employee's pregnancy or childbirth:  
Providing individual notification of the childcare leave system and other related programs.  
Confirming the employee's intention to take childcare leave (including childcare leave at birth, hereinafter the same).
- Providing managerial staff with relevant information to encourage them to communicate with and support their subordinates.

(October 2025–)

- Individually providing faculty and staff who have two-year-old children with information on flexible work arrangements and confirming their intention to use them.
- Individually inquiring about the intentions of faculty and staff who report a pregnancy or childbirth, as well as those with two-year-old children, and providing accommodations to support them in balancing work and childcare.

Goal 2 : To increase the paternity leave acquisition rate to approximately 25%

[Specific efforts]

(April 2025–)

- Proactively disseminating information on childcare support programs available to men and encouraging their use.
- Featuring male faculty and staff who have taken childcare leave.
- Providing opportunities for faculty and staff who are currently raising children or planning to do so to connect with childcare leave takers and users of work-life balance support programs.

Goal 3 : To limit overtime hours for each faculty and staff member to less than 7.5 hours per month
---

\*Faculty and staff refers to full-time

[Specific efforts]

(April 2025–)

- Continuing to report the actual overtime hours in internal meetings to raise awareness.
- Regularly reviewing the division of labor through management-led interviews and other means to prevent an uneven distribution of workloads.
- Continuing to promote teleworking and online meetings to reduce travel time and enhance work efficiency through better time management.
- Making efforts to avoid holding conferences and meetings outside of prescribed working hours.