

1. Dissemination of Child Care Leave System

Purpose

- A child care leave survey shows that a certain number of workers cites an office atmosphere as a reason for not having taken child care leave. The respondents say they felt it was difficult to ask for the leave.
- The amendment specifies measures to be taken by employers so that workers do not have to give up taking child care leave because of office atmosphere.

Amendment [to be enforced from October 1st 2017]

- The amendment specifies that employers must endeavor to notify workers individually the provisions of child care leave and family care leave etc. when they have learned the following facts: a worker or a worker's spouse is pregnant or has given birth to a child; a worker is taking care of a family member.

2. A New Type of Leave for Childcare

Purpose

The purpose of the amendment is to introduce a new type of leave that workers can use for the childcare and promote men's participation in child-rearing through the option.

Amendment [to be enforced from **October 1st 2017**]

- The amendment specifies that employers must endeavor to take measures to set up a new type of leave system that workers may use for the child under school age.

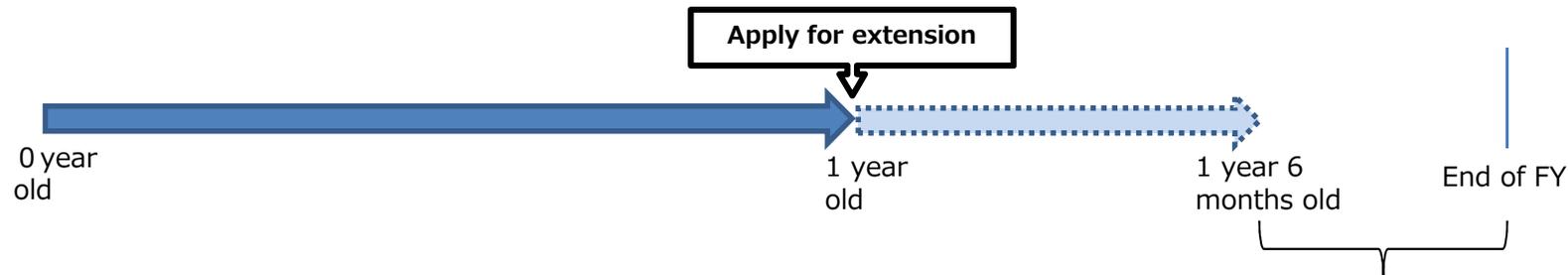
Extend Child Care Leave Period (the Child Care Leave and Family Care Leave Act, Employment Insurance Act)

Purpose

The purpose of the amendment is to help workers continue to work. To do so, measures are taken to ensure that workers may take child care leave until the child is accepted by a daycare facility.

Current measure · issue

- In principle, workers may take child care leave until the child reaches one year old. The leave period may be extended until the child reaches one year and six months of age in case workers failed to find a slot at a daycare for the child.



<Issue>

Workers cannot send the child to a daycare during this period since most child care facilities accept new children in April (at the beginning of a fiscal year). Workers may also not take child care leave any longer.

Amendment [to be enforced from October 1st 2017]

- The maximum period of child care leave available for workers may be extended to **two years**. Workers may refile an application for extension in cases where the child has reached one year and six months of age, but there is no vacant day care slot or due to inevitable reasons.
- Child care benefit period will be extended in accordance with the extension of child care leave.

