

Mandom Corporation Engages in the Prevention of Separation from Work due to Nursing Care as Part of Activities to Promote Achievement of Work and Life Balance.

- Obtaining the Tomonin* Mark, certified by the Ministry of Health, Labour and Welfare and promoting employee understanding of the activity. -

Mandom Corporation (Headquarters, Osaka; President Executive Officer & Director, Motonobu Nishimura; hereinafter referred to as “the Company”) has examined and introduced a support system in order to balance both work and childcare/nursing care as part of the activities to achieve the work and life balance of employees since fiscal year 2008 with the aim of building a company where employees can work actively for a long time.

We conducted a fact-finding survey in order to identify employees’ current status related to nursing care with the purpose of further promotion of support for balancing work and life.

As a result, it was revealed that not only employees who are involved in nursing care, but also their worksite, including their supervisors, have a poor understanding of the system.

Consequently, the Company obtained the Tomonin Mark, which is certified by the Ministry of Health, Labour and Welfare, in June 2016 with the aim of promoting the understanding of the internal system related to nursing care.

The Tomonin Mark can be used by companies addressing the development of a work environment ensuring the balancing of work and nursing care. The Company will use this mark as a symbol to promote understanding and reform awareness of the support system not only by employees involved in nursing care, but also by their supervisors and the entire worksite, and will thereby address the prevention of separation from work due to nursing care through creating a worksite culture where employees can use the system without hesitation.

■ **Results of Fact-Finding Survey on Nursing Care with Employees (n=535, conducted in June 2016)**

A fact-finding survey on nursing care was conducted with employees of the Company in June 2016. As a result of the survey, the percentage of persons who have experienced nursing care was less than 30% of all employees; however, the percentage of persons who replied that they may be involved in nursing care five years from now was over 70%. In addition, the percentage of persons who replied that they know the details of the nursing care system of the Company did not reach 20%. The percentage of persons who replied that there is a cooperative structure in the Company and therefore it is easy to use the nursing system was 23%. However, the number of persons who replied that there is a

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cooperative structure, but work is too busy to use the system was less than half of employees. Combining it with the percentage of persons who replied that they cannot use the system because of the worksite culture that will not allow them to use the system, which was 8%, the result is that the number of persons who think that the system is actually difficult to use or that they are unable to use the system exceeded half of employees. Over 60% of persons consider that the desirable working style while engaging in nursing care is to continue working while using the system. Combining it with the percentage of persons who replied to return to work after using the leave system which was 22%, it was found that over 80% of employees desire to balance work and nursing care by using the system.

<Survey Results>

- (1) I have experienced nursing care.: 28%
- (2) I may be involved in nursing care five years from now.: 72%
- (3) I know the details of the nursing care system at the Company.: 16%
- (4) Is your worksite an environment where the system is easy to use?
 - There is a cooperative structure, but work is too busy to use it.: 48%
 - There is a cooperative structure and it is easy to use the system.: 23%
 - I cannot use the system because of the worksite culture that will not allow me to use the system.: 8%
- (5) Desirable working style while engaging in nursing care
 - I would like to continue working while using the system.: 64%
 - I would like to return to work after using the leave system.: 22%
 - I will quit working and will be dedicated to nursing care.: 5%
- (6) I feel anxious about nursing care.: 90%
 - <Details of anxiety about nursing care>
 - I do not know how long the nursing care will last.
 - If I take leave for nursing care, my income will be reduced.
 - I do not know the structure of the public insurance system.
 - I do not know the Company's nursing care support system, and more.

Based on these results, the Company will engage in the prevention of separation from work due to nursing care by thoroughly disseminating and operating the system through proactive transmission of information in order to create a work environment where employees can balance work and nursing care.

[Reference]

*** Tomonin**

Tomonin is the nickname of a symbol mark for development and promotion of “a workplace environment where work and nursing care can be balanced.”

The Ministry of Health, Labour and Welfare created a symbol mark, Tomonin, that can be used by companies addressing the work environment where work and nursing care can be balanced in order to increase the interest in and recognition of activities for a work environment where work and nursing care can easily be balanced and to increase social motivation in view of prevention of separation from work due to nursing care.

(Source: Website of the Ministry of Health, Labour and Welfare)

Tomonin Mark



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