

Childbirth and childcare services for male and female employees

1 Prenatal and postnatal health management

- A female employee who is pregnant or who gave birth less than one year ago can take time to receive health guidance/checkup during work hours by applying to the employer, as follows.
 - Once every four weeks up to the 23rd week of pregnancy
 - Once every two weeks from the 24th to 35th week of pregnancy
 - Once every week from the 36th week of pregnancy to childbirthThe frequency of health guidance/checkup may be increased if deemed necessary by the doctor or midwife in charge.
- If a female employee is instructed by her doctor to take special precautions to prevent or mitigate a certain pregnancy- or birth-related symptom, the employer should take measures to allow her to comply with such instructions upon receiving her application.

If you are given instructions to follow to maintain maternal and/or fetus health by your doctor, please use Maternal Health Care Guidance Contact Card (母性健康管理指導事項連絡カード). This will help you communicate your doctor's instructions to your supervisor accurately. The form can be downloaded from the following site.



2 Work before and after birth and during the infancy period

- An expectant or nursing female employee is entitled to be excluded from overtime work, night work (from 10:00 p.m. to 5:00 a.m.) and certain hazardous work. A female employee with a child under one year of age is entitled to leave the work twice a day, for at least 30 minutes each time, to take care of the child upon request to the employer.

3 Maternity leave

- An expectant female employee may take a six-week leave (or 14-week leave in case of multiple pregnancy) before birth upon request to the employer, and the employer cannot allow her to work for eight weeks after the birth. However, the employer may allow her to return to work after six weeks following the birth if she so requests and if permitted by her doctor.

4 Childcare leave and other parenting support programs for male and female employees

- Either of the parents may take childcare leave until the child turns one year old (or two years old if there is a special reason) upon applying to the employer. This also applies to those working under a fixed-term contract, subject to certain conditions.
- If both parents take childcare leave, the period of childcare leave is extended until the child turns one year and two months old. (Each parent is allowed to take leave for the period up to one year.)
- An employee with a child under three years of age may request the employer to allow him or her to work shortened hours (six hours per day in principle) and/or be excluded from overtime work.
- An employee with a preschool child may request the employer to allow him or her to be excluded from late-night work subject to certain requirements and also to be excluded from overtime work in excess of 24 hours a month and 150 hours a year.
- An employee with a preschool child may take child nursing leave for up to five days a year (in case of one child) or up to ten days a year (in case of two or more children) subject to certain conditions.

■ Inquiry: Guidance Division of the Guidance Division of the Employment Environment and Equal Employment Department, Aichi Labour Bureau ☎ 857-0312
(Your inquiry about 2 and 3 may be referred to another division, as appropriate.)

For more detailed information, please visit the following site.

- 女性にやさしい職場づくりナビ (Guide to workplace environment friendly to female employees)
<https://www.bosei-navi.mhlw.go.jp>

👨 Paternity leave after birth (childcare leave at birth)

Separately from childcare leave, a male employee can take paternity leave of up to 28 days within eight weeks after birth. The paternity-leave period can be divided into two parts. To take paternity leave after birth, an application should be submitted at least two weeks before the start of the scheduled paternity leave, in principle.

