

## Employees

# Work-Life Balance

The Otsuka Group respects the diverse values and lifestyles of its employees. It endeavors to create workplace environments that allow all employees to realize their full potential while maintaining work-life balance.



Otsuka Pharmaceutical Factory: Caregiver seminar



Otsuka Chemical: 'No Overtime Days' poster

### VOICE



#### Reconfirming the Importance of Preparing for the Future

##### Takeshi Hara

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Since my father is now living on his own, I often worry about how he would manage if something happened to his health. That is why I decided to take part in the caregiver seminar, and I learned a lot more than I had expected. Not only did I find out about the company's programs for caregiver leave, but I also learned the importance of making preparations while my father is still healthy. I intend to take this seminar once more if it is offered again, and I will begin preparing for my dad's future needs.

### Caregiver Support

With the aging of Japanese society, the Otsuka Group offers programs to help employees maintain their jobs while also caring for elderly family members. The Group is creating a workplace environment that allows employees to continue their work with confidence while they provide home care to an older parent. The company programs include caregiver leave, shorter working hours for caregiving (up to one year) and caregiver flex-time (up to one year). Employees with a family member needing support or care are encouraged to use the programs. Otsuka Pharmaceutical Factory conducts an employee survey each year. Due to an increase in feedback expressing concern over balancing work and home care responsibilities, the company held a seminar to provide information on caregiver support. The seminar included basic knowledge concerning company programs, the home care situation in Japan, and the public long-term care insurance system.

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### Parenting Support

The Otsuka Group companies in Japan have obtained Kurumin mark certification\* as enterprises that support rearing the next generation. They are also working to help employees achieve work-life balance, by creating workplace environments that support employees with childcare responsibilities. The Group offers a parenting leave system, shorter working hours for childcare reasons, and a parenting flextime work program. An accumulated paid leave system has been introduced for employees to save up to 10 days per year, up to a maximum of 50 days, for future parenting leave. By also setting up on-site day care centers, the Group is working to create programs that can accommodate the actual circumstances of each individual employee.

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\* Prefectural Labor Bureaus provide Kurumin certification to companies that meet criteria, such as creating an action plan and achieving goals based on the Act on Advancement of Measures to Support Raising Next-Generation Children.

\* Results are for the nine months from April to December.

#### ■ Paid leave usage rate (including full-time + contract employees / carryover portion)

	(unit: %)	
	FY2013	FY2014*
Otsuka Pharmaceutical	56.5	52.5
Otsuka Pharmaceutical Factory	56.0	54.7
Taiho Pharmaceutical	57.9	59.8
Otsuka Chemical	60.2	61.0
Otsuka Warehouse	49.0	57.8
Otsuka Foods	52.4	49.3

#### ■ No. of employees taking parenting leave

	FY2013		FY2014*	
	Male	Female	Male	Female
Otsuka Pharmaceutical	0	94	1	86
Otsuka Pharmaceutical Factory	1	11	0	18
Taiho Pharmaceutical	33	30	32	43
Otsuka Chemical	2	3	0	0
Otsuka Warehouse	0	3	0	5
Otsuka Foods	0	7	0	7
<b>Total</b>	<b>36</b>	<b>148</b>	<b>33</b>	<b>159</b>