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Vol. 29 / May 2023

special feature

NEW

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ENGLISH



# What exactly is paternity leave for men? noyo?

We interviewed a male employee who took childcare leave and his boss!

How many days do you have in your life when you can spend time with your family?

Being able to think things through is a privilege of childcare leave. Taking childcare leave

It's not just ma's job. Dads now take childcare leave and are actively involved in childcare

Both the government and JATCO are supporting this. This time with the birth of my first child

Next, Mr. Ken Okahara of the Control System Development Department, who took childcare leave for about four months, and his boss

We interviewed Mr. Seiichiro Takahashi about childcare leave for men.

## Interview with Ken Okahara, who took childcare leave



Human Resources and General Affairs Department Mei Umehara (interviewer) and Ken Okahara

## RANKING

1



**Thin Create  
ive ~ Completion!**

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2023.05.16 | Featured

2



**Super GT spectator  
ket present  
-May issue-**

2023.05.16 | Serialization

3



**New hires in 2022**

member introduction

2022.06.23 | Serialization

Four



Assigned Supervisor Certificate of Appreciation  
Presentation ceremony -FY22-

2023.05.10 | Featured

Five



**JATCO Group**

of health management

2021.11.18 | Serialization

## INFORMATION

**Jatco**

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The mission is passion.

## Q: Please tell us what made you decide to take childcare leave.

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Okahara: My wife chose to give birth in my town instead of going home. parenting is hard I heard that JATCO has a system that allows you to take childcare leave. I knew about it, so when I had a child, I was talking about raising it with my wife. So, I took maternity leave.

## Q: How did you prepare for taking childcare leave?

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When I entered the stable period, I consulted with my boss. New Year with the turn of the year I was able to predict that it would affect my personnel assignments, so I consulted as early as possible and Develop long-term plans, such as business planning and handing over to juniors, so that work will not be hindered even if the I prepared it.

## Q: How did your boss react when you asked about taking childcare leave?

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He was a very understanding boss and was very responsive. Support taking childcare leave I am very grateful to my boss, team members, and the company.

## Q: What were your days like during maternity leave?

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Every day was a battle of physical strength. I also cry at night (laughs). My wife mainly takes care of the children, and I do the housework. I was in charge of my heart, but it was already evening when I was relieved after the housework was over, so I bought it from there. It was a tough day because I was going to things like that. (Fig2) It was tough, but I think I was able to become quite an asset in raising children. mom hugs Even if you're not wearing it, I hope you'll stop crying and fall asleep peacefully in my arms It's done, and I love that sleeping face. (Fig3) In addition, my wife also has time to go out. So I think I was able to contribute to my wife's change of mood.



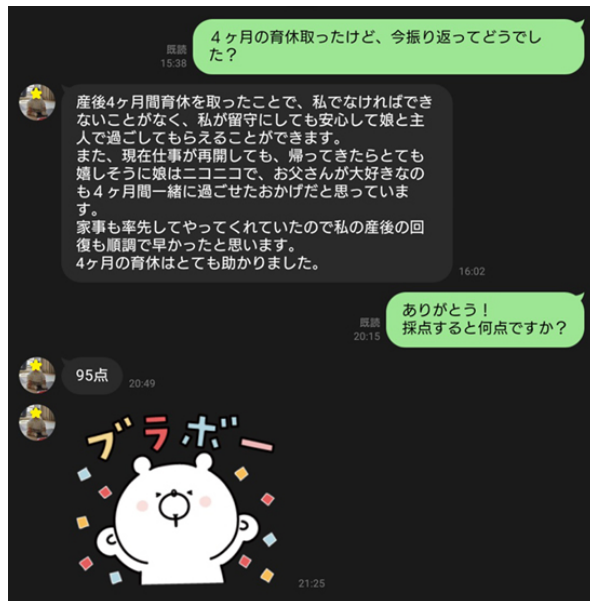
Fig2: Struggling with housework



Fig3: Putting the child to sleep

## Q: How was the evaluation from your wife?

He was very happy to help me.



LINE interaction with my wife. 95 points high evaluation

vinegar!

## Q: Did you notice anything when taking childcare leave?

I wrote "I want you to be happy" on my daughter's 100th anniversary album.

I looked back at myself. Achieving results as a team is important, but team members

Being happy with the bar working, Well being\*

I realized that the concept that expresses the state of being held is also important. In addition,

I prepared very carefully before entering the company, but when I returned to work, I didn't have enough preparations.

I wasn't able to do it, and after returning to work I had a bit of a hard time, so I started a return-to-work program.

Or, I think it would be good if there was something like a model case when returning to work.

bottom. Advice to those who take childcare leave in the future to prepare properly for returning

I want to send you a chair.

## Q: Some people in the company still think that it is too difficult for men to take childcare leave. Please give a message to all employees.

Taking childcare leave is by no means an easy path, but I am glad that I took it.

I live happily every day with my wife and daughter. If you want to take childcare leave,

I think it would be a good idea to consult with your boss without being afraid of leaving yourself. team

It's hard when I leave the team, when I return to the team, and when I'm out.

I think it would be a good idea to cherish the experience of becoming a parent while raising a child together.

## Boss Interview Seiichiro Takahashi



Mei Umehara (interviewer) and Seiichiro Takahashi (boss)

## Q: Mr. Takahashi, what are your thoughts on men taking childcare leave?

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Takahashi: I heard about male paternity leave in recent news, so I thought it was becoming a target, but there are still people around me who are taking it. I got the impression that there weren't many and there was almost no concreteness.

## Q: Mr. Takahashi, your boss, how did you feel when Mr. Okahara asked you to take childcare leave?

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First, I said, "Congratulations!"  
I said yes.

## Q: As a supervisor, what kind of preparations did you make for subordinates to take childcare leave?

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I didn't prepare much (laughs). You expressed your intention to take childcare leave. It was March, so I was able to think a little when thinking about the system for the next fiscal year. Mr. Okahara himself made a solid plan for taking childcare leave, such as the distribution of work. It didn't bother me too much.

## Q: What are the key points that you prepared well?

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The current work of the group is not a work that can only be done by Mr. Okahara.

It was a system that everyone could share the work, so even if there was one fewer person, it would still work.

I think the most important point was that they shared the work and made a plan.

## Q: What kind of support did Mr. Okahara receive after returning to work?

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Even after returning to work, Mr. Okahara has been able to carry out his duties smoothly and needs special support.

It wasn't a good situation.

## Q: I think that the number of male employees taking childcare leave will increase in the future, partly because of revisions to the law. Do you have any advice for bosses who have male subordinates?

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I think it will be easier to prepare if you ask for advice early, so the atmosphere is easy for subordinates to consult.

I think it's important to be careful.



## Papa should also take childcare leave and get involved in childcare (Interview with video)

In this interview, I was very impressed by Mr. Okahara's gentle smile when he talked about childcare.

remained in Although childcare was hard, it was a wonderful and irreplaceable experience.

I felt that Being involved in raising a child is an experience like no other. through childcare

Therefore, new discoveries and experiences lead to personal growth. Childcare leave at JATCO

The employment system is also well-developed. Dads should also take advantage of childcare leave to participate in childcare.

Then, taking childcare leave as an opportunity, I seriously worked on fostering a corporate culture and building a system.

Aiming not only to balance work and childcare, but also to create a comfortable working environment for all employees

let's



## Preliminary knowledge Law revisions and the rapid increase in the number of men taking childcare leave


In 2021, Japan will revise its laws to promote an environment in which men can take childcare leave. was Along with this, JATCO is also calling for the use of the male childcare leave system. vinegar. In fiscal 2020, only 1 male employee took childcare leave, but in fiscal 2022, 19 male employees took childcare leave. people are increasing. In addition, the government provides childcare leave for newborns (postpartum papa childcare leave). announced that it plans to raise the level of benefits for those who doing. Social insurance premiums are exempted during birth child childcare leave (postpartum papa childcare leave) Therefore, it is expected that 100% of the total will be effectively covered, and measures are being taken to strengthen financial support. vinegar.



Check out the interview video!



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2023.05.23

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