

“Mom and Dad Child Care Leave Plus” (Japanese Law)

If an eligible OIST employee begins taking childcare leave after the start of their spouse’s leave, the total period of the OIST employee’s one year of childcare leave can be shifted up to 2 months, continuing at most until the child reaches 1 year and 2 months of age. The same Japanese government parental leave payments will be paid during this shifted time period.

This rule can be applied when:

- ① The employee’s childcare leave starts before the child’s 1st birthday.
- ② The employee’s spouse’s childcare leave starts before the child’s 1st birthday.
- ③ The childcare leave of the parent who plans to continue this leave after the child’s first birthday begins on the same day or after the other parent’s childcare leave.

The maximum length of the childcare leave for both the employee and their spouse is 1 year each (for the mother, the post-maternity leave [after childbirth] needs to be included in this 1-year term).

(Reference: Ministry of Health, Labor and Welfare web page “Mom and Dad Child Care Plus”
<http://ryouritsu.mhlw.go.jp/pdf/q0310.pdf>)

Examples

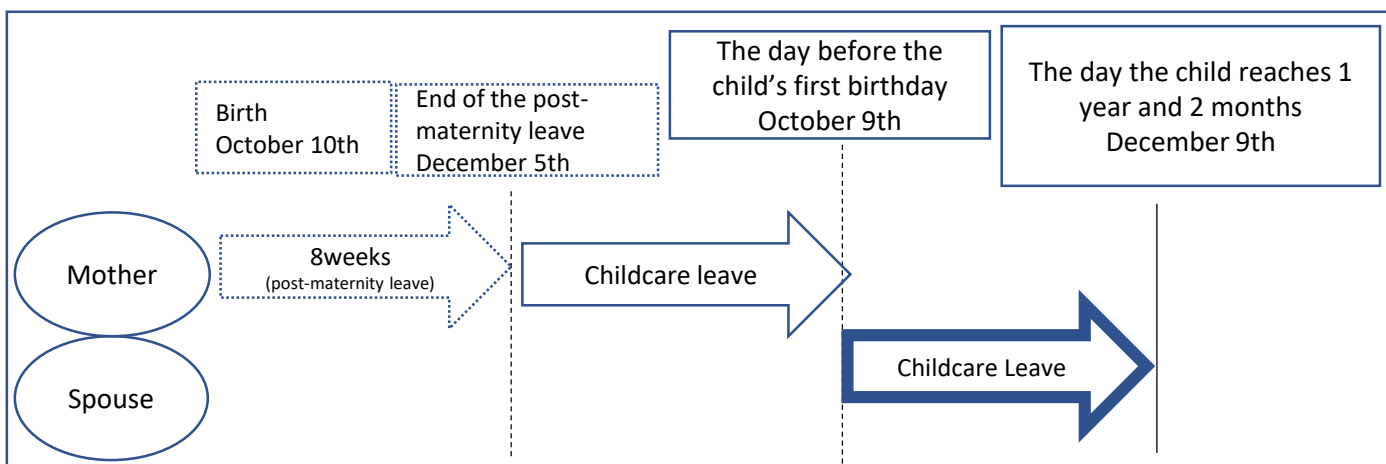
Birth of the child: October 10th, 2017

The day before the child’s first birthday: October 9th, 2018

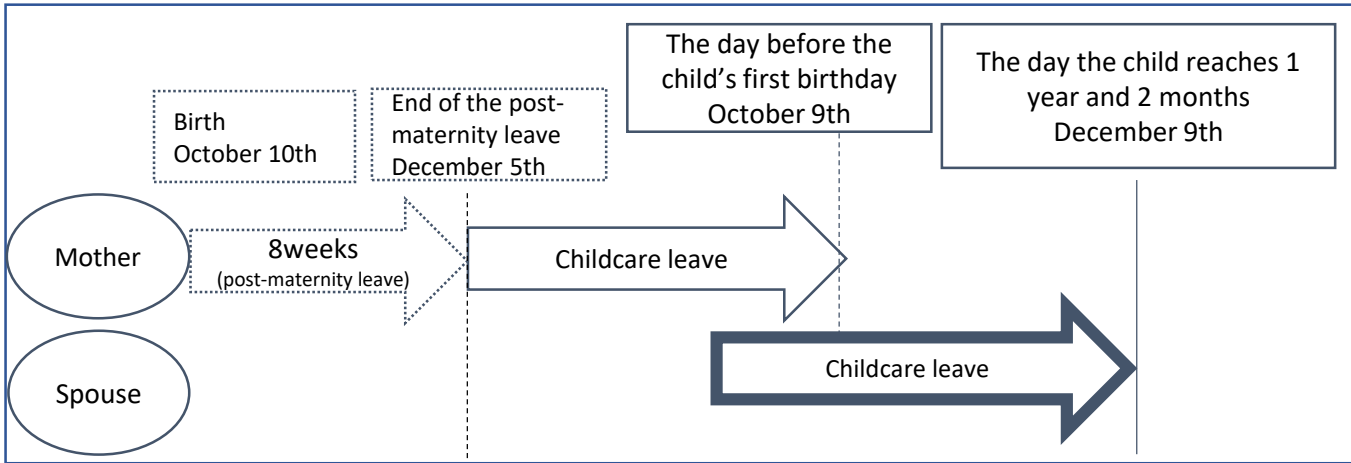
The child’s first birthday: October 10th, 2018

The day the child reaches 1 year and 2 months: December 9th, 2018

Eligible pattern 1

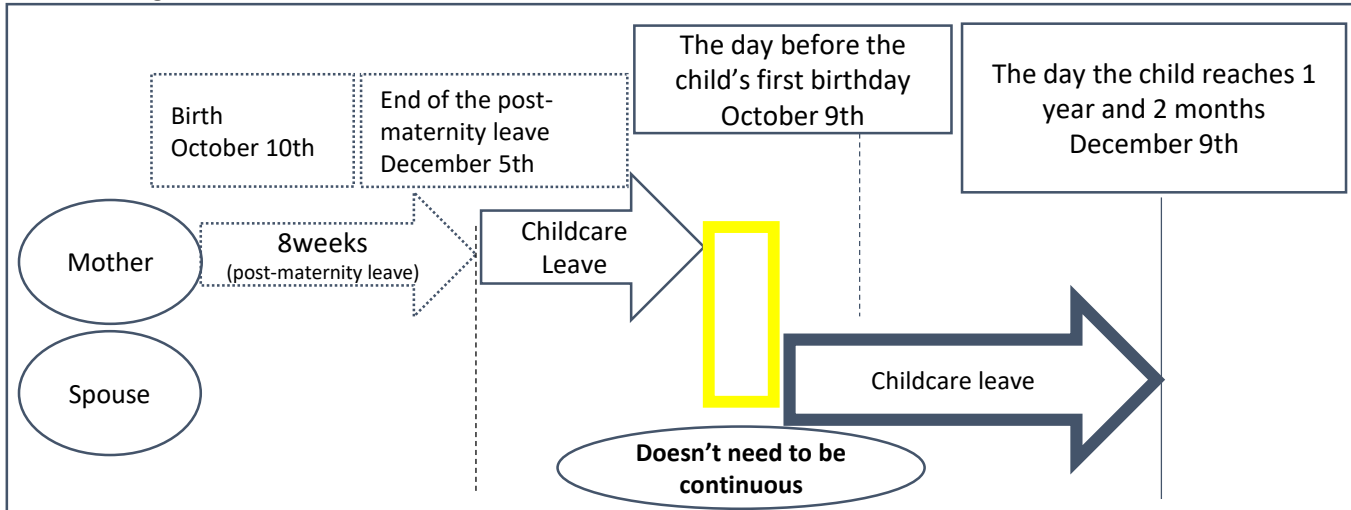


Eligible Pattern 2



Eligible Pattern 3

Case: There are some weeks/months that -another person can take care of the child while both parents are working.



Not Eligible

This pattern is not eligible because the mother cannot begin childcare leave first and continue this leave after the child's first birthday.

