

Experience from taking childcare leave

1 Company	Tipton Corp.
<p>2 Company's initiative</p> <p>(1) Motivation to promote childcare leave for men As the number of working couples increases, the trend in society is for men to take childcare leave as well and we want to be a company that can flexibly accommodate this dynamic lifestyle.</p> <p>(2) Steps to encourage men to take childcare leave We provide information to all employees about the childcare leave system for men and also provide individual guidance when their child is born.</p> <p>(3) Promoting uptake and finding solutions Depending on the nature of the work, some employees may find it difficult to take childcare leave. Therefore, a companywide effort needs to be undertaken to successfully implement this initiative.</p> <p>(4) Initiatives taken to ensure business continuity Clarify the nature of the job and promote multi-skilled work in order to create a support system that makes taking paternity as seamless as possible.</p> <p>(5) Receiving continuous feedback/suggestions. If we continue to encourage men to take childcare leave and increase the number of cases, a better understanding can be achieved by not only those taking leave but related departments as well.</p>	

1 Period of childcare leave	192 days
<p>2 Regarding taking childcare leave</p> <p>(1) Reason for taking childcare leave As a first-time parent, childrearing and easing the burden of the mother by being present and contributing as much as possible.</p> <p>(2) What was good about taking childcare leave My husband and I were able to share this time and I was able to understand how difficult it is to raise a child. The bond with my family deepened as a result.</p> <p>(3) Points taken in order to ensure a smooth handover of work when taking childcare leave Defining the nature of my job so that it can be accurately passed on to my colleagues. We also tried to avoid leaving unfinished work as much as possible.</p> <p>(4) What I can utilize in my work through my experience of taking childcare leave I am now able to maintain a balance between work and private life. Also, by defining the nature of my job, I was able to proceed with things in a planned manner.</p> <p>(5) Advice for those considering taking childcare leave It's easy to be reluctant to take childcare leave if it disrupts the company and co-workers, but there are also positive aspects such as deepening your bond with your family and being more motivated to go back to work. Overall, it should be viewed as a positive undertaking.</p>	