

## Overview

# Overview of the Act for Partial Revision of the Act on the Welfare of Workers who Take Care of Children or other Family Members Including Child Care and Family Care Leave and Employment Insurance Act

From the perspective of measures to cope with declining birthrate, it shall maintain employment environment so that both men and women can work while raising their children and others in order to forward the balancing supports for work and child care more which are important matters

### 1 Review of the working style for child care period

- For workers who take care of children under 3 years, it shall be obligation of entrepreneurs to establish systems of shortening working hours (six hours per day), and shall systematize exemption from over time works when they require it.
- To enlarge the system of nursing-care leave for children (for those who have a child before entering in elementary school, it provides five days per year (same as existing one) and for those who have two children and more, it provides 10 days per year).

### 2 Realization of working style where fathers can raise their children while working

- In case both father and mother take childcare leave together, it shall allow them to take one-year-child-care leave by the time their children become one years old and two months (by one years old according to the existing system) (extra-childcare leave for fathers and mothers)
- In case fathers took childcare leave within eight days after birth, it shall allow them to take another one.
- In case a spouse is full-time housewife/househusband, the system which unable them to take childcare leave on this occasion shall be abolished.
- ※ To revise childcare leave allowance along with them

### 3 Balancing supports for work and family care

- It shall establish systems of short-period leave for family care (for those who have a family member in care-requiring condition, it provides five days per year, in case those who have two and more, it provided 10 days per year).

### 4 Securing effectiveness

- It shall establish systems of aid to deal with complaints and to resolve dispute, and that of conciliation.
- It shall establish systems of making public in case people are not obeyed by advice, and formulate non-penal fine to those who have not reported when having been asked to report, and to those who reported false information.

## Revision of the system of childcare leave and family-care leave (image)

