

Japan²⁸⁶

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April 2026

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the [Leave Network website](#)). To contact authors of country notes, see the [members](#) page on the Leave Network website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (*Sanzen-Sango Kyūgyō*, literally 'pre-natal and post-natal leave') (responsibility of the Ministry of Health, Labour and Welfare)

Length of leave (before and after birth)

- 14 weeks: 6 weeks before the birth, and 8 weeks after the birth.
- It is obligatory to take 6 weeks of leave.

Payment and funding

- Two-thirds of the mother's average daily earnings, which is calculated by dividing her average monthly earnings for the previous 12 months by 30; up to an upper limit that only affects a very small number. If the mother has been employed for fewer than 12 months, the benefit is the lower of the two figures: her monthly earnings for the insured period, or the average monthly earnings of all those insured.
- Payments are not taxed, and the recipients are exempted from social insurance contributions.
- Funded from the Employees' Health Insurance system, which is financed by equal contributions from employees and employers. The system includes a variety of insurers, and, although there is a statutory requirement of (at least) equal contributions from employers and employees, contributions by the employer can be made higher by collective agreements etc. Depending on the type of insurers, the state subsidises a small proportion of payments and/or administrative expenses.

²⁸⁶ Please cite as: Nakazato, H., Takezawa, J., Saito, S. and Hosomi, N. (2026) 'Japan country note', in Dobrotic, I., Arnalds, Á.A., Kaufman, G., Koslowski, A., Moss, P. and Valentova, M. (eds.) International Review of Leave Policies and Research 2026. Available at: <https://www.leavenetwork.org/annual-review-reports/>

Flexibility in use

- A woman can return to work 6 weeks after childbirth if a doctor has confirmed that her job will have no adverse effects on her.

Eligibility (e.g., related to employment or family circumstances)

- All female employees are eligible for Maternity leave, but only those covered by the Employees' Health Insurance system are eligible for Maternity benefit payment (*Shussan-teate-kin*). This means that women enrolled in the National Health Insurance system (including special national health insurance societies) - such as self-employed women, or part-time or casual employees - are not eligible for Maternity benefit. Instead, women who are not covered by the Employees' Health Insurance system are exempted from the National Pension System contributions for 4 months, counting from the month before childbirth.
- The eligibility criteria listed above are applicable regardless of citizenship or residency.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to a person other than the mother

- In the case of multiple births, Maternity leave can be taken 14 weeks before birth.

Regional or local variations in leave policy

- None

Additional note (e.g., if leave payments are often supplemented by collective agreements, employer exclusions or rights to postpone)

- None reported.

b. Paternity leave (*Shusshōji Ikuji Kyūgyō*, literally 'Childcare Leave at Birth' also called *Sango Papa Ikukyū*, literally 'Postpartum childcare leave for fathers')

Length of leave

- 4 weeks, i.e., 28 calendar days.

Payment, funding and taxation

- Benefits for Childcare Leave at Birth: 67 per cent of daily earnings, up to an upper limit of JPY16,110 [€86.83]²⁸⁷ per calendar day.

²⁸⁷Conversion of currency undertaken for 20 July 2026, using: <https://data.ecb.europa.eu/currency-converter>.

- Postnatal Leave Support Benefit (*Shusshōgo-Kyūgyo-Shien-Kyūfukin*): Thirteen per cent of daily earnings, up to an upper limit of JPY16,110 [€86.83] per calendar day.
- The benefit payment may be reduced or not provided, depending on the amount of the payment from the employer.
- Payments are not taxed, and the recipients are exempted from social insurance contributions.
- Funded from the Parental leave section of the employment insurance system, which is financed by contributions from employees and employers, and the state: 0.2 per cent of all wages by employers and 0.2 per cent by employees. 12.5 per cent of the benefit payments is subsidised by the state. Leave benefits for employees in the public sector (national or local) are funded by mutual aid associations.

Flexibility in use

- Leave can be taken during the first 8 weeks after the birth.
- A parent can take Paternity leave in two periods.

Eligibility (e.g., related to employment or family circumstances)

- Employees employed on a day-to-day basis are not eligible for Paternity leave.
- Employees employed on a fixed-term contract are eligible only when it is not obvious that their employment contract will end within 8 weeks, and 6 months after the expected date of birth of a child or the date of the actual birth if it is earlier than the expected date.
- Workers may be excluded through the corrective agreement if they have been employed by the employer for less than one year.
- When the persons covered by employment insurance take Paternity leave, they are eligible for a benefit payment if they have contributed to employment insurance for at least 12 months during the two years preceding the date on which the leave started, and if they have worked for 11 or more days in these months.
- Individuals who meet the following criteria will be eligible to receive the 'Postnatal Leave Support Benefit' in addition to Paternity leave benefit for their Paternity leave: (i) the insured person must have taken at least 14 days of Paternity leave; (ii) following the child's birth, the insured person's spouse must either have taken at least 14 days of Parental leave during the Paternity leave period or is unable to take Childcare leave due to reasons such as being unemployed, self-employed or on maternity leave as of the day following the child's birth.
- Parents are eligible for the benefit payment even when they work for a maximum of 10 working days (or 80 hours if they work more than 10 working days) during the 28 calendar day leave period. This limit decreases proportionally to the length of leave actually taken. The benefit payment, however, is reduced according to the payment by the employers (see *Payment, funding and taxation* for details).
- Self-employed workers are not eligible.
- Same-sex couples are not eligible.
- There are no payments for unemployed parents.
- The eligibility criteria listed above are applicable regardless of citizenship or residency.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to a person other than the parents)

- None.

Regional or local variations in leave policy

- None.

Additional note (e.g., if leave payments are often supplemented by collective agreements, employer exclusions or rights to postpone)

- None reported.

c. Parental leave (*Ikuji Kyūgyō*, literally 'childcare leave') (responsibility of the Ministry of Health, Labour and Welfare)

Length of leave

- Leave can be taken by each parent until a child is 12 months old.
- Leave is an individual, non-transferable entitlement.
- Leave can, however, be extended until the child is 14 months old if both parents take some of the leave, even though each parent is only entitled to 12 months after birth, including the Maternity leave period. A typical situation might be that a mother takes leave until the baby is 12 months old (including 180 calendar days at 67 per cent of earnings, and the remainder at 50 per cent). In this typical situation, the father either starts leave on the same day that the mother finishes or starts his leave some time before that, then returns to work when the baby turns 14 months old. As another example, the mother could take 6 months' leave after Maternity leave (at 67 per cent of earnings), followed by the father taking another six months (at 67 per cent of earnings), so using the right to take leave up to 14 months after birth if leave is shared.
- A parent who is, or whose spouse is, already on leave can take Parental leave up to the child reaching 18 months of age where (i) admission to a childcare centre had been requested but was not forthcoming; or (ii) the spouse of the employee who was expected to take care of the child was not able to do so for reasons such as death, injury, and illness. A parent can take Parental leave up to the child reaching 24 months of age, if they meet the above condition at the time when the child turns 18 months of age. This extension of leave is an individual entitlement, i.e., both parents can take it for the extent to which they are entitled to usual Parental leave.

Payment, funding and taxation

- Benefits for childcare leave: Sixty-seven per cent of previous earnings²⁸⁸ for the first 180 calendar days of Parental leave taken by each parent with a

²⁸⁸ The benefit is calculated based on the earnings in the six months before the leave (bonus is not included in the calculation).

minimum payment of JPY60,581 [€326.51] per month²⁸⁹ and a maximum payment of JPY323,821 [€1,745.29] per month; then 50 per cent of earnings with a minimum payment of JPY45,210 [€243.67] per month and a maximum payment of JPY241,650 [€1,302.41] per month. The average monthly earnings²⁹⁰ of permanent, full-time female employees in 2025 were JPY304,900 [€1,643.31], whereas those of their male counterparts were JPY387,400 [€2,087.96].

- The benefit payment is reduced if the monthly payment from the employer exceeds 13 per cent of the individual's previous monthly earnings (for 180 calendar days from the start of the leave, 30 per cent for the rest).
- Postnatal Leave Support Benefit (*Shusshōgo-Kyūgyo-Shien-Kyūfukin*): 13 per cent of daily earnings, up to an upper limit of JPY16,110 [€86.83] per calendar day.
- Payments are not taxed and the recipients are exempted from social insurance contributions.
- Funded from the Parental leave section of the employment insurance system, which is financed by contributions from employees, employers, and the state: 0.2 per cent of all wages by employers and 0.2 per cent by employees. 12.5 per cent of the benefit payments is subsidised by the state. Leave benefits for employees in the public sector (national or local) are funded by mutual aid associations.

Flexibility in use

- A parent can take Parental leave in two periods.
- Both parents can take leave at the same time, with both receiving benefit payments if they are both covered by employment insurance.

Eligibility (e.g., related to employment or family circumstances)

- Parental leave does not apply to an employee employed on a day-to-day basis.
- Parental leave only applies to an employee employed on a fixed-term contract when it is not obvious that their employment contract will end before the child reaches one year and six months of age.
- Workers may be excluded if (i) they have been employed by the employer for less than 1 year; or (ii) their employment is to be terminated within 1 year (or 6 months if leave continues until the child reaches 18 months of age); or (iii) they work 2 days or less per week.
- When a person covered by employment insurance takes Parental leave, they are eligible for a benefit payment if they have contributed to employment insurance for at least 12 months during the 2 years preceding the date on which the leave started, and if they have worked for 11 or more days in those months.
- A parent is eligible for the benefit payments even when they work for 80 hours or less during each payment period (a month). The payments, however, are reduced according to the extent that the total of the earnings and the benefit payments exceed 80 per cent of the earnings prior to leave.

²⁸⁹ The minimum payment and maximum payment in this section is calculated as 30-day totals of daily payment.

²⁹⁰ Basic Survey on Wage Structure (Chingin Kouzou Kihon Tōkei Chōsa, 2023)

- Individuals who meet the following criteria are eligible to receive the Postnatal Leave Support Benefit in addition to Parental leave benefit: (i) the insured person must have taken at least 14 days of Parental leave covered within the 'eligible period' (if the insured person did not take Maternity leave (i.e., the insured person is the father or the child is adopted), the period eligible for Paternity leave; or if the insured person did take Maternity leave (i.e., the insured person is the mother and the child is not adopted), the period eligible for Paternity leave and 8 weeks after that period; or (ii) the insured person's spouse must have either taken at least 14 days of Parental leave (including Paternity leave) within the designated 8 week period after childbirth (or expected due date), or been unable to take leave due to reasons such as being unemployed, self-employed or on maternity leave as of the day following the child's birth. as defined below.
- Adoptive children by 'special adoption' (including those who are being given care by the worker before the completion of the adoption process) are treated in the same way as biological children for the purposes of Parental leave.
- Self-employed workers are not eligible.
- Same-sex couples are not eligible.
- There are no payments for unemployed parents.
- The eligibility criteria listed above are applicable regardless of citizenship or residency.

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to a person other than the parents)

- None.

Regional or local variations in leave policy

iii. None

Additional note (e.g., if leave payments are often supplemented by collective agreements, employer exclusions or rights to postpone)

- The Parental leave scheme for public sector employees (at the national or local level) is governed by separate legislation, and each parent is eligible to take leave until the child reaches 36 months of age.

d. Childcare leave or career breaks

No statutory entitlement.

e. Other types of leave and flexible working

Adoption leave and pay

- Although there are no special leave provisions for adoption, adoptive children by 'special adoption'²⁹¹ (including those who are being given care by the

²⁹¹ There are two types of adoption in Japan. 'Special adoption' refers to the case of children aged 6 years or younger whose relationship to their biological parents (as recorded on the family register) is ended through adoption. By contrast, children going through

worker before the completion of the adoption process) are treated in the same way as biological children for the purposes of Paternity and Parental leave. In this case, female workers are eligible for these leaves, but not for Maternity leave.

Time off for the care of dependents

- **Short-term family care leave** is available for up to 5 working days (to be taken in daily or hourly units) per parent per year for a child in year 3 of primary school or younger (until the end of March after the child turned 9 years) if the child is injured or ill, needs a health examination, class shutdown due to infection, or entrance or graduation ceremonies; or up to 10 working days per year if there are two or more children of this age. Employers can exclude workers with 2 scheduled working days or less per week by collective labour agreements. No statutory payment. Whether it is paid or unpaid is decided by employers.
- **Long-term family care leave** can be taken for a spouse (including de facto), parents, children, parents-in-law, grandparents, siblings, and grandchildren for each occurrence of a condition where the family member requires constant care for a period of 2 weeks or more due to serious illness or disability. There is a limit of 93 days over the whole lifetime of each family member in need of this care, which can be divided into 3 periods or fewer. This leave is paid at 67 per cent of earnings.

Specific provision for (breast)feeding

- Women with a child under 12 months of age are entitled to unpaid breaks of at least 30 minutes twice a day; breaks are not specifically for breastfeeding, but can be used for other purposes, e.g., leaving early to pick up children from childcare centres.

Flexible working for carers

- Until a child reaches the age of 3 years, the employers must provide the parents with the right to reduce their normal working hours to 6 hours per day. There is no payment for working reduced hours. This does not apply to workers excluded by collective labour agreements (e.g., those with 2 scheduled working days or less per week). Employers are obliged to provide workers excluded by collective labour agreements with the entitlements to other following work-family reconciliation measures: flexible working hours, change in start time and end working time, or teleworking.
- When a worker reduced their normal working hours to care for a child under the age of 2 years and meets certain conditions such as a reduction in wages, they may be eligible to receive the Childcare Shortened Working Hours Benefit. In principle, the benefit amount is calculated as 10 per cent of the wages paid during each month of shortened working hours. However, the payment rate will be adjusted to ensure that the total of the benefit and the monthly wages does not exceed the wage amount at the start of the shortened working hours.

'ordinary adoption' keep their relationship to their biological parents on the family register; this form of adoption is intended to be used to secure and to provide care for children whose biological parents cannot do so.

- Employers may not require an employee with a child below compulsory school age to (1) work more than 24 hours per month or 150 hours per year of overtime; or (2) work night shifts, i.e., between 22:00 and 05:00 – if the employee requests not to work these hours. Workers who are raising children who are under compulsory school age may request to be exempt from overtime work.
- Employers must make efforts to ensure that workers who are raising a child under the age of three without taking childcare leave, or who are providing care to a family member in need of long-term care without taking family care leave, have the option to choose telework.

Time off for antenatal appointments and care

- Under the Equal Employment Opportunity Act, employers are legally obliged to ensure that pregnant and postpartum female workers can take the time necessary to attend health guidance and health examinations. The minimum required frequency during pregnancy is: once every four weeks up to 23 weeks of pregnancy; once every two weeks from 24 to 35 weeks; and once every week from 36 weeks until delivery. Postnatally (within one year of birth), workers are entitled to time off as directed by their doctor.
- If a worker receives medical guidance following such an examination, the employer must take necessary measures to allow her to follow that guidance. These measures include: adjustments to commuting arrangements (e.g., staggered or shortened working hours); adjustments to rest periods (e.g., extended or more frequent breaks); and other pregnancy- or postpartum-related measures (e.g., restrictions on certain duties, temporary leave).
- The leave entitlement is an individual right for female workers only; there is no statutory entitlement for fathers or partners to take time off for antenatal appointments. Payment during this time is not mandated by law and is determined by the employer's work rules; there is no statutory minimum benefit level.

Other provisions of leave

- **Bereavement leave.** There is no statutory bereavement leave in Japan under national law; neither the Labor Standards Act nor any other national legislation establishes a legal entitlement to bereavement leave. The Ministry of Health, Labour and Welfare's Model Work Rules (updated December 2025) do include a template provision for 'celebratory and bereavement leave', which covers the death of a spouse, child, parent, sibling, grandparent, or parent-in-law. The Model Work Rules explicitly state that such leave is not required by the Labor Standards Act, and that the specific duration is to be determined by each individual employer. Payment is also not mandated by law.
- **Measures to promote leave policies in workplaces.** The Act on the Advancement of Measures to Support Raising the Next Generation of Children (introduced as legislation of specified duration in 2003; revised in 2014 to be effective from 2015 to 2025; revised in 2024 to be effective from 2025 to 2035), obliges employers to establish (or to make an effort to establish) action plans for improving the employment environment, in order to support balancing work and child-rearing. Under the 2003 Act, employers with more than 100 employees are obliged to establish action plans; while

employers with fewer employees are obliged to take steps to establish plans. The government grants certificates to employers whose action plans and achievements meet nine conditions; this allows them to use a certification mark called 'Kurumin' and provides them with preferential tax treatment. These conditions include: at least 1 male employee took Parental leave during the period of the plan, and the Parental leave uptake rate for female employees during the period of the plan is 75 per cent or over. These conditions are relaxed for smaller companies. Under the revised act, the government grants a special certificate with a certification mark called 'Platinum Kurumin' to employers whose achievements meet higher conditions, including a leave uptake rate of 13 per cent or more among male employees whose partner has given birth. The employers with this special certificate are exempted from establishing action plans, and, instead, obliged to announce their achievements more than once a year.

- Employers who employ more than 300 workers on a regular basis are obliged to publicly announce at least once a year the status of the take-up of Parental leave by their employees.
- Employers are prohibited from treating employees disadvantageously for taking Parental or family care leave, and they are obliged to take measures to deter actions by other workers that could harm their working conditions for these reasons.
- When an employee informs the employer that the employee or the employee's spouse is pregnant or has given birth, or other facts equivalent to it, such as adoption, the employer is obliged to inform the employee of the system concerning Parental leave and other related matters, and to take measures such as interviews to confirm the worker's intention with regard to the Parental leave request. The employer is prohibited from dismissing or otherwise treating the employee disadvantageously because the employee has requested these measures.
- Employers are obliged to take any of the following measures to ensure requests for Parental leave are facilitated:
 - Provide instructions about Parental leave for their employees
 - Establish a consultation system for Parental leave
 - Other measures to improve the employment environment related to childcare leave
- Employers are obliged to assess the needs of the workplace and provide workers raising a child of 3 years of age or older who has not yet entered primary school with measures to realise flexible working styles (change of starting time, telework, shorter working hours, granting new leave and other measures to facilitate raising a child while working, of which the employer chooses two), and allow them to use these measures at their choice. In addition, they are obliged to provide individual notification and get confirmation of intention to use such measures.
- In order to prevent employees from leaving their jobs due to family care, when a worker reports that they are facing a caregiving situation, the employer must individually provide information about the family care leave system and related programmes, and confirm the worker's intention to take family care leave or use other support measures for balancing work and caregiving. Employers must also provide information on family care programs, etc., to employees around the age of 40. Employers must improve the working environment by providing training and establishing consultation services.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of well-paid, post-natal leave is 14 months (including 2 months of bonus leave if parents share the leave period), which is nearly 8 months for mothers and 6 months for fathers. If fathers do not use their leave entitlement, the maximum period of well-paid leave is just under 8 months. Leave can be extended up to the child reaching 24 months of age, where admission to a childcare centre has been requested but denied for the time being. There is no entitlement to Early Childhood Education and Care (ECEC).

There is an obligation for local authorities to estimate the demand and supply of ECEC for children from birth to school age (six years of age) and to make a plan to close the gap between demand and supply through the approval process for various types of ECEC providers. They also match the childcare needs of each family to providers and subsidise childcare fees. Fees for ECEC services have been fully subsidized since October 2019 for all children aged three to five years (and the children up to 2 years of age in households exempted from local income tax) who are enrolled in these services.

Parents can apply for a childcare place for their children from 8 weeks after their birth (the end of the Maternity leave period) until they are school age if the child needs care because the parents are working²⁹² again, seeking employment, studying, in training, etc. However, there is a significant shortage of childcare places, especially in large cities.

A 'Universal Childcare Access Scheme' was started in 2025 for selected municipalities, and expanded to all municipalities from April 2026. A new benefit titled 'Support Benefit for Infants and Toddlers' allows children to attend childcare services flexibly on an hourly basis, up to a fixed number of hours per month, regardless of parents' employment status. Children aged from 6 months to under 3 years old who are not enrolled in licensed childcare centres or employer-led childcare centres are eligible. Children who attend unlicensed childcare facilities are also eligible. Certification of eligibility will be granted by the municipality in which the guardian resides. Use is permitted within a fixed monthly allocation of hours (up to 10 hours). However, depending on the decision of each municipality, the 'Universal Childcare Access Scheme' may be implemented beyond the standard monthly allocation of 10 hours covered by the benefit.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

3.Changes in policy since April 2025 (including proposals currently under discussion)

Under the *Child Care and Family Care Leave Act* [Expansion of measures to realise flexible working styles in accordance with the age of children], from 1 October 2025 employers are obliged to assess the needs of the workplace and provide

²⁹² The definition of 'working' was expanded to include part-time work or other non-standard working styles under the new scheme that started in April 2015.

workers raising a child of 3 years of age or older who has not yet entered primary school with measures to realize flexible working styles (change of starting time, telework, shorter working hours, granting new leave and other measures to facilitate raising a child while working, of which the employer chooses two), and allow them to use these measures at their choice. In addition, they are obliged to provide individual notification and get confirmation of intention to use such measures.

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4. Uptake of leave

a. Maternity leave

According to the Annual Report on Health Insurance and Seamen's Insurance FY2023, 330,240 mothers working in the private sector took Maternity leave and received Maternity leave benefits. The take-up rate for Maternity leave for mothers working in private companies for 100 live births in 2023 was 52.2.²⁹³

b. Paternity leave

According to the Report on Employment Insurance (*Koyō Hoken Jigyō Nenpō*) and the Report on Vital Statistics (*Jinkō Dotai Tōkei*),²⁹⁴ in 2024, 68,177 fathers who worked for private companies took Paternity leave and received leave benefits.

The take-up rate of the benefits was 9.9 per 100 live births in 2024.²⁹⁵

c. Parental leave

The figures in this section, unless otherwise noted, are taken from the 2024 Basic Survey of Gender Equality in Employment Management (*Koyō-kinto Kihon Chōsa*),²⁹⁶ Parental leave figures include paternity leave, as the two are not reported separately.

A large proportion (86.6per cent) of female workers who had given birth between 1 October 2022 and 30 September 2023 had started or applied for Parental leave

²⁹³ Author's calculation using 'Annual Report on Health Insurance and Seamen's Insurance FY2023' (*Kenkō-hoken Senin-hoken Jigyō Jyōukyō Houkoku*) and 'Report on Vital Statistics' (*Jinkō Dōtai Tōkei*) by Ministry of Health, Labour and Welfare.

²⁹⁴ Available at: <https://www.mhlw.go.jp/toukei/list/150-1.html>
<https://www.mhlw.go.jp/toukei/list/81-1.html>.

²⁹⁵ Author's calculation using 'Report on Employment Insurance' (*Koyō Hoken Jigyō Nenpō*) and 'Report on Vital Statistics' (*Jinkō Dōtai Tōkei*) by Ministry of Health, Labour and Welfare.

²⁹⁶ Ministry of Health, Labour and Welfare (2025) *2024 Basic Survey of Gender Equality in Employment Management*: based on a nationally representative sample of 3,383 employees working at private-sector establishments with five or more regular employees. Available at: <https://www.mhlw.go.jp/toukei/list/dl/71-r06/02.pdf>

by 1 October 2024. The proportion had increased by 2.5 per cent points from the previous year (84.1 per cent).

The proportion of men was much lower: 40.5 per cent of male workers whose spouse had given birth between 1 October 2022 and 30 September 2023 had started or applied for Parental leave by 1 October 2024. The proportion increased by 10.4 percentage points from the previous year (30.1 per cent).

Nearly a third (32.7 per cent) of female workers who returned to work from leave between 1 April 2022 and 31 March 2023 had taken 12 to 18 months of leave, and 30.9 per cent had taken 10 to 12 months of leave. Among male workers who returned to work after taking leave in the same period, 28.0 per cent took 1 to 3 month of leave, 20.4 per cent took 2 weeks to 1 month, 22.0 per cent took 5 days to 2 weeks, and 15.7 per cent took less than 5 days.

The figures above do not consider the number of female workers who had quit their jobs before the birth of their child. According to the Annual Report on Employment Insurance (*Koyō Hoken Jigyō Nenpō*) and the Annual Report on Vital Statistics (*Jinkō Dotai Tōkei*) and other surveys for public officers,²⁹⁷ 61.4 mothers, who are employed in private and public, per 100 live births in 2024 received parental leave benefits, 31.8 for fathers²⁹⁸

d. Other types of leave and flexible working

The 2023 Basic Survey of Gender Equality in Employment Management (*Koyō-kinto Kihon Chōsa*) shows the following proportion of workplaces providing other employment-related measures: reduced working hours (70.0 per cent); exemption from overtime work (64.0 per cent); flextime for childcare (14.9 per cent); starting/finishing work earlier/later (38.4 per cent); providing on-site childcare centre (4.4 per cent); subsidising childcare costs (8.1 per cent); and telework (13.3 per cent). The practical application of these measures varies between workplaces.

As for the use of these measures in the 2021 survey of Gender Equality in Employment Management (*Koyō-kinto Kihon Chōsa*), there are striking differences between how male and female workers used the options available to them. In 16.1 per cent of workplaces providing the reduced working hour's option, only female workers used this measure, while just 0.6 per cent of both female and male workers used it. In 5.9 per cent of workplaces providing on-site childcare centres,

²⁹⁷ Author's calculation using Ministry of Health, Labour and Welfare (2024) 2023 Annual Report on Employment Insurance. Available at: <https://www.mhlw.go.jp/toukei/list/150-1.html> and Ministry of Health, Labour and Welfare (2024) Annual Report on Vital Statistics. Available at: <https://www.mhlw.go.jp/toukei/list/81-1.html>.

²⁹⁸ Author's calculation using 'Report on Employment Insurance' (*Koyō Hoken Jigyō Nenpō*) by Ministry of Health, Labour and Welfare and 'Report on Vital Statistics' (*Jinkō Dōtai Tōkei*) by Ministry of Health, Labour and Welfare, 'Survey on working conditions of local public servants' (*Chihō Koumuin no Kinmu Jyōken tou ni Kansuru Chōsa*) by Ministry of Internal Affairs and Communications and Statistics on the Use of Parental Leave by National Government Employees, by Cabinet Office. Sources available at:

<https://www.mhlw.go.jp/toukei/list/150-1.html>
<https://www.mhlw.go.jp/toukei/list/81-1.html>
https://www.soumu.go.jp/menu_news/s-news/01gyosei11_02000254.html
https://www.cas.go.jp/jp/gaiyou/jimu/jinjikyoku/jinji_w5_list.html#leave

only female workers used them, while 1.5 per cent of both female and male workers used them. In 7.2 per cent of workplaces providing flextime for childcare, only female workers used this measure, while just 2.0 per cent of both female and male workers used it. In 13.4 per cent of workplaces providing telework, only female workers used them, while 6.6 per cent of both female and male workers used them.