

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 members who are rearing preschool-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 full-time staff members begin/end work can be set from after 7:00 and up until 22:00, respectively.	N/A	None	N/A	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.	Full-time staff members cannot be required to perform overtime work	N/A	Same as for full-time staff	N/A	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 full-time staff member is required to work overtime, overtime work is limited to 24 hours per month/150 hours per year.	N/A	Same as for full-time staff * With exceptions	N/A	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.	Full-time staff members cannot be required to perform late-night work	N/A	Same as for full-time staff * With exceptions	N/A	Regulations Regarding Working Hours Article 15-4
Leave System	Fertility treatment leave	Leave granted to a staff member for regular hospital visits to undergo fertility treatment.	Five days per academic year (10 days per academic year in the case that the hospital visits are to undergo in vitro fertilization or microinsemination)	Paid	Five days between April 1 and March 31 of the following year (hereinafter "per academic year") (10 days per academic year in the case that the hospital visits are to undergo in vitro fertilization or microinsemination) * With exceptions	Paid	(Full-time) Regulations Regarding Working Hours Article 26 (Part-time) Part-timer Employment Regulations Article 21 Full-timer Employment Regulations Article 22
	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	Same as for full-time staff	Paid	Same as above
	Postnatal leave	Leave granted to a female staff member who has given birth	Period of 8 weeks from the day after the birth	Paid	Same as for full-time staff	Paid	Same as above
	Child-rearing time	Leave granted to a female staff member rearing a child under 1 year of age for the purpose of breastfeeding, etc.	Two periods of leave per day; each period 30 minutes or less	Paid	Same as for full-time staff * With exceptions	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 spouse is admitted to the hospital to two weeks after the birth of the child	Paid	Same as for full-time staff * With exceptions	N/A	Same as above
	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	Same as for full-time staff * With exceptions	N/A	Same as above
	Sick/injured child care leave	Leave granted to staff members caring for a sick/injured preschool-age child (including taking children to the doctor for vaccinations and medical check-ups).	Five days per year (10 days per year in the case of two or more preschool-age children)	Paid	Five days per academic year (10 days per academic year in the case of two or more preschool-age children) * With exceptions	Unpaid	Same as above
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 exceptions	Unpaid (Same as for full-time staff)	(Full-time) Regulations Regarding Staff Child-Rearing Leave, Etc. (Hereinafter referred to as "Full-time Staff Child-Rearing Leave Regulations") Article 3 (Part-time) Regulations Regarding Child-Rearing Leave etc. for Full-timers and Part-timers (Hereinafter referred to as "Part-time Staff Child-Rearing Leave Regulations") Articles 4, 4-2, 4-3, 4-4
	Child-rearing leave for when spouse gives birth *Mainly for fathers	System that enable staff members to obtain child-rearing leave for a period of up to 4 weeks within 8 weeks of the birth of their child by submitting a request to the University President. (As the mother is on postnatal leave during this time period, the system mainly applies to male staff members; however, female staff members may also obtain leave under this system in the case of adoption.)	Period of up to 4 weeks within 8 weeks of the birth of the child	Unpaid (Child-Rearing Leave allowance paid from employment insurance)	Same as for full-time staff * With exceptions	Unpaid (Same as for full-time staff)	(Full-time) Full-time Staff Child-Rearing Leave Regulations Articles 10-2 through 10-6 (Part-time) Part-time Staff Child-Rearing Leave Regulations Articles 9-2 through 9-6

	Partial child-rearing leave	System that enables staff members to not work (reduce their working hours) for the purpose of caring for a preschool-age child by submitting a request to the University President.	Two hours at either the beginning or end of the full-time staff member's prescribed working hours up until the child starts elementary school	Unpaid	Two hours at either the beginning or end of the part-time staff member's prescribed working hours up until the child turns 3. * With exceptions	Unpaid	(Full-time) Full-time Staff Child-Rearing Leave Regulations Article 12 (Part-time) Part-time Staff Child-Rearing Leave Regulations Article 13
System for Exempting Staff from their Duty of Devotion to Service	Measures regarding health management during pregnancy and after childbirth	System that exempts staff members 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	Staff Employment Regulations Article 32
	Measures for easing the burden of commuting during pregnancy	System that exempts staff members who are pregnant and have been instructed by their physician to ease the burden of commuting to work from their duty of devotion to service for the time they have been instructed to ease their commuting burden. Methods of easing their commuting burden may include traveling at times when transportation is less crowded and shortening working hours.	The period of time it has been recognized the full-time staff member will not work in order to ease their burden of commuting	Paid	Same as for full-time staff	Paid	Same as above