

Action for Children's Future 2026

Pocket Book



Toward realization of
Tokyo's **Children First**,
we will implement concrete actions.



By **sincerely listening to views
and thoughts** of children, from the
viewpoint of “**the best interests of
the child**”, it is important above all to
update child-oriented policies.

Based on “Action for Children’s Future”,
we will **practice dialogue** and
create “present” and “future”
together with children!

Contents

Reflecting Actual Situations, Views And Thoughts of Children to Child-Oriented Policies	3
An Information Platform for Connecting with Children	7
Tokyo Metropolitan Government Basic Ordinance on Children	9
Children’s Growing Up in Infancy	11
Growing-Up of School-Age Children	13
Improvement of School Climate	15
Creating “Connections” That Support Growth	17
Promoting “Experiencing Activities” to Nurture Children's Futures	21
Creation of Circumstances to Protect Children from Accidents	23
Promoting Mental Health During Adolescence	25
Creating a variety of “Places for children to belong”	27
Creating opportunities to foster a global perspective	29
Prioritized Action Toward Strengthening Child-Oriented policies	31

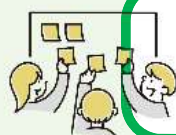
Reflecting Actual Situations, Views And Thoughts of Children to Child-Oriented Policies

Views of 18,000 Children



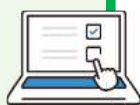
Interviewing at
places for children to
belong

Visit Lectures



Workshops for
Children

Questionnaires by
making use of SNS



Child monitor of
Tokyo Metropolitan
Government

Project for participation in
decision making by junior
and high school students



Accurately understand children's views and needs and incorporate them into policy

Continuously updating Child-oriented policies

Evidence Relating to Children (actual situations and awareness)

Targets for survey 10,500 households



For more
information
see from here

Fixed-point survey on
children "Tokyo Child
Questionnaire"



“Incorporating Children’s Views into Policy” Across Tokyo

By leveraging the case studies and expertise accumulated by the metropolitan government, **we will support the public listening efforts of the city, ward, and town/village governments.**

01



Establishment of a Helpline

Provide technical advice and support tailored to each stage of the listening process

02



Introductory Course on Listening to Children’s Opinions

Promoting understanding of the significance and importance of listening to children's opinions

03



Facilitator Training Program

We conduct training sessions that provide hands-on instruction in the knowledge and skills required of a facilitator.

04



Provide funding to cover the costs of public listening initiatives

Supporting public hearings at “places for children to belong” and initiatives to promote “child participation”

Project for participation in decision making by junior and high school students



For more
information
see from here

Junior and high school students discussed about the Child-oriented policies and made a proposal to the Governor.

The contents of proposal to the budget draft of Tokyo Metropolitan Government.

STEP 01 » Orientation

- ✓ Under the theme of “**Encouraging junior and high school students to develop an interest in business and entrepreneurship,**” discussions were held over a period of about four months.



STEP 02 » Group Work, Field Work

- ✓ Visited TIB (Tokyo Innovation Base), the city’s startup support hub, and participated in an entrepreneurship program.
- ✓ Conducted interviews with ITAMAE members.



STEP 03 » Interim Report Session, Group Work

- ✓ Presented the proposal, which is currently under consideration, to senior officials of the Tokyo Metropolitan Government. We then refined it with the intention of submitting it as a policy proposal.



STEP 04 » Policy Proposals to the Governor

【 Policy Proposals】

The “**Entrepreneurship Development Program,**” run primarily by junior and high school students.



Fixed-point survey on children “Tokyo Child Questionnaire”



All the results
of survey

Continuously understanding changes in
actual situations and awareness of children

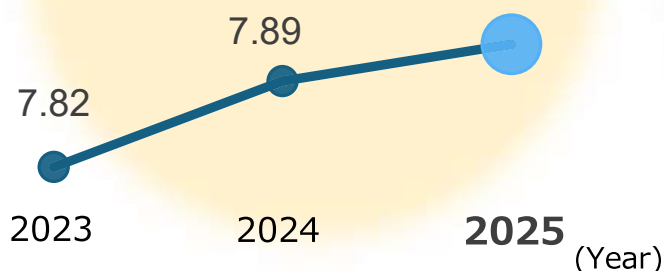
The survey covers
more than
10,000 households each year

I'm using generative AI

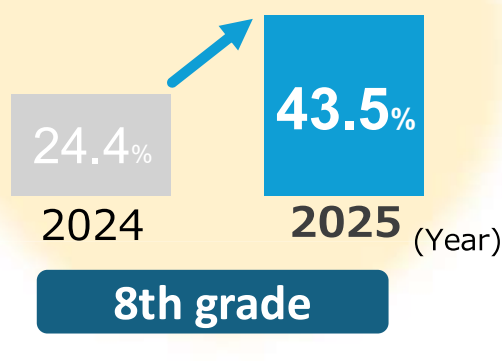
I'm happy right now

7.92

(The average score on an 11-point scale from 0 to 10)



Up 19.1 points



Providing feedback to children

We have created **three types of reports for children** to match their **developmental stages**.

In response to **children's feedback**, we adopted a **comic book format**.



An Information Platform for Connecting with Children

Continuously updated based on feedback from children

Tokyo Children's Website



See Website
from here

Connecting one terminal per one child!

“Entrance to the metropolitan government” for children

2025

Over 200 million page views
annually(estimated)
Up to 90,000 visitors per day!



Big hit!"Tokyo Children's Typing Race"

Supporting every child's curiosity

- “Learn Tokyo the Fun Way”: An Introduction to AI Japanese
 - ✓ Conversation practice for everyday life
- AI Consultation for Independent Research Projects
 - ✓ Helping children find topics for their independent research projects



Fully operation from March of 2026 Tokyo Junior and High School Students' Website

Developing the Junior and High School Edition of the Tokyo Children's Website

“Entrance to the metropolitan government” for junior and high school students

December 2025 Beta Version



See Website from here!



Practice English Conversation with AI



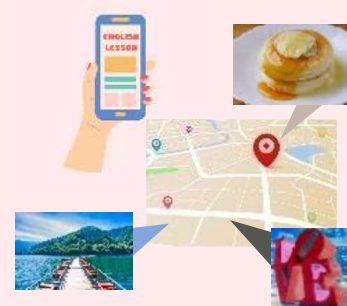
Articles written by junior and high school students



Counseling Service for Worries and Anxiety

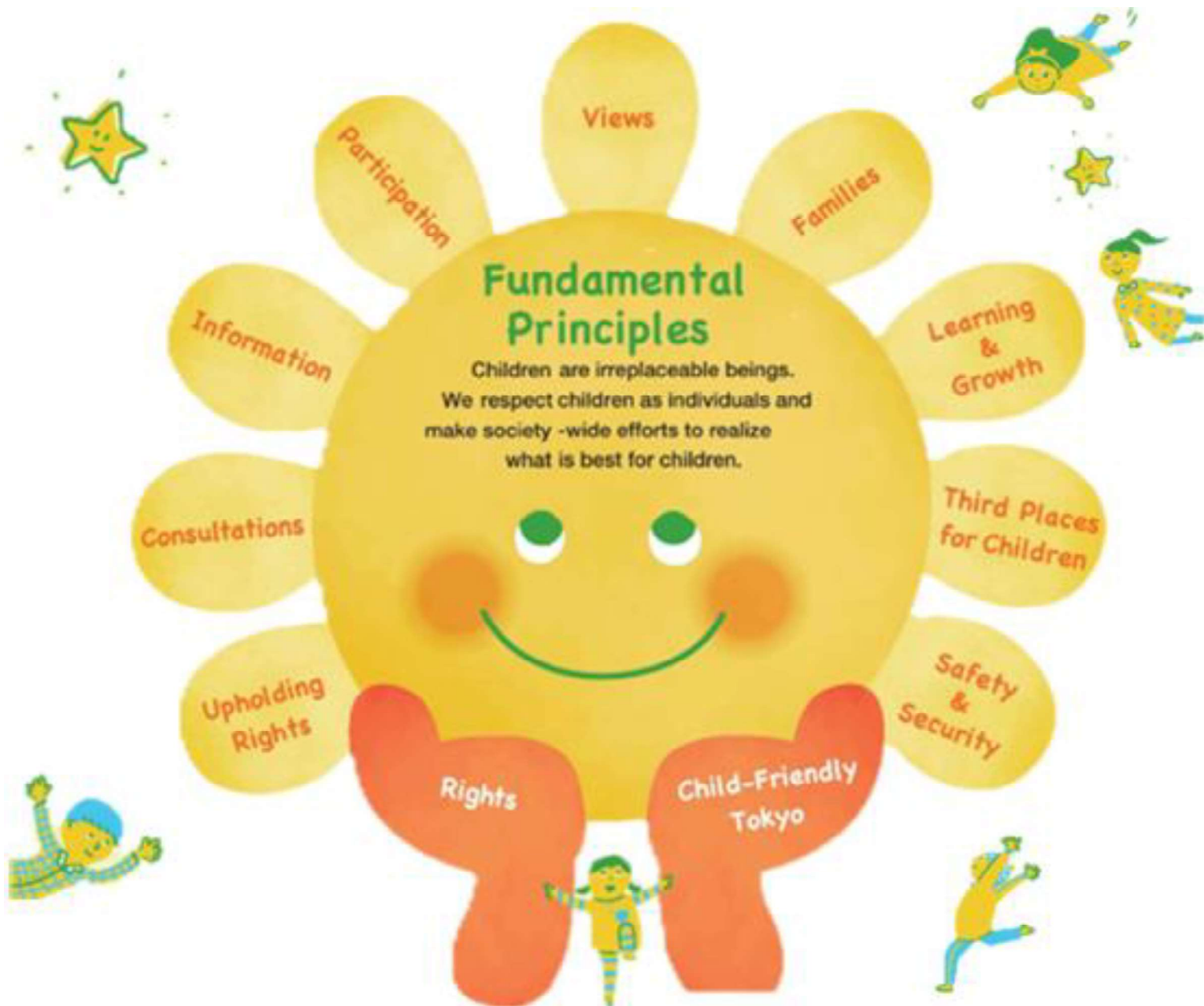
Learn about and enjoy "Tokyo's charms"

- Learn English with AI using “Tokyo” as the topic
- Create a Tokyo Attractions Map and promote “Cool-Tokyo” (tentative title) as a collective effort



Tokyo Metropolitan Government Basic Ordinance on Children

Centrally prescribed the basic viewpoint
of child-oriented policies



For more
information
see from here

**Promote and raise awareness of the
ordinance's fundamental principles
among all Tokyo residents, including
children**

Raising Public Awareness among Children

- **Create opportunities for children to learn in a fun way and participate actively**, thereby promoting understanding of the ordinance.
 - ✓ On-site Ordinance Workshops at Elementary and Junior Schools, etc.



Raising Public Awareness among Adults

- **Utilizing the Tokyo Metropolitan Government's Basic Ordinance on Children Handbook and explanatory videos** to conduct public outreach and training sessions.
 - ✓ Outreach and awareness-raising activities at meetings attended by neighborhood associations and other groups, etc.



Raising Public Awareness by Leveraging Inter-City Networks

- **By collaborating with a diverse range of stakeholders both domestically and internationally**, we will create opportunities for **promoting the principles of the ordinance and exchanging views**.
 - ✓ Tokyo Global Forum on Children, etc.



Children's Growing Up in Infancy

Infancy is an important period to develop “non-cognitive skills”

Mental abilities related to **oneself**

- Self-appraisal
- Motivation
- Persistence

Mental abilities related to **sociability**

- Ability of mind to understand
- Thoughtfulness
- Cooperativity



Program common to a nursery school and a kindergarten to support progress/growing up (**SUKUSUKU**) x curiosity/spirit of inquiry(**WAKUWAKU**) of infants at kindergartens and nursery schools

< Sample Program >



こどもの「すくすく×わくわく」をおうえん

Inquiry of “colors”



By mixing colored water, creating children's own colors.

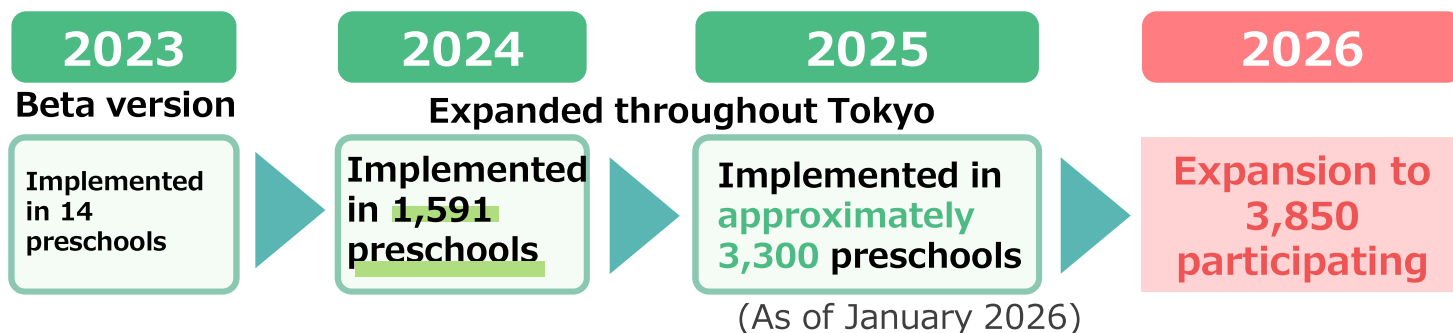
Inquiry of “Nature”



Spending time in nature with friends, collecting things like twigs and leaves.

Support for growing up of mind of infants

◆ Initiatives that make use of the distinctive features of kindergartens/nursery schools have been spreading



Did you notice any changes in the children as a result of the program?

Curiosity and a desire to explore have increased

73%

Motivation has increased

63%

Excerpts from a survey of teachers at participating preschools for the 2024 school year

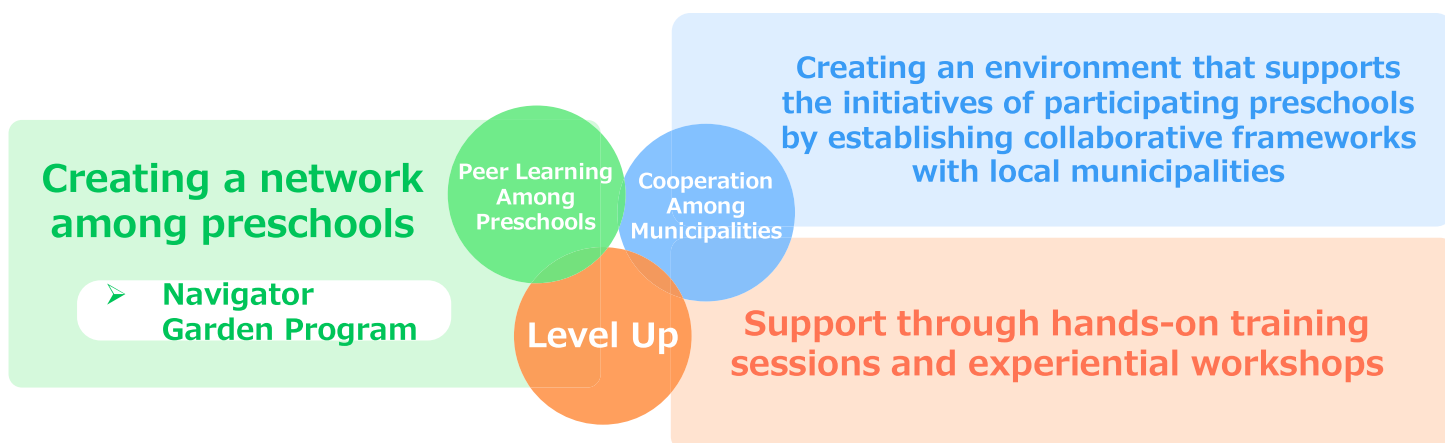
Feedback from
Teachers at
Participating
Preschools

"They have become **more curious** and **often get excited about trying new things.**"

Parents'
Voices

"I've started to **take an interest** in all sorts of things."
"I've started to **take the initiative to try new things.**"
"I've started to **share my thoughts and feelings with those around me.**"

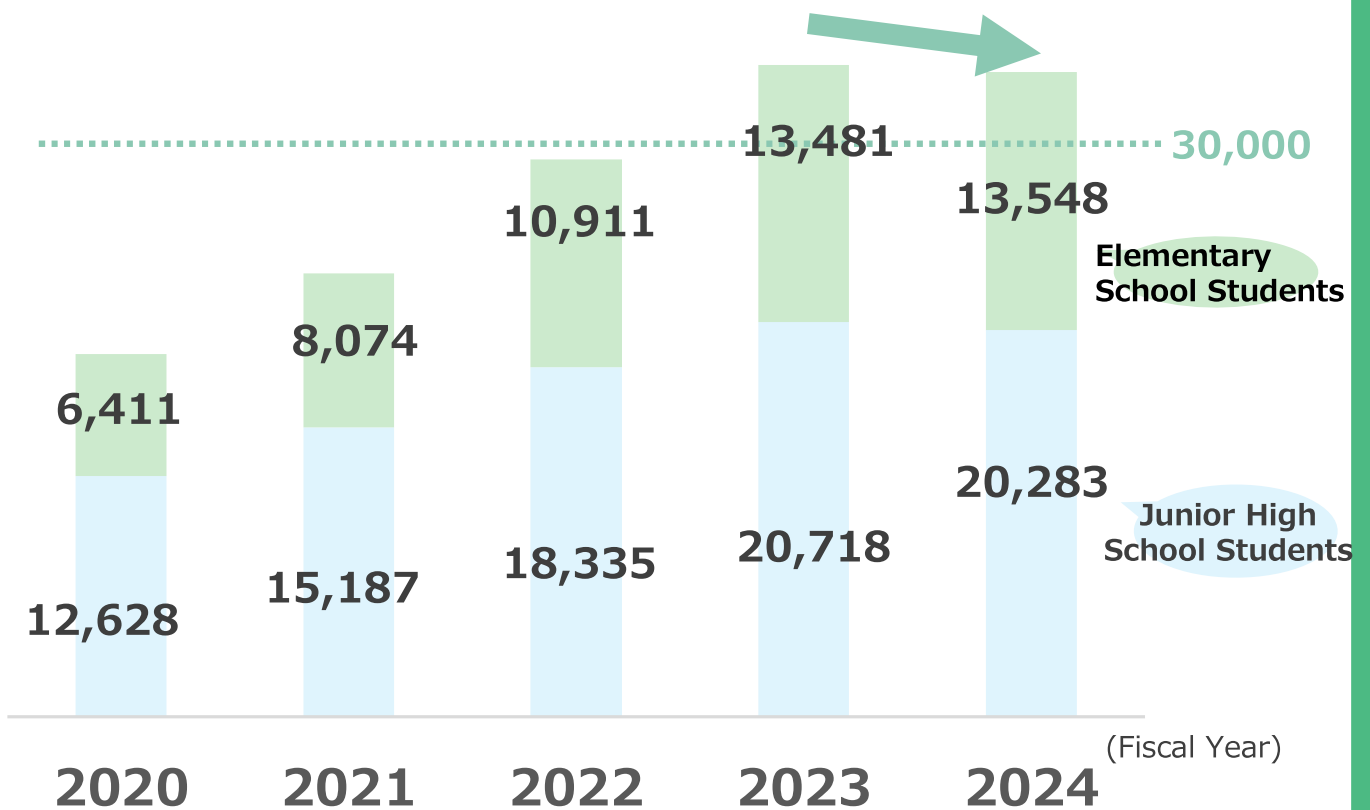
◆ Further improving the quality of the program



Growing-Up of School-Age Children

Although the number of elementary and junior high school students in **Tokyo** who are not attending school **has decreased** for the first time in **12 years**, it still exceeds **30,000**.

Changes in the number of children/students who are unable to attend school(Tokyo Metropolitan area)



(Material) Prepared based on "Survey on Challenges upon Instructing Problematic Behaviors/Non-Attendance of Children and Students Etc." by Ministry of Education, Culture, Sports, Science and Technology

Making learning and places to belong for children more diverse

◆ Implementing a multifaceted approach to various measures for addressing school refusal in schools and other settings

Challenge Class

Enabling **flexible learning** tailored to each individual



Itinerant Teacher for Students Who Refuse to Attend School

Addressing prevention, early intervention, and long-term care

School-Based Educational Support Center Staff Member

Comprehensive Support for Attendance



◆ Support for Diverse Learning Environments



Centralized distribution of information on school refusal via a **portal site**



Hosting **social gatherings** where parents can **share information about their concerns and worries**

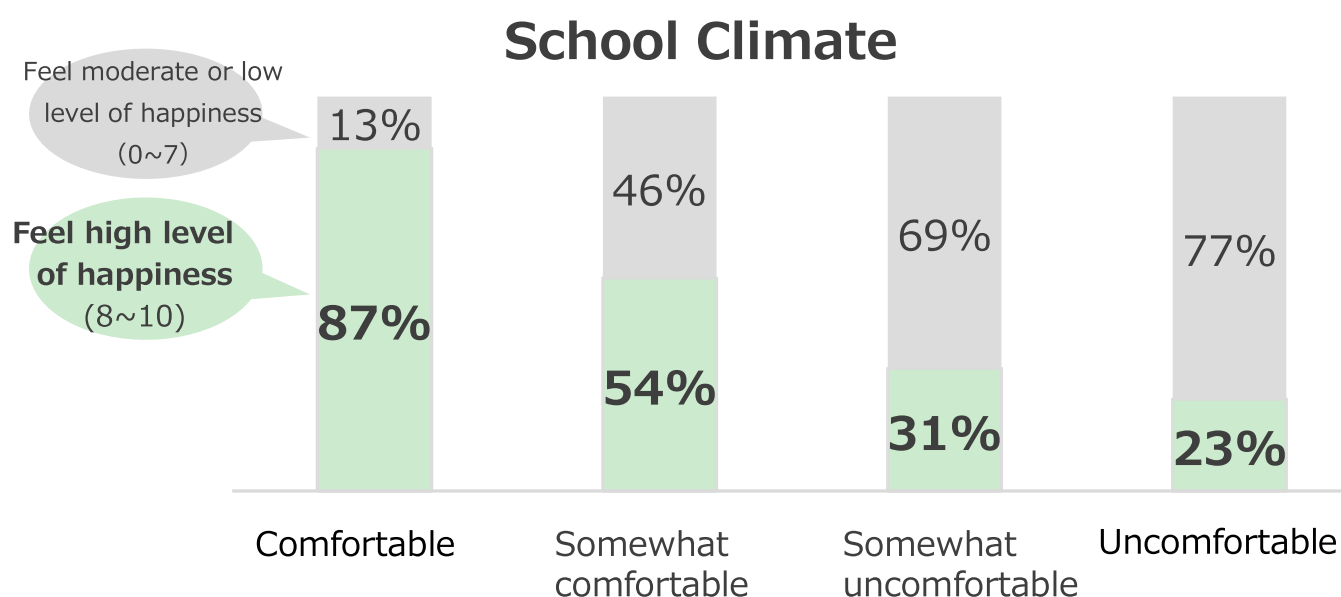


Grants for users of diverse learning environments (such as free schools etc.)

Support for diverse learning environments (such as free schools etc.) that implement **child-centered initiatives**, etc.

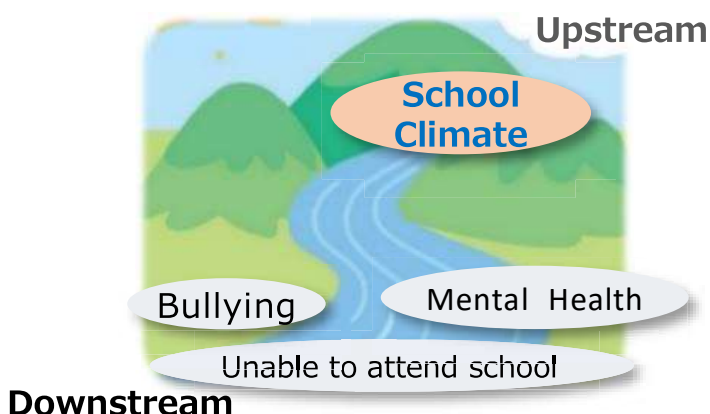
Improvement of School Climate

Children and students who feel high level of happiness tend to feel “Feeling comfortable at school”



(Material) Prepared based on “Tokyo Child Questionnaire” by Liaison Office for Child-Oriented Policies (implemented in 2025)

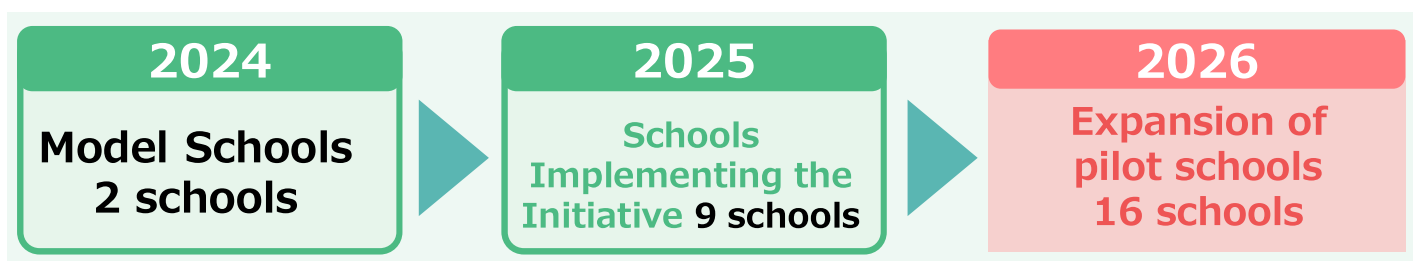
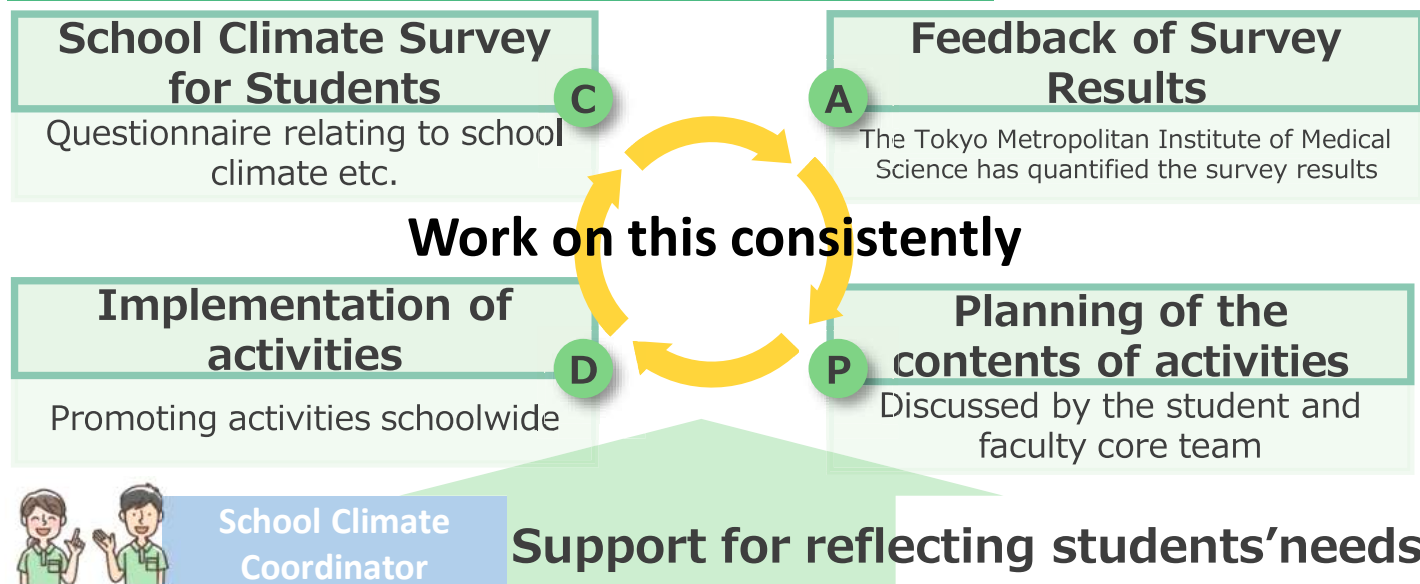
Preventative actions at school climate (upstream) are likely to **contribute to suppression of problems occurring.**



Improving school climate and establishing system to prevent occurrence of various problems that children face

◆ Expanding Initiatives Through Collaboration with Research Institutions

Promoting initiatives in high schools and junior high schools



Launching New Initiatives in Elementary Schools

Going forward, we will develop a framework for this initiative through **practical implementation in elementary schools**.

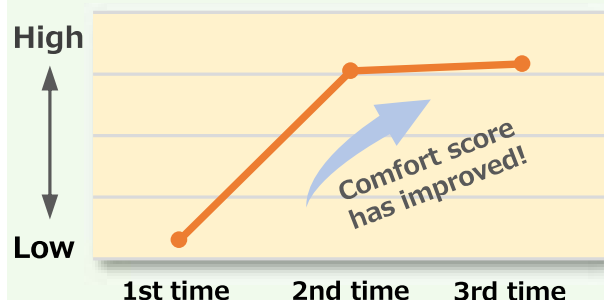
Various activities based on student feedback are currently underway

✓ Attracting Food Trucks



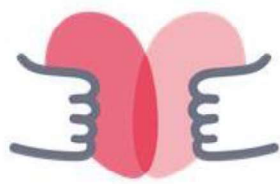
✓ Campus Map Featuring Staircase Art

Changes in Comfort Levels (Model School)



Creating “Connections” That Support Growth

The anxieties, concerns, and the concerns and worries faced by children and families raising children are wide-ranging, and the factors behind them are becoming increasingly complex and multifaceted.



Consultation chat for children and families

Gyutto Chat

It's free

~ Casual chat consultations anonymously ~

We listen to the concerns and worries of children and families raising children.

“Gyutto Chat”



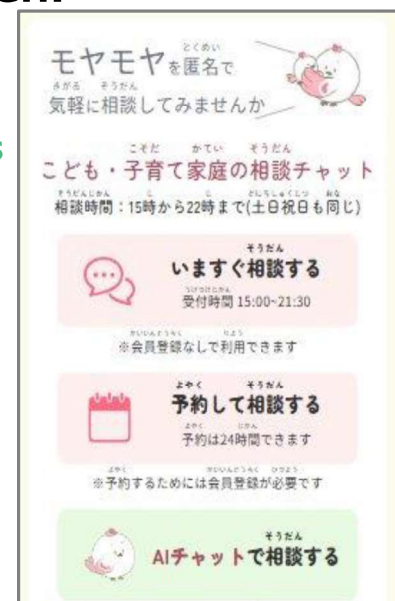
- ✓ Available for consulting with various consultation partners
- ✓ Available for anonymous consultation
- ✓ Available for reserving desired date for consultation

Gyuppi is sharing local news on Instagram!



Contact us here Instagram

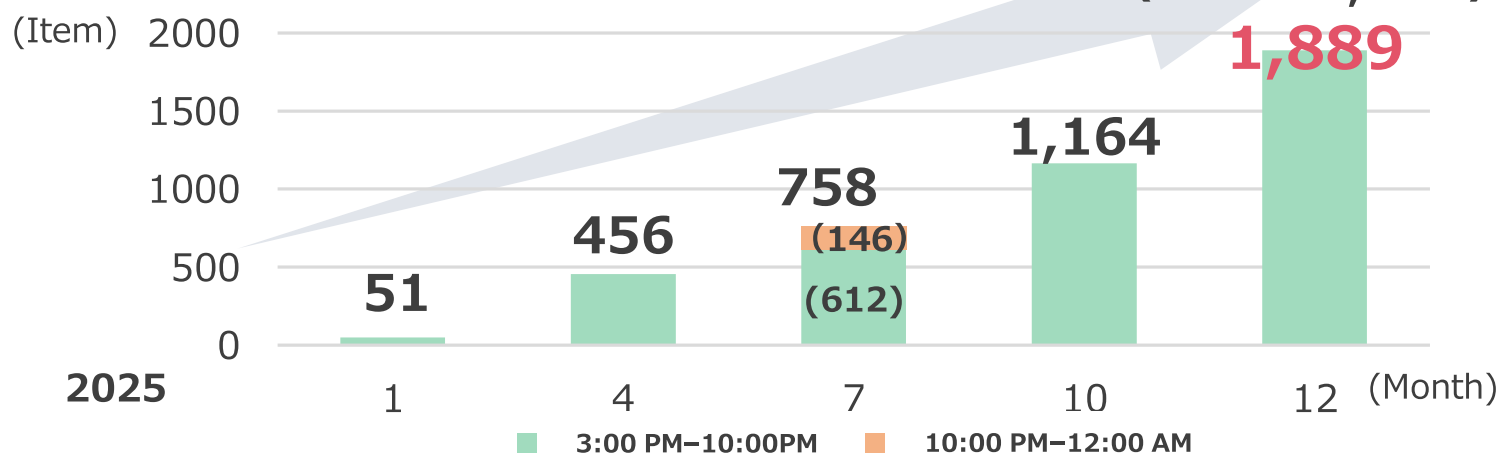
Gyuppi



Comprehensively promoting initiatives related to counseling and support

◆ Gyutto Chat Usage Statistics

Trends in the Number of Consultations



Most Frequent Consultation Topics by Month (Cumulative Total for January–December)

Elementary school-aged	Junior high school-aged	High school-aged	Guardians
School Life	Physical and Mental Health	Physical and mental health and academic studies and college preparation	Parenting

◆ Make Gyutto Chat Your First Choice for “Consultations”

Strengthening Our Support System

- Double the number of counseling hotlines
- Extend consultation hours

Increased Awareness

- Strengthening outreach to junior and high school students and families with children

Access Expansion of Routes

- Collaboration with the Tokyo Junior and High School Students’ Website

Introducing “Gyutto Chat” through videos and manga



Click here for details



Click here for details

◆ Support for Young Carers

Publishing a variety of content on our website



Animated video



Publishing and expanding content to deepen understanding

Roundtable Discussion



Sharing the real voices of those involved

◆ Support for Children Whose Native Languages Are Not Japanese

Establishing a system to support children and Guardians facing difficulties and address their challenges

Learning



Community Places
Intercultural Kids Salons

Interaction



Consultation



Collection of
"Connecting" Initiatives



Shared on the website for municipalities



◆ Youth Healthcare

Health information for adolescence, told from a youth perspective.



- Website for health and medical treatment from teenage -

Since the website launched in July 2023, it has received **approximately 1.5 million page views**

(as of the end of December 2025)



- ✓ Conducting public relations campaigns that leverage **media frequently used by youth**, such as social media and search engines

◆ Outreach-based support for families with children

Family Attendant

(Supporting Child-Rearing Initiatives in Municipalities)

2025:
9 municipalities

Home Visit

Visiting families with infants
Listening to their concerns and worries



▲Edogawa Ward
"Childcare Diaper Subscription Service"

Child-Rearing families



▲Ota Ward
"Home Start Ota"

Support Services

Listening guardians' concerns and worries, joining them in activities such as childcare and outings, etc.

Voices of
Local
Governments

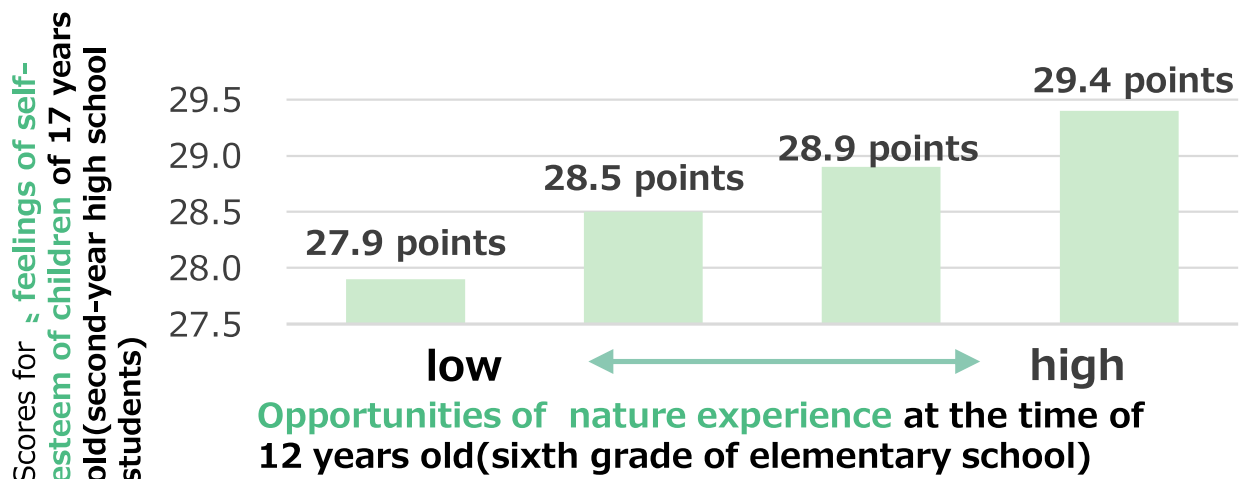
"We were able to **identify changes in users** at an early stage and **connect them with support**."

Voices from
Child-Rearing
families

"It's **reassuring** to have a place where I can talk."
"I feel lighter"

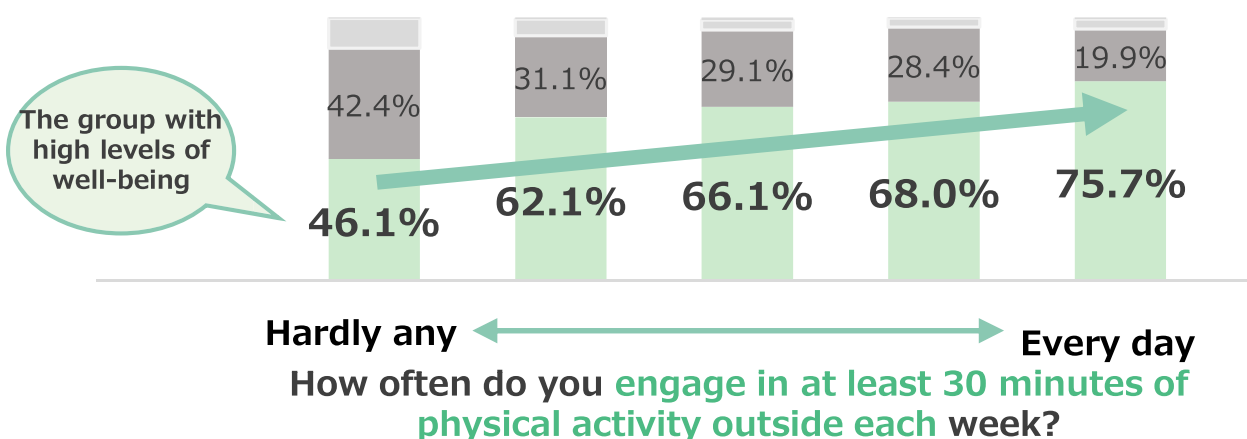
Promoting “Experiencing Activities and Play” to Nurture Children's Futures

Experiencing Activities have **positive effects on children's growth**



(Material) Prepared based on the report of “FY2020 “Youth Independence Support Project through Experiencing Activities” by Hamagin Research Institute, Ltd.

Children who spend a lot of time playing outdoors and being physically active **tend to be happier.**

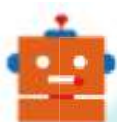


(Material) Prepared based on “Tokyo Child Questionnaire” by Liaison Office for Child-Oriented Policies (implemented in 2025)

By creating various experiencing activities, supporting enriched growing up of children across the society

◆ Creating opportunities for Experiencing Activities and play both inside and outside of school

Lifestyle and Cultural Experiences



Digital experience opportunities in collaboration with local governments

Art and culture experiences led by active professionals

Nature Experience

Wildlife Surveys Conducted in Collaboration with Volunteers

Social Experience

Diverse experiential activities in the community



<FY 2025 Example: Entrepreneurship Experience for Children>

Play

Developing Play Parks Based on Children's Input

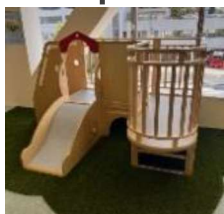


Heat Safety

◆ Creating an environment where children can participate in hands-on activities and play even during hot weather

Intangible Initiatives

- ✓ Supporting the **installation of heat-mitigation facilities at play parks and similar venues** and the **development of indoor play areas**



Tangible Initiatives

- ✓ Support for the **purchase of heat-related supplies**
- ✓ **Even when it's hot, we share tips and strategies for enjoying hands-on activities and play**



Creation of Circumstances to Protect Children from Accidents

For example...Safety measures when playing in a river

Things we want to change
Drowning in a river

Things we cannot change
Water amount and flow velocity

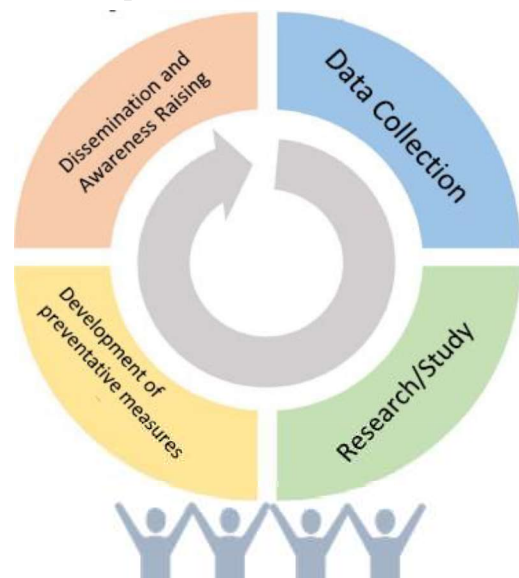


Things we can change
Wearing life jacket



Circulating **cycle of accident prevention** from the viewpoint of “change” “what we can change”.

Cycle of accident prevention



Industry, government, university and private sector

Realizing society where children can take on challenges without worry

◆ Promoting the Use of the Child Accident Database

- ✓ Centralized collection of information on child accidents
- ✓ Improved convenience through the use of AI and other technologies (scheduled for release within fiscal year 2025)



Click here for more details



Supporting safe product development, research, and investigation through industry-academia collaboration that leverages databases

Ensuring prevention of “preventable accidents”!

◆ Dissemination of evidence-based preventative measures



Click here for more details

- ✓ Promote our activities **timely** and **multifacetedly** through websites, social media, and other channels



Promoting Mental Health During Adolescence

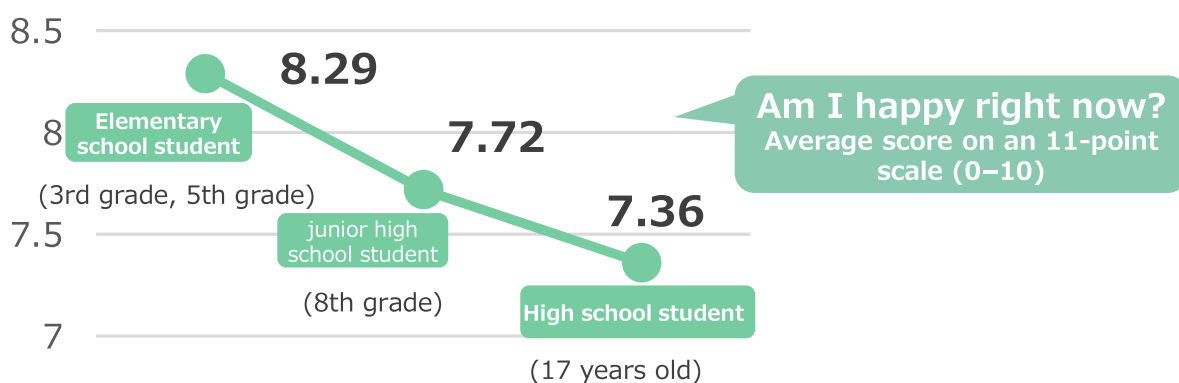
Mental health during adolescents is a **serious global issue**. Among children in Tokyo, **well-being tends to decline as they advance through school**.

The Global Situation

- ✓ Globally, **one in seven teenagers** experiences a **mental disorder** (accounting for **15% of all causes of illness**).
- ✓ **Suicide is the third leading cause of death** among people aged 15 to 29
- ✓ If left unaddressed during adolescence, the **effects can extend into adulthood and harm both physical and mental health**.

(Material) Prepared based on a WHO article published in September 2025

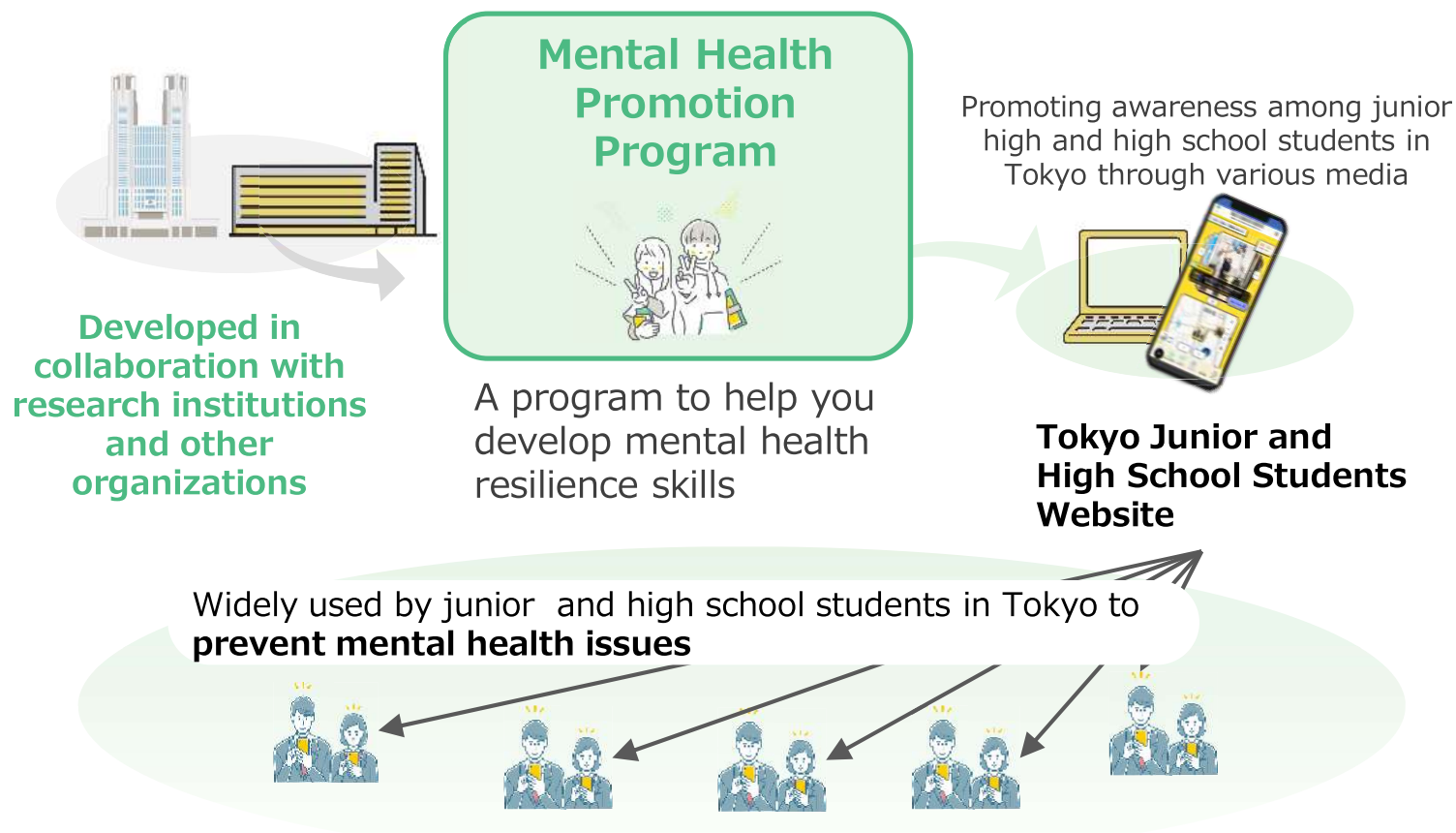
Children's Well-being in Tokyo



(Material) Prepared based on "Tokyo Child Questionnaire" by Liaison Office for Child-Oriented Policies (implemented in 2025)

Strengthening mental health measures so that every child can look forward to the future with hope

◆ Promoting physical and mental health during adolescence



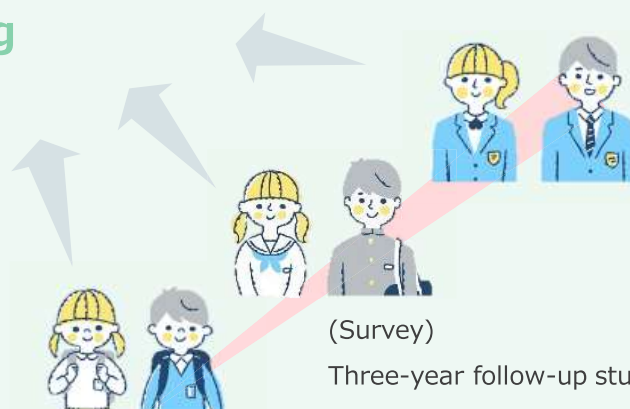
◆ Understand how children spend their daily lives and analyze the impact on their mental health during adolescence

Conduct surveys and interviews to identify factors affecting mental health



(Survey Items)

Mental well-being, entrance exams and career choices, use of the internet and social media, etc.



Creating a variety of “Places for children to belong”

Children who have a place to go other than home tend to have higher levels of happiness and self-esteem.

	Whether there is a place to belong outside home		>	
	Yes	No		
Happiness	8.06	7.13		
Life Satisfaction	7.86	6.93		
Self-esteem	7.16	6.49		
Self-worth	7.04	6.33		

(Survey participants: third-grade elementary school students, fifth-grade elementary school students, second-year middle school students, and 17-year-olds)

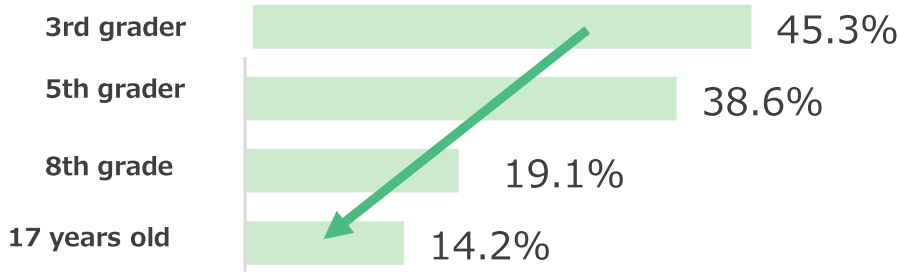
(Material) Prepared based on “Tokyo Child Questionnaire” by Liaison Office for Child-Oriented Policies (implemented in 2024)

For junior and high school students, finding a safe place in the community is a challenge

Which one is your place to belong (*)?

“A place where you can relax” “A place where you can feel at ease”

Local community facilities (libraries, community centers, children’s centers, parks, etc.)



(Material) Prepared based on “Tokyo Child Questionnaire” by Liaison Office for Child-Oriented Policies (implemented in 2025)

**By understanding each child’s circumstances,
we create places for children to belong**

◆ Supporting local communities to create places for children to belong “together” with junior and high school students

Supporting municipalities that are working to create Children's third places where junior and high school students themselves participate in management and other activities and similar initiatives.

Catering to the diverse needs of junior and high school students

<Image of a place to belong>



Music Studio



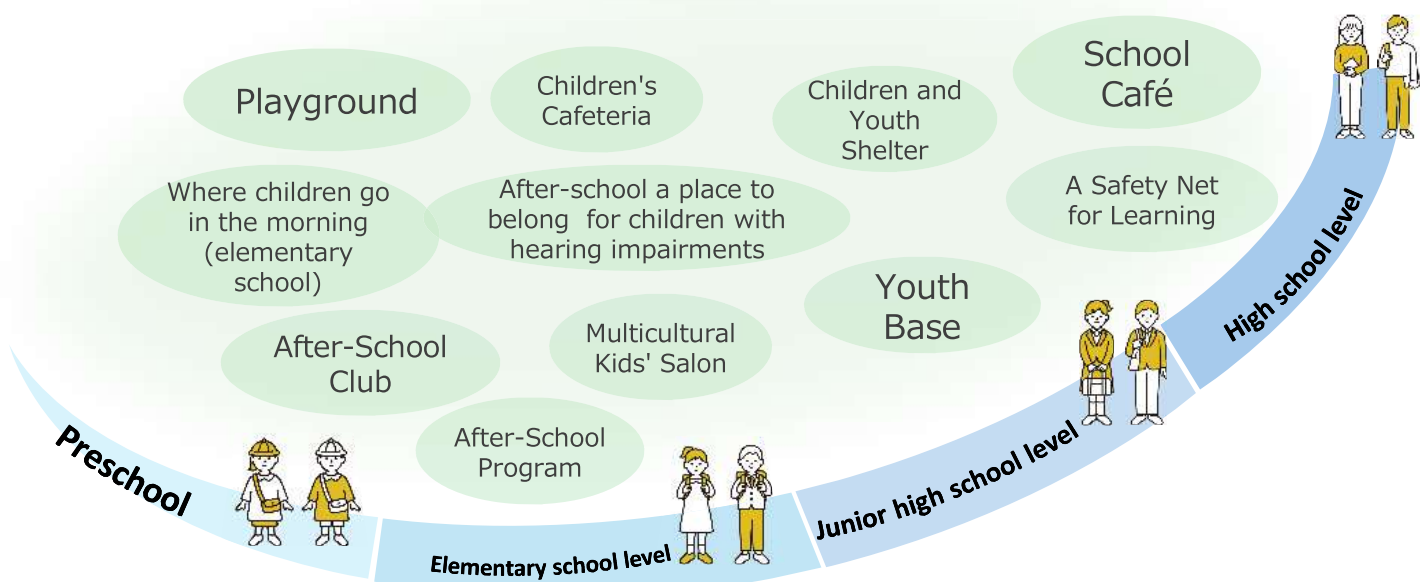
Basketball court



A lobby where you can relax

◆ Creating places for children to belong that cater to the diverse needs, particularly those of school age

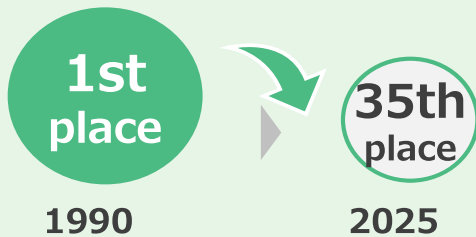
A Variety of “Places for children to belong”



Creating opportunities to foster a global perspective

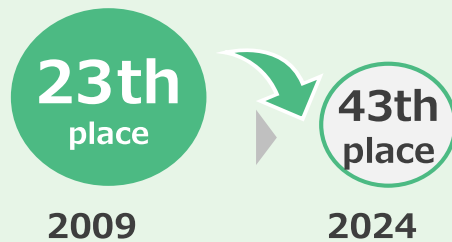
Japan's declining international competitiveness and talent competitiveness

World Competitiveness



(Material) Compiled based on the IMD "World Competitiveness Yearbook"

World Talent



(Material) Compiled based on the IMD "World Talent Ranking"

Young people in Japan are less interested in living abroad than their counterparts in other countries

If I have the chance, I'd like to study abroad or work in another country.

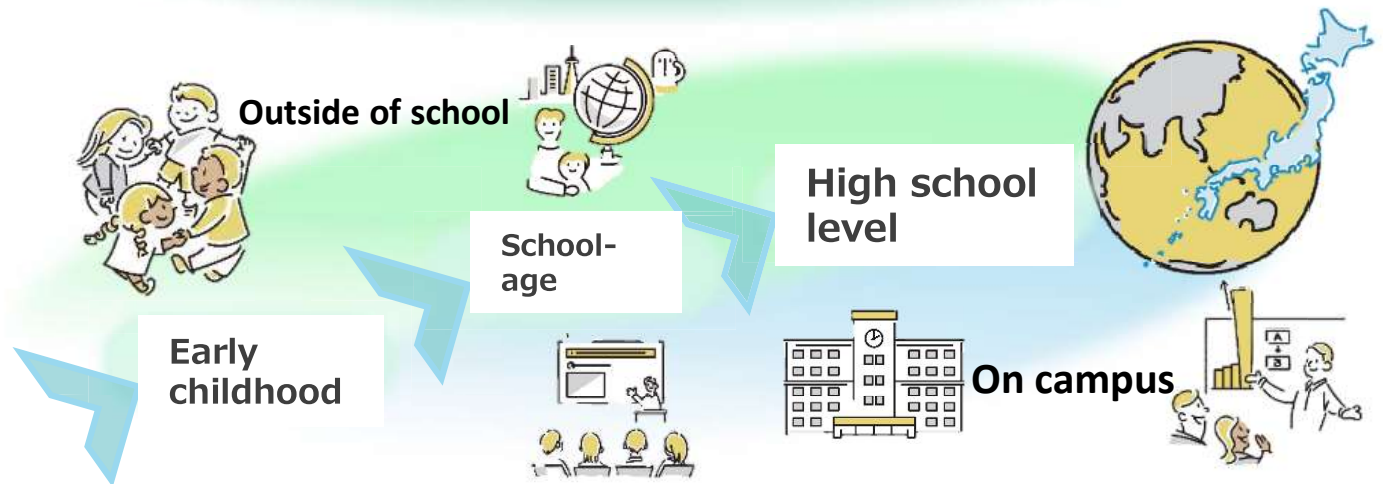
*Respondents aged 17-19



(Material) Compiled based on The Nippon Foundation's "Survey on the Attitudes of 18-Year-Olds (2024)"

We create opportunities that foster a rich international perspective, enabling children to envision a future in which they can thrive on the global stage

Learn about Japan and the world, and develop global literacy



◆ Advisory Board (tentative name) for Creating Opportunities to Foster a Global Perspective

- ✓ An expert panel has been established to **consult with experts** regarding **future policy directions** for early childhood and school-age education.

◆ Promoting initiatives to create opportunities for fostering a global perspective in early childhood

- ✓ Based on the Advisory Board's recommendations and field surveys conducted at kindergartens, daycare centers, and other facilities, we will consider **the direction of our initiatives**.



◆ Promoting English Language and International Experiences During School Age

- ✓ Targeted at elementary and junior high school students in Tokyo, we offer programs that allow participants to experience the world's diverse cultures and societies.

Interacting with native speakers in English

Prioritized Action Toward Strengthening Child-Oriented Policies

Pillar of Policy

1

Strengthening support for children from the viewpoint that no one left behind

Antibullying Policies

Based on the Comprehensive Anti-Bullying Measures [Third Edition] (formulated in June 2025), we will further promote initiatives to prevent bullying and related issues.

- ✓ Creating digital books tailored to children's developmental stages



For 1st–3rd graders



For 4th–6th graders



For junior and high school students

Child Abuse Prevention Measures

Strengthen collaboration with municipalities to enhance the child guidance system and provide seamless support

Carry out effective public awareness campaigns on child abuse, including the factors underlying its occurrence

Preventing Sexual assault of Children

Prevent sexual abuse

Support for Victims and Prevention of Sexual Assault

- ✓ Implement measures in schools and other institutions to comply with the "Act on the Prevention of Sexual Violence Against Children," such as verifying records of specific sexual offenses and establishing counseling and training systems.

Understanding Sexual Abuse

Promoting a proper understanding of knowledge tailored to each stage of growth and development

Always there when you need them

Strengthening systems to make it easier for children and guardians to seek counseling

Countermeasures against Poverty

Toward realization of society where all children can grow up healthily, promoting countermeasures comprehensively

Educational Support

Livelihood Support

Support for Employment for Guardians

Financial Support

Prevention of Substance Abuse and Measures Against Overdose (OD)

Public awareness and education through drug abuse prevention classes, posters, online publicity, and other means

Overdose Prevention Awareness Campaign in Collaboration with Pharmacies and Other Facilities in Tokyo



Prioritized Action Toward Strengthening Child-Oriented Policies

Pillar of Policy

2

By giving consideration to child-rearing families,
enhancing environment to support growing up of children

Enhancement of continuous support throughout life stages

Financial assistance and hands-on counseling support are provided as an integrated service

- ✓ Expanding Our Selection of Postpartum Gifts



Supporting families with children affected by soaring prices

- ✓ 11,000 yen will be provided to each Tokyo resident aged 0 to 14

*Tokyo residents aged 15 and older will receive 11,000 Tokyo Points through the Tokyo App Living Support Program.



Making High School Tuition Effectively Free

- ✓ No income limit

Reducing the Burden of School Lunch Fees

- ✓ Subsidies Equivalent to School Lunch Fees for Private Elementary and Junior High Schools to Begin

Promote the supply of affordable housing where families with children and others can live with peace of mind

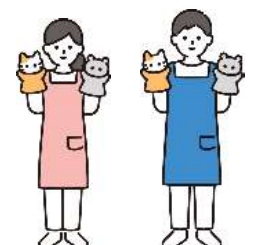
- ✓ Leveraging private-sector initiatives and existing resources

Further improvement of quality of childcare and support for growing up of all children

■ Promoting initiatives to improve childcare for sick children

- ✓ Supporting municipalities in building and operating systems that allow for comprehensive checks of childcare facility reservation and availability.

■ Strengthening allergy management at each daycare center

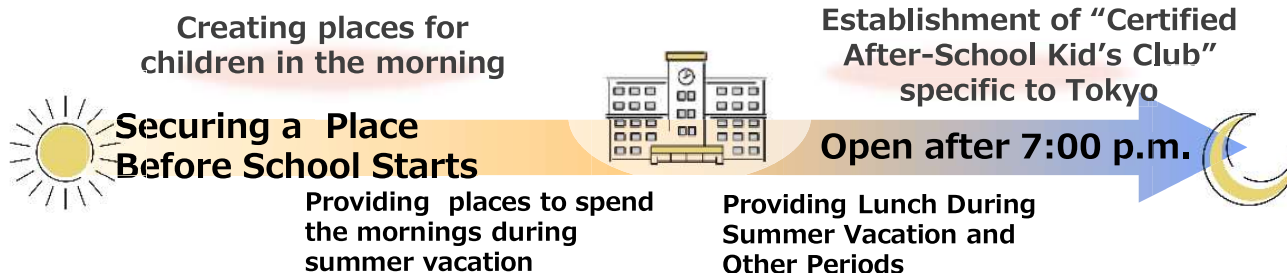


Development of After-School Kid's Club and improvement for quality of services

Eliminating children waiting for After-School Care by the end of FY2027

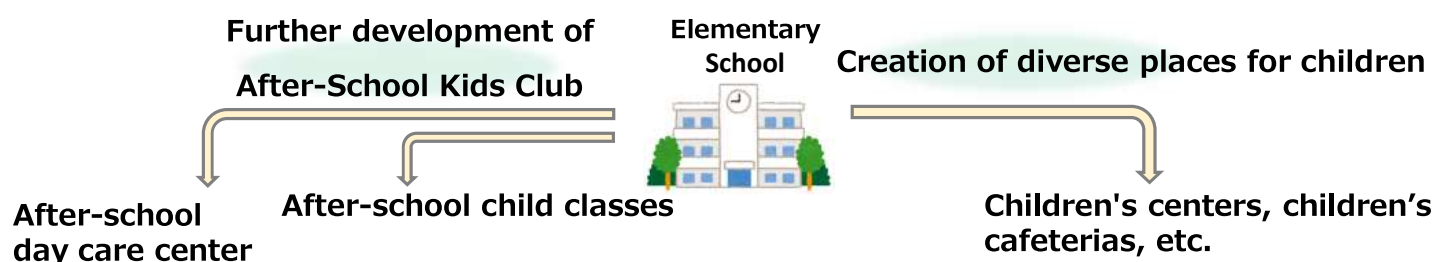
Initiatives to "Improve Quality"

Improving services to meet the needs of children and guardians



Support for "Expanding Volume"

Creating a welcoming place tailored to the needs of each grade level



Measures against the heat

We are strengthening measures against the heat from both **Tangible and Intangible perspectives** and promoting initiatives to **protect children's lives from extreme heat**

Tangible Solutions

■ Creating Safe and Comfortable Playgrounds

- ✓ Air-Conditioned Tents
Installed in Metropolitan Parks
- ✓ Supporting the development of indoor play areas to help combat the heat



■ Support for Child Care Facilities, etc.

- ✓ Support for the installation of sunshades, misting systems, and other similar features

Intangible Solutions

■ Information Dissemination and Public Awareness

- ✓ Providing information on heatstroke



■ Support for Heatstroke Prevention Supplies

- ✓ Distribution of Wearable Devices in Schools

Prioritized Action Toward Strengthening Child-Oriented Policies

Pillar of Policy

3

Improvement of quality of education by “Tokyo Style Educational Model”

Development of as Reform of Metropolitan High Schools “New Education Style”

Promoting reform to education according to individual interest and concerns and producing **human resources that create new values and solutions**

DX

Faculty and Organization

System

To build a foundation for learning in Tokyo through three reforms, the “**Next-Generation Learning Infrastructure Project**” is being rolled out starting with metropolitan high schools

- ✓ Examination of Teacher Training and Research to Advance the “Next-Generation Learning Infrastructure Project”
- ✓ Preparations for the opening of the “**New Educational Model**” Pilot School (tentative name)



Promotion of Digital Education at School Sites

■ Developing Talent to Thrive in the Digital Transformation Era

Support for **Learning that Utilizes Generative AI and Other Technologies**

- ✓ **Developing generative AI literacy** and **improving English proficiency** through the **use of AI**

The rollout of **cutting-edge digital education** led by **professionals with practical experience in advanced technologies**



■ Developing Talent to Thrive in the Digital Transformation Era

Neo Technical High School Reform Project

- ✓ Restructuring initiatives related to technical high schools, which are crucial for the continuous development and production of technical talent

Student Skill Acquisition

Qualifications and Skills Useful for Further Education and Employment



Advanced digital skills, etc.

Partnerships with Businesses and Other Organizations

Research and Hands-On Experience with Cutting-Edge Technology



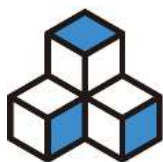
Corporate Partnerships

Creating an Engaging Learning Environment

A learning environment equipped with state-of-the-art facilities



Promoting the Appeal of Technical High Schools



Enhancing Education for Children and Students with Special Needs

Promoting Inclusive Education

- ✓ Implementation of a framework for establishing **branch classrooms of metropolitan special needs schools** in public elementary and junior high schools

Establishing Inclusive Education

Hub Schools to support students with disabilities enrolled in metropolitan high schools



Pillar of Policy

4

In collaboration with diverse entities,
developing actions to make children smile

Children's Smile Movement

Creating opportunities for children to participate in society



"TOKYO Job EX: Career Experience Site for Junior and High School Students" creates opportunities for authentic career experiences.

Job EX

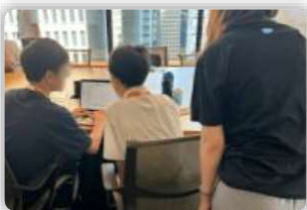


Click here for more details

Junior and high school students
Search for programs and apply individually

Matching

Companies and Organizations
Offering Trial Programs



~ Survey Results from Junior and High School Students
Who Participated in the 2025 Program ~

Program
Satisfaction

95%

Understanding of
job responsibilities

97%

Level of interest in the
job they experienced

92%

Voices of
Junior and
High School
Students

"I gained a deeper understanding of who I am."
"I realized that I enjoy coming up with ideas for projects."

Corporate
Voices

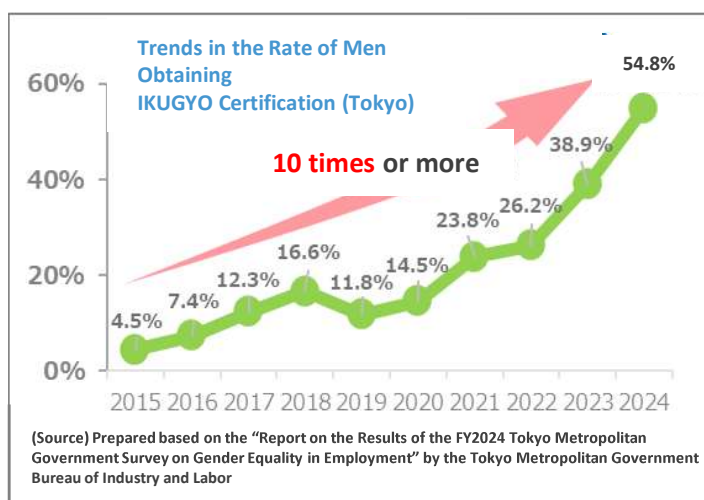
"The junior and high school students were very **motivated** and made a **favorable impression**."

Promote the philosophy of the "Society-Wide Movement to Cherish Children" and foster a supportive atmosphere.

- ✓ Disseminating information to a wide range of stakeholders
- ✓ Special lessons for children led by leading figures from various fields

Promotion of IKUGYO

Child rearing means not "holidays" but "important work to foster future" It is not "Ikukyu" but "Ikugyo"*.



Click here for more details



※Nickname for parental leave

Further promotion of IKUGYO

Approaching colleagues and others who support IKUGYO

Approach to younger generation

Approaching Next Generation

Promoting Diverse Work Styles

Improving the Workplace Environment

