### **BIPO Japan**

# 2025 Amendment to the Childcare and Caregiver Leave Act

To be implemented in phases starting April and October



### Revision of Childcare Leave for Nursing a Sick Child

- Eligible Leave Days: 5 days per year; 10 days if the employee has 2 or more children.
- **Compensation:** Generally unpaid; however, employers may decide otherwise and must specify the policy in their work regulations.

### **Mandatory Requirement**

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Amendment	Before Implementation	After Implementation
Expansion of Eligible Children	Until the start of elementary school	Until the completion of the third grade of elementary school
Expansion of Eligible Reasons	<ol> <li>Employees with scheduled workdays of 2 days or fewer per week</li> <li>Employees with less than 6 months of continuous employment</li> </ol>	<ol> <li>Illness or injury</li> <li>Vaccinations and health checkups</li> <li>School/class closures due to infectious diseases</li> <li>Entrance/graduation ceremonies (3) and 4) newly added)</li> </ol>
Exempted Employees	<ol> <li>Employees with scheduled workdays of 2 days or fewer per week</li> <li>Employees with less than 6 months of continuous employment</li> </ol>	<ol> <li>Employees with scheduled workdays of 2 days or fewer per week (2) has been removed)</li> </ol>

### 2 Restriction on Overtime Work (Request for Exemption from Overtime Work)

Employees who are raising a child up to a certain age are, in principle, entitled to request an exemption from overtime work beyond their prescribed working hours.

### **Mandatory Requirement**

Amendment	Before Implementation	After Implementation
Expansion of Eligible Children	Employees raising a child under the age of 3	Employees raising a child before entering elementary school

### Addition of Telework as an Alternative Measure to the Shorter Working Hours System (for Children Under 3 Years Old)

### **Recommended Measure**

3

Amendment	Before Implementation	After Implementation
Telework Added as an Alternative Measure Option	Employees can request a reduced working hours arrangement (up to 6 hours per day). For employees raising a child under the age of 3 who are not on childcare leave, employers are required to implement a reduced working hours system for childcare upon request.	"Telework" will be added as an option.

※ If there are specific job duties for which implementing a shorter working hours system is deemed difficult, and employees are engaged in such duties, an employer may establish an alternative measure by concluding a labour-management agreement and setting an exemption clause.

#### **Recommended Measure**

Regarding health insurance coverage for part-time regular employees (the following conditions must be met):

- There are provisions regarding part-time regular employees in the employment contract, work regulations, etc.
- $\checkmark$  A labour contract with no fixed term has been concluded.
- The method of calculating hourly base salary, bonuses, retirement benefits, etc., is the same as for full-time regular employees.

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The company will have an obligation to make efforts to ensure that employees raising children under the age of three can choose telework.

### **Mandatory Requirement**

Companies with 301 or more regularly employed workers must disclose the status of male employees' childcare leave, etc., on an annual basis (changed from 1,001 to 301 employees).

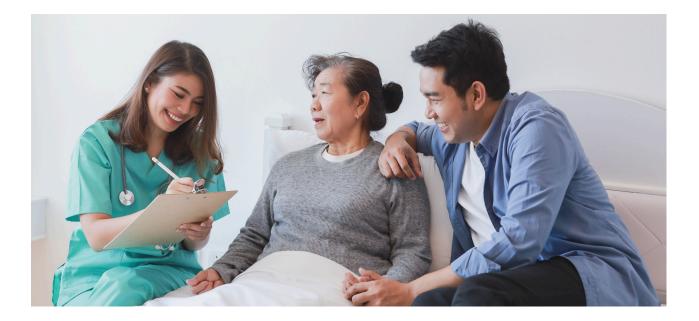
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### Relaxation of requirements for employees eligible for nursing care leave

If a labour-management agreement is in place, review the employment regulations and the agreement.

Amendment	Before Implementation	After Implementation
Employees with	[Exempt employees]	① Employees with 2 or fewer
less than 6 months	① Employees with 2 or fewer	scheduled working days per week
of service are now	scheduled working days per week	(2) has been removed
eligible for nursing	② Employees with less than 6 months	
care leave	of continuous employment	



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### Creating a supportive work environment to prevent caregiver-related job resignation

To ensure the smooth request process for nursing care leave and caregiver support systems, the company must take one of the following measures.

### **Mandatory Requirement**

6

Amendment	Before Implementation	After Implementation
Creating a supportive work environment to prevent caregiver- related job resignation (Applicable to all companies / Obligation)	2 Would likely be easier to implement.	<ol> <li>Conducting training on nursing care leave and caregiver support systems</li> <li>✓ Establishing a consultation system for nursing care leave and caregiver support systems (creating a consultation window)</li> <li>Collecting and providing examples of employees' use of nursing care leave and caregiver support systems</li> <li>Promoting awareness of the use of nursing care leave and caregiver support systems among employees</li> </ol>



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Individual Awareness and Confirmation of Intentions to Prevent Caregiving-related Leave of Absence

### **Mandatory Requirement**

- 1. The company must conduct individual awareness sessions and confirmation of intentions for employees who report facing caregiving responsibilities.
- 2. The company must provide information about work-life balance support systems (such as caregiving support) to employees in advance, such as those around the age of 40, prior to facing caregiving responsibilities.

### **Recommended Measure**

 The company should make efforts to allow employees who are caring for family members in need of nursing care to choose telework as an option.



### Amendment to the Employment Insurance Act

### 1. Childbirth Leave Support Benefits

• If both the insured person and their spouse take at least 14 days of parental leave within a specified period after the child's birth (8 weeks for men and 8 weeks after maternity leave for women), the benefit will be provided for up to 28 days. The benefit amount is equivalent to 13% of the wage prior to the start of the parental leave.



### 2. Childcare Shortened Working Hours Benefits

Eligibility requirements:

- 1. The employee is raising a child under the age of 2.
- 2. The employee is on a shortened working hours schedule.
- 3. The employee's wages have decreased due to the shortened working hours.

These three conditions must be met. (Other conditions include having 12 months of employment insurance coverage within the past 2 years, starting the reduced working hours immediately after taking parental leave, etc.)

• Benefit Amount: Generally, 10% of the wages paid during the period of shortened working hours will be provided. However, there is a cap on the benefit amount (if the benefit exceeds the wage, the excess amount will not be provided).

Note: The company must provide an explanation of these benefits to eligible employees.



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Join our local expert Ken Tip, as he shares updates and key insights into Thailand's labour law and employment regulations as well as other facts that you need to know.

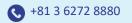
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