

Nagasaki University's Support System for Childbirth and Child-Rearing

						For mothers	For fathers	For both parents	
Support System	Outline of System	Full-time staff	Paid/ Unpaid	Part-time staff	Paid/ Unpaid	Remarks			
Working Hours	Early/Late office attendance	System under which staff who are rearing pre-school age children, need to pick up school-age children from after-school clubs, or are providing long-term care for their spouse, a parent, or child can change the hours they come to/leave work without changing their prescribed working hours.	The time staff begin / end work can be set from after 7:00 and up until 22:00, respectively.	—	None	—	Regulations Regarding Staff Working Hours, Days Off, and Holidays, Etc. (Hereinafter referred to as "Regulations Regarding Working Hours") Article 6-2		
	Restrictions on overtime work	System that ensures that staff members rearing a child under the age of 3 or providing long-term care for a person requiring long-term care cannot be required to work hours over their prescribed working hours if they request to be exempted from overtime work for the purpose of child-rearing or long-term care.	Workers cannot be required to perform overtime work	—	Same as for full-time staff	—	Regulations Regarding Working Hours Article 15-2		
		System that limits the number of overtime hours that staff members rearing a preschool-age child or providing long-term care for a person requiring long-term care cannot be required to work if they request restrictions on overtime work.	Even in the case that the worker is required to work overtime, overtime work is limited to 24 hours per month / 150 hours per year.	—	Same as for full-time staff *with exceptions.	—	Regulations Regarding Working Hours Article 15-3		
	Restrictions on late-night work	System that limits the hours between 22:00 and 5:00 that staff members rearing a preschool-age child or providing long-term care for a person requiring long-term care cannot be required to work if they request restrictions on late-night work for the purpose of child-rearing or long-term care.	Workers cannot be required to perform late-night work.	—	Same as for full-time staff *with exceptions.	—	Regulations Regarding Working Hours Article 15-4		
Leave System	Prenatal leave	Leave granted to a female staff member due to give birth within the next 6 weeks (14 weeks for multiple pregnancies) if they request leave.	Period requested prior to childbirth	Paid	Period requested prior to childbirth	Unpaid	(Full-time) Regulations Regarding Working Hours Article 26 (Part-time) Part-timer : Employment Regulations Article 21 Full-timer : Employment Regulations Article 22		
	Postnatal leave	Leave granted to a female staff member who has given birth	Period of 8 weeks from the day after the birth	Paid	Period of 8 weeks from the day after the birth	Unpaid	Same as above		
	Break time for child-rearing	Leave granted to a female staff member rearing a child under 1 year of age for the purpose of breastfeeding.	Two periods of leave per day; each period 30 minutes or less	Paid	Two periods of leave per day; each period 30 minutes or less	Unpaid	Same as above		
	Leave for spouse to give birth	Leave granted to a father for the birth of a child.	Two days (from the day the childbearing wife is admitted to the hospital to two weeks after the birth)	Paid	None	—	Regulations Regarding Working Hours Article 26		
	Paternity childcare leave	Leave granted to a staff member during the period their spouse is on prenatal or postnatal leave to care for the child that has been born or preschool age siblings.	Five days within the prescribed period	Paid	None	—	Regulations Regarding Working Hours Article 26		
	Sick/Injured childcare leave	Leave granted to staff members caring for a sick/injured preschool child (including taking a child to the doctor for vaccinations and medical check-ups).	Five days per academic year (10 days in the case of two or more preschool-age children)	Paid	Five days per fiscal year (10 days in the case of two or more preschool-age children)	Unpaid	(Full-time) Regulations Regarding Working Hours Article 26 (Part-time) Part-timer : Employment Regulations Article 21 Full-timer : Employment Regulations Article 22		
Child-Rearing Leave System	Child-rearing leave	System that enables staff members to obtain Child-Rearing Leave for the purpose of caring for a child under the age of 3 by submitting a request to the University President, regardless of whether or not the staff member's spouse is on Child-Rearing Leave.	Until the child turns 3 years of age	Unpaid (Child-rearing leave allowance paid from employment insurance)	Until the child turns 1 year of age (or 2 years, depending on the circumstances) * With exception.	Unpaid (Same as for full-time staff)	(Full-time) Regulations Regarding Staff Child-Rearing Leave etc. (Hereinafter referred to as "Full-time Child-Rearing Leave Regulations") Article3 (Part-time) Regulations Regarding Child-Rearing Leave etc. for Full-timers and Part-timers (Hereinafter referred to as "Part-time Child-Rearing Leave Regulations") Article 4, 4-2, 4-3, 4-4		
	Partial child-rearing leave	System that enables staff members to not work (reduce their working hours) for the purpose of caring for a preschool-aged child by submitting a request to the University President.	Two hours or less at either the beginning or end of the staff member's prescribed working hours up until the child starts elementary school	Unpaid	Two hours or less at either the beginning or end of the staff member's prescribed working hours up until the child turns 3. *with exceptions.	Unpaid	(Full-time) Full-time Child-Rearing Leave Regulations Articles 12 (Part-time) Part-time Child-Rearing Leave Regulations Article 23		
System for exemption Staff from their Duty of Devotion to Task	Measures regarding health management during pregnancy and after childbirth	System that exempts members of staff who are pregnant from their duty of devotion to service for the time they are undergoing health examinations.	For the purpose of undergoing health guidance and examinations in accordance with Maternal and Child Health Act Regulations	Paid	Same as for full-time staff	Paid	Employment Regulations Article 32		
	Measures for easing the burden of commuting during pregnancy	System that exempts members of staff who are pregnant and have been instructed by their physician to ease the burden of commuting to work (by travelling at times when transportation is less crowded) from their duty of devotion to service for the time they have been instructed to ease their commuting burden.	The period of time it has been recognized the staff member will not work in order to ease their burden of commuting	Paid	Same as for full-time staff	Paid	Employment Regulations Article 32		

Note: For details of the articles in red, please visit Nagasaki University website and/or the Hello Work (the Public Employment Security Office) website (only in Japanese).