



Kids Harmony Shinjuku

Establishing workplace daycare facilities

In response to changes both inside and outside the company, the JR East Group continues to review employees' working styles and jobs, and in light of the need to create a corporate environment that enables a wide range of personnel to work autonomously and develop their careers, we have proceeded with various initiatives to enhance our existing work-life balance support system. At present, based on the General Business Operator Action Plan developed in line with the Act on Promotion of Women's Participation and Advancement in the Workplace enacted in April 2016, we are working to increase the proportion of female hires and the ratio of female managers, to establish an environment that enables various working styles, and so forth.

Many employees work irregular hours, but our aim is to be a company that enables them to continue working even when major life events occur, and as part of these efforts, we are actively working to open new daycare facilities at our workplaces.

◎Current status

Since February 2010, for the purpose of supporting returning to the workforce after maternity leave, supporting employees who work irregular hours, securing and retaining outstanding personnel, and so forth, we have established workplace daycare facilities in four locations to date (in the JR Tokyo General Hospital, Sendai City, Tokyo Branch Office building, and the JR Minami-Shinjuku Building). As another measure to address irregular working hours, we have also established 24-hour childcare. Furthermore, in the Tokyo metropolitan area, with the aim of alleviating the burden on parents when commuting, we provide supplies such as diapers, milk and laundry service. In April 2013, we transformed one facility into Kids Harmony Shinjuku, a diversity-oriented nursery school that can be used by employees at multiple companies. This leverages our knowledge of the nursery schools near stations that we had previously established while also accepting local children at the request of the municipality. In addition to the existing Sendai facility, we are actively moving forward with plans to open more workplace daycares in various locations across eastern Japan in the future.



Poppoland Sendai

Yuka Kadowaki

Senior Chief Conductor, Sendai Transportation Depot, Sendai Branch Office,
User of Poppoland Sendai

◎Managing working styles**Job and working style**

Since May 2016, I have been in charge of providing guidance for conductors, such as training for new conductors. I enjoy doing this work, which presents challenges that aren't covered in any manuals, since it requires understanding the personality and background of each individual employee and developing training plans accordingly.

The process of training someone to be a full-fledged conductor has some similarities to raising a child, so I feel I'm able to draw on my child-rearing experiences in my job.

When it comes to balancing child-rearing and work, I try to think about maintaining the right pace for myself and my child. However, if you prioritize your children too much, it will put pressure on them, so I think it's important to find the right balance.

Choosing Poppoland Sendai

Based partly on advice from senior colleagues at work, I decided to put my child in Poppoland Sendai and return to work. I wanted to continue working as a train crew member after returning to work, so I preferred a workplace daycare that understood the nature of railway work and from which it would be easy to receive support, given that I might have to deal with emergencies and require extended daycare hours. That was the main reason for choosing Poppoland Sendai.

The daycare is also located right next to my workplace and JR Sendai Hospital, which provided peace of mind for both me and my child.

Balancing work and child-rearing

In addition to providing workplace daycares, I think JR East has established a good system. For me personally, working full-time suits my lifestyle, so I returned to work on a full-time basis. But things don't always go as planned. Sometimes, I have to leave work early due to an emergency involving my child. I'm really grateful that my boss and co-workers are so understanding at those times, telling me that it's no problem if I go home early. The fact that I always appreciate my work is a key point in balancing my job with child-rearing.

I think it's essential to have the support of those around you and choose a working style that suits your lifestyle, so that you don't have to depend too much on the system.

**Yuki Yokota**

Koenji Station Staff, Tokyo Branch Office, User of Kids Harmony Shinjuku

◎Developing with your children**Job and working style**

Since returning to work on the day shift, my job has included providing information about vending machines, providing information for customers in wheelchairs, and providing backup for ticket issuing and ticket collecting. Having been entrusted with various tasks, I find the work to be rewarding every day. I think about what I can do to make the station more user-friendly and how can I provide better support for my younger colleagues and managers. When it comes to working while raising a child, my boss and co-workers are very understanding. They ask me how my child is doing and remember when it's my day to go pick him up, for which I'm really grateful. My husband and I take turns picking our child up from daycare and share the housework, so we work together to cope with work and child-rearing. I think the understanding and support of my workplace and husband is what has enabled me to find a good balance.

Choosing Kids Harmony Shinjuku

When I returned to work, I looked for a daycare near my home, but I had trouble deciding on one, and that was when the stationmaster told me about Kids Harmony Shinjuku. The biggest reason for choosing it was the fact that the daycare understands the nature of our employees' work. It was also refreshing to find a daycare right in the middle of the city. When dropping off and picking up my child, we take a commuter train, and he sits there quietly looking out the window, which makes things easier for me. The daycare staff are also understanding about my work when talk they with me, which I really appreciate.

Balancing work and child-rearing

Since I wanted to go back to work quickly, I would drop by the workplace around once a month with my child. Once I actually returned to the job, everyone there supported me, and my work is very fulfilling each day. I think the fact that I'm able to enjoy working as well as raising a child has a synergistic effect. For me, being able to develop personally at the same time as my child is growing is what balancing work and child-rearing is all about.

