

Seminars and Initiatives on Balancing Work and Caregiving

1. Purpose

By raising awareness of systems and services related to balancing work and caregiving, we aim to support employees in better understanding caregiving and how to manage both responsibilities.

[illegible]

2. Program Overview

- (1) Health promotion staff from branches, factories, and research centers nationwide gathered at the head office to attend a lecture by an instructor from the Shiba Community Comprehensive Support Center. The lecture covered support for balancing work and caregiving and how to utilize community support centers. This initiative enhances the skills of our health promotion staff and strengthens their role as key communicators at each site.
- (2) At each business site, our staff provided all employees with information on caregiving characteristics and available support systems for balancing work and caregiving.



3. Employee Feedback

- (1) **Feedback from health promotion staff who serve as key facilitators at business sites**
 - “I want employees to know that community comprehensive support centers exist nationwide and are available for anyone to use with confidence. I plan to announce this regularly during morning meetings and company gatherings.”
- (2) **Feedback from employees who attended the training**
 - “I now understand the steps to take when I or someone around me faces caregiving challenges.”