

Pregnancy, Birth, and Parenthood for working women

Do you feel treated fairly at your workplace?

Ministry of Health, Labour and Welfare, Employment environment and Equal Employment Department of the Gunma Labour Bureau

It is against the law for employers or HR staff to give workers unfair treatment including dismissal and change of contract from full-time to part-time on grounds of pregnancy, childbirth, childcare leave, etc.

Case

- I announced my pregnancy at work, and I was told that my employment status would be changed from full-time to part-time.
- My colleague told me that work cannot be entrusted to a pregnant woman.
- My superior told me that there's no maternity leave for part-time employees, and he is trying to make me quit.



If you suspect a violation of law, please do not hesitate to consult with us.



Employers are responsible for taking preventive measures against harassment (including workplace bullying that can ruin the atmosphere by superiors or colleagues who have no authority over personnel management) on grounds of pregnancy, childbirth, childcare leave, etc.

Systems available for pregnant women

Q : I have severe morning sickness. I discussed at work, but I am still required to perform normal duties.

A : In case you receive instructions from your doctor regarding your pregnancy including symptoms of morning sickness, share them at work, you are entitled to reasonable adjustments (such as working for shorter hours and taking a leave of absence). Please use the maternity health care guidance item contact card listed in most mother-child handbooks.

Leave system for employees on fixed-term contracts

Q : Are part-time, temporary, and contract employees eligible for maternity and childcare leave?

A : All female employees are eligible for maternity leave. Childcare leave is available also for part-time employees, temporary employees from an agency, and contract employees on fixed-term contracts if the below requirements are met.

- ① having worked continuously for at least a year at the time of application
- ② not sure if the employment relationship will be terminated before the child reaches 18 months old

Duration of Child-Care Leave

Q : Nursery schools are not available. Can childcare leave be extended?

A : In principal, childcare leave is until the child reaches the age 1. In case the child cannot be admitted to a nursery school, the childcare leave can be extended until the child reaches 18 months. It can be extended further until the child reaches the age of 2, if the child still cannot be admitted to a nursery school.

Support system for work-life balance after resumption of work

Q : I requested a reduction in working hours to take my child to and from nursery school, but I was told that it could not be permitted.

A : Under the short working-hour system, you may reduce your working hours to 6 hours until your child reaches the age of 3. You can also be exempt from overtime work.

Q : I am worried if I can take days off if my child gets sick.

A : Sick/Injured child care leave is available for up to 5 days per year for workers with a pre-school-age child, and up to 10 days for those with two or more pre-school-age children. (Whether the leave is paid or unpaid is determined by the company policy.)

For any consultation or inquiries, please contact us here.



Ministry of Health, Labour and Welfare, Employment environment and Equal Employment Department of the Gunma Labour Bureau (You can call anonymously. Free of charge)

phone number **027-896-4739**

〒371-8567 Maebashi District Joint Government Building 8F 2-3-1 Ote-machi, Maebashi-city
reception hours: 8:30-17:15 (except for weekends, holidays, and the year-end and New Year holidays)



Please see the reverse side as well for the overall process and details from pregnancy to reinstatement.


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|--|------------------|------------------------|---------------------|------------------------------------|-------------------------------------|-------------------------------|
| | pregnancy period | 6 weeks prior to birth | 8 weeks after birth | until the child reaches 1 year old | until the child reaches 3 years old | until the child starts school |
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systems regarding maternity protection

transfer to light duties

maternity health care measures (a system under which appropriate measures are taken following doctors' instructions), exemption from overtime work, late-night work, etc.

childcare time (twice a day, each for 30 minutes)



leave systems

42 days

56 days

Maternity Leave

Childcare Leave


If both parents take the child-care leave, the period of leave is 1 year until the child reaches 14 months.

Fathers are also encouraged to take childcare leave. Build a stronger marital relationship.

If the father of the child takes the childcare leave within 8 weeks after birth, he may take another childcare leave even without any special circumstances.

In case the child cannot be admitted to a nursery school, the child-care leave can be extended until the child reaches 18 months. It can be extended further until the child reaches the age of 2, if the child still cannot be admitted to a nursery school.

other entitlements



This is Kurumin Mark. A company satisfying the paternity leave acquisition standard is certified by Japan's Ministry of Health, Labour and Welfare as a childcare supporting company, and permitted to display the mark in business cards, job posting, products, etc.

The short working-hour system for childcare, exemption from extra working hours (overtime work)

Sick/Injured Child Care Leave (5 days per year, and 10 days for those with two or more children)

Limited overtime work (24 hours per month, 150 hours per year), exemption from late-night work (10 pm -5 am)

benefits and allowances

Health Insurance Society

Childbirth and Childcare Lump-sum Grant

Maternity Allowance

In principle, the amount is 420,000 yen per childbirth

The amount equivalent to two-thirds of the wage is paid during the maternity leave.

Hellowork (public employment security office) Childcare Leave Allowance

In principle, the amount equivalent to 50 % of the worker's wage at the start of the leave is paid. From the start of the childcare leave up to 180 days, the amount equivalent to 67 % of the worker's wage before the start of the leave is paid. (In terms of the disposable income, it is close to 80 % with exemption from premium payments)

social security premium payments

payment period (no exemption is granted)

Pension office

Both employers and workers are exempt from the payments of social security insurance premiums during maternity and childcare leaves

payment period (no exemption is granted)
If the childcare leave can be extended until the child reaches 3, the payment is exempt until the child reaches 3.