

PAID LEAVE FOLLOWING CHILDBIRTH IN JAPAN

DURATION OF PAID LEAVE

Leave periods available	Months
Paid Maternity Leave	1.9
Paid Paternity Leave	0
Paid Parental Leave	12

ELIGIBILITY

Group	Maternity Leave	Paternity Leave	Parental Leave
Employed	+	/	+
Self-employed	-	/	-
Student	-	/	-
Unemployed	-	/	-
Adoptive parent	-	/	-
Grandparent	-	/	-
Migrant	+	/	+

TAKE-UP RATES

Leave type	%
Maternity Leave (% of pregnant/young mothers)	obligatory
Paternity Leave (% of fathers)	-
Parental Leave (% of mothers)	82.2
Parental Leave (% of fathers)	6.16

RESPONSIBILITIES

Maternity Leave

is covered by the Employees' Health Insurance system, financed by even contributions from employees and employers.

Paternity Leave

There is no specific Paternity Leave in Japan.

Parental Leave

is covered by the Employment Insurance system, financed by contributions from employees, employers and the state.



History of leave policy and recent changes

Statutory Maternity Leave was first introduced in 1947. It was extended in 1985, from six to eight weeks after birth, with compulsory leave increasing from five to six weeks. A maternity benefit was paid from 1922, with 60 per cent of the mother's average earnings, and increased to two-thirds of average earnings in 2007.

Statutory Parental Leave scheme was first introduced in 1992. Payments were introduced in 1995 at 25 per cent of an employee's average earnings, and increased to 50 per cent in 2007 after a few amendments. From 2010, both parents can take leave and receive payment at the same time. After April 2014, the benefit payment rose again, to 67 per cent of earnings for the first six months for each parent, after which it drops to 50 per cent for the remaining leave period.

DEFINITIONS

MATERNITY LEAVE

Leave generally available to mothers only. It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, to be taken just before, during and immediately after childbirth.

PATERNITY LEAVE

Leave generally available to fathers only, usually to be taken soon after the birth of a child and intended to enable the father to spend time with his partner, new child and older children.

PARENTAL LEAVE

Leave available equally to mothers and fathers, either as a non-transferable individual right, an individual right that can be transferred to the other parent, or a family right that parents can divide between themselves as they choose.

INTRODUCING THE NETWORK ON LEAVE POLICIES AND RESEARCH

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at

www.leavenetwork.org/leave-policies-research/

RECENT PUBLICATIONS

Nakazato, Hideki. 2019. "Japan: Leave policy and attempts to increase fathers' take-up." in Parental leave and beyond: recent developments, current issues, future directions, edited by P. Moss, A.-Z. Duvander, and A. Koslowski: Policy Press.

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