

Revision of the Act on Childcare Leave: Actions required from employers

The Act on Childcare Leave was revised in 2021 with the aim of improving working environments as well as encouraging male employees to take childcare leave. The revisions, detailed below, came into effect from April 2022 and employers are required to update their company rules in order to accommodate the changes.

Effective from April 1st, 2022

- Improvement of working environments to make it easier for employees to take childcare leave:
Employers are required to take measures, i.e. holding training or establishing consultation desks, so that employees can apply for childcare leave easily.
- Informing employees about childcare leave / confirming employees' intention:
Employers must provide explanations about childcare leave to employees who have informed them that they or their spouse are expecting a baby. Also employers must ascertain whether the employee intends to take the leave they are entitled to.

Effective/Revised from October 1st, 2022

The main focus of the 2021 revision was “Childcare leave immediately after birth”, so-called “Sango Papa Ikukyu”, under which employees, mainly male, are eligible for the leave for up to 4 weeks within 8 weeks after birth.

In addition to the above, some revisions are expected from October 2022 as described below:

- Up to the child's first birthday, employees can split the leave into two periods. Furthermore, if they also take “Sango Papa Ikukyu”, they can spread the leave over a maximum of 4 instalments.
- After the child's first birthday, if the parent wants to split the leave then there will be some changes to the rules regarding the start dates of each leave period.
- Social insurance premiums for salary and bonuses paid during the leave period will be changed.

To help ensure these changes are implemented smoothly, we, Grant Thornton Taiyo Human Capital Corporation, would be happy to assist you and your employees through consultations and updating company rules.

Inquiry

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