

次世代育成支援対策推進法に基づく一般事業主行動計画
クレディ・スイス証券株式会社

Action Plan for "Act on Advancement of Measures to Support Raising Next Generation Children"
Credit Suisse Securities (Japan) Limited.

以下の行動計画を策定します。

1. 計画期間 令和2年4月1日 ~ 令和7年3月31日
2. 内容

<目標>

社員が仕事と家庭の調和をはかりやすい職場環境を整備し、全ての社員がその能力を十分に発揮できるようにすることを目標に、次のような行動計画を策定する。

<対策>

- 託児所の一時預かり、病児保育や保育園施設との法人契約について、すでに締結済みの契約の内容見直しおよび新規の契約締結の追加を適宜進め、かつ制度について周知し、利用の促進を図る
- ベビーシッター割引券配布の他、育児支援に関する福利厚生アウトソーシングサービスの拡充を図る
- 子育てを題材にしたワークライフ・コーチング・サービスプロバイダーによるセミナー等を継続的に開催する
- 社内ダイバーシティネットワーク ("Japan Diversity Network") を支援し、子育て中の従業員とその家族向け社内イベント等を実施する
- 社内アジア海外拠点含めた横断的な取り組み ("Parenthood-Career Transition Support in Asia Pacific") との連携を図り、女性社員のみならず、男性社員についても配偶者が出産する際の特別休暇や育児休業について周知・奨励することで、それぞれ取得率の向上を図る
- 全社員に対して年次有給休暇取得を促し、年休取得率の向上を図る

We commit to the following action plan:

1. Plan period: April 1, 2020 - March 31, 2025
2. Content

Objectives

Our goal is to maintain a workplace that makes it easy for all employees to have a better work-life balance and to promote a workplace that gives all employees to fully demonstrate their abilities through the below measures.

Measures

- Review all the currently effective service contracts of external facilities for back-up childcare support, sick children and nursery centers, moreover, seek further expansion of new contracts to add if necessary so as to promote our benefits plans for employees and encourage further use of them.
- Seek further expansion of outsourcing services for home care type of childcare support programs including but not limited to distribution of baby-sitting discount coupons.
- Continuously hold seminars by work-life coaching service providers on the subject of childcare.
- Assist an in-house diversity network ("Japan Diversity Network") and hold in-house events intended for employees caring for children and their families.
- In cooperation with in-house region-wide initiatives ("Parenthood-Career Transition Support in Asia Pacific"), communicate to not only female employees but also male employees that special leave and parental leave when their spouse gives birth would be encouraged so as to improve the usage rate of these types of leaves.
- Encourage and assist all employees to take annual leave so as to improve the usage rate of it.