

~Messages from JPX's female employees~



Y. I., 30s

(Workstyle during pregnancy) Being pregnant is physically challenging, so I am very grateful for the flexible, shortened working hours system put in place as part of the childcare support systems. Currently, I am pregnant with my second child, and there have been many issues such as morning sickness, lower back pain, and unexpected medical examinations, and so I am really grateful for the flexible system and environment that allow me to take outpatient leave or leave for pregnancy disorders when necessary.

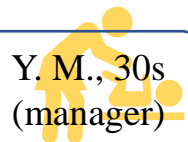


N. Y., 30s

(Did you have any anxiety about balancing your career and child-rearing?) Across the company, there are many senior employees who have experienced pregnancy and childbirth, and as the environment is set up to facilitate use of the pregnancy support systems and people's understanding, I didn't feel much anxiety about either my physical condition or career. Since I was returning to work in the department and position I originally had, it was easier to grasp the image of how my career would unfold after returning to work, so I did not feel great anxiety.

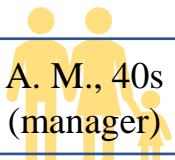
(Before returning to work, did you have any anxiety?) Before returning to work, I had a meeting with my boss to discuss my child-rearing circumstances and see if my vision of my career and work style after childcare leave was aligned with my boss's. This facilitated my smooth return to work, and when I met with my boss in the meeting, I felt that he conveyed not only his understanding of my wishes but also the current circumstances of the department and the specific roles that I am expected to play within this, which increased my motivation on returning.

(About work styles at JPX) I believe JPX not only has a system in place to support female employees during pregnancy and after returning to work but also has created an atmosphere in which we can easily utilize the support system, which makes it easier for us to strike a balance between work and private life. In addition, I think I am very fortunate to be in an environment where all employees can use flextime and telework systems that make work easier, not just specific categories of people like maternity, post-maternity, or female employees.



Y. M., 30s
(manager)

(About work styles at JPX) In a good way, I feel that the sense of "being special" because of raising a child is fading. There is an increasing number of people who work while taking care of their elderly parents at home or receiving regular outpatient treatment. Of course, there are restrictions on time, but that does not necessarily apply only to women raising children, and I feel like everyone is managing to balance family affairs and their own issues while minimizing the impact on their work. Currently, I am a mother of three children, but by combining telework and flextime, I have been able to work full time and do not have to shorten working hours.



A. M., 40s
(manager)

(Did you have anxiety about being pregnant in the midst of building your career?) After I consulted about my pregnancy, a person in charge in the Human Resources Department immediately set up a one-on-one meeting to explain about the various support measures. I was relieved to know that the system would allow me to continue working while giving priority to my physical condition during pregnancy.

(About work styles at JPX) Over the past decades, JPX has established a variety of systems to support childcare as a company and has been reviewing and improving these systems. The number of female employees balancing childcare and work has increased. The company has also been more aware of the ratio of male employees taking childcare leave (in my department, the department director has taken paternity leave). I feel that the company is fostering a spirit of being able to work sustainably while respecting each other, in light of the circumstances of individual employees, not just childcare but also others such as nursing care.