Overview of support measures for balancing work and family

Enforcement of the Childcare Leave Law and the Family- Care

Maternity protection of pregnancy women and women after birth, and health management

- Days off before birth and after birth (six weeks before birth, eight weeks after birth)
- To change their works to lighter works, to limit extra works and works at night
- On the basis of doctor's instruction, to obligate entrepreneurs to take measures of relaxing commute, recesses and days off
- Prohibition of dismissal due to conception and birth, etc

Maintenance of systems in which balancing work and family is easier

- Guarantees for the right to take childcare until their children become one years old (in case parents took childcare leave together, one years old and two months, and in case they can not enter their children into a daycare center, one years old and half at maximum)
- Obligating the system of shorter-hour works, exemption from extra works by when their children become three years old, to entrepreneurs※
- Prohibition of dismissal from their services due to acquisition of childcare leave, and that of other disadvantage treatment, etc

※Expanded according to the revised law promulgated in July 1, 2009, and an enforcement day must be the days provided by a government ordinance and within a year from the day of promulgation.

Supports for entrepreneurs and promotion of efforts

Promotion of entrepreneurs' efforts according to the next generation method

- Establishment, publication and report of action plans on maintenance of environment in which balancing work and family is easier (obligation of companies which employ 301 workers and more, however, effort obligation of companies which employ 300 workers and less . From 2011, obligation for companies which employ 101 workers and more)
- Authorization of the companies that have fulfilled specific duties such as achievement of objects provided on plans (Kurumin mark)

Supports for entrepreneurs through subsidies

- Supply of all kind of subsidies to the entrepreneurs who wrestle with balancing supports such as childcare facilities in offices and the system of shorter-hour work

Production of entrepreneurs' consciousness by commending them

- Commendation for the entrepreneurs in which people can work in a flexible way that considers work and family balance (commendation for equal and balancing promotion companies)
- Development and popularization of "Balancing Guidelines" used to check and estimate easiness of balancing

Supports for workers

Correspondence to needs for childcare

- Promotion of "the zero wait listed children strategy," implementation of various childcare services such as extension childcare and childcare in holidays
- Promotion of after-school activities for kids
- Promotion of establishment of "family support center" to correspond to sudden needs for childcare

Reemployment supports and rework supports for those who are separated from their services due to childcare and others

- Giving information constantly by registration systems, and supports to establishment reemployment plans according to each desires
- Supports such as minute consultants by person in charge in "Mothers Hello Work"
- Entrepreneuring supports by implementation of the business to introduce mentors

Realization of the society in which all people who hope for balancing work and family can work in peace while raising their children