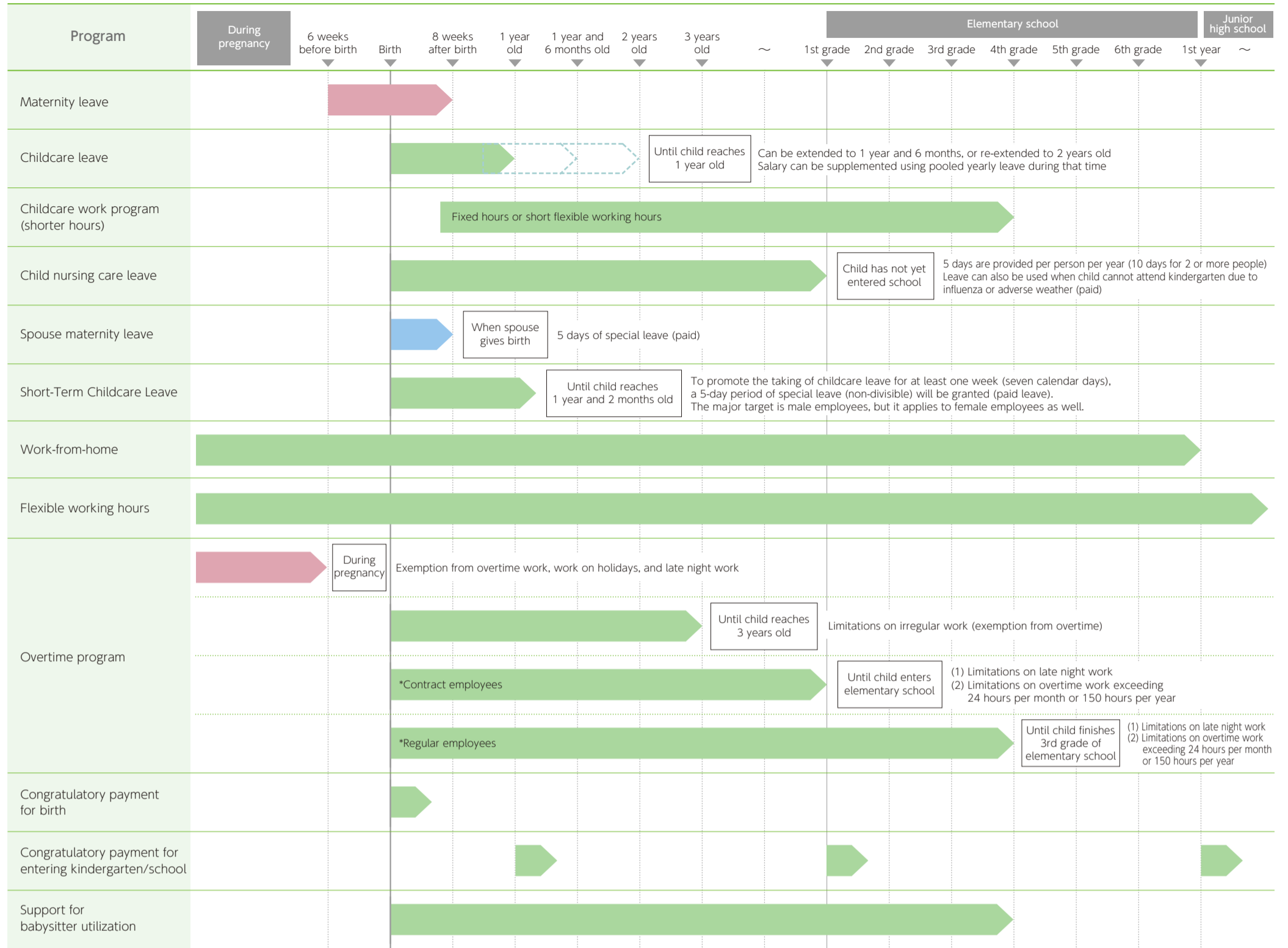# ■Overview of Childcare/Elderly Care Support System

●Chart of childcare support programs

Legend: ➤ Women　➤ Men　➤ Programs for women and men

Program	During pregnancy	6 weeks before birth	Birth	8 weeks after birth	1 year old	1 year and 6 months old	2 years old	3 years old	～	1st grade	2nd grade	3rd grade	4th grade	5th grade	6th grade	Junior high school 1st year	～

Maternity leave — (Women) 6 weeks before birth to 8 weeks after birth

Childcare leave — From 8 weeks after birth, "Until child reaches 1 year old". Can be extended to 1 year and 6 months, or re-extended to 2 years old. Salary can be supplemented using pooled yearly leave during that time

Childcare work program (shorter hours) — Fixed hours or short flexible working hours (from 8 weeks after birth until 6th grade)

Child nursing care leave — "Child has not yet entered school". 5 days are provided per person per year (10 days for 2 or more people). Leave can also be used when child cannot attend kindergarten due to influenza or adverse weather (paid)

Spouse maternity leave — (Men) When spouse gives birth. 5 days of special leave (paid)

Short-Term Childcare Leave — "Until child reaches 1 year and 2 months old". To promote the taking of childcare leave for at least one week (seven calendar days), a 5-day period of special leave (non-divisible) will be granted (paid leave). The major target is male employees, but it applies to female employees as well.

Work-from-home — (from 6 weeks before birth until 6th grade)

Flexible working hours — (from 6 weeks before birth until junior high school 1st year)

Overtime program
- During pregnancy: Exemption from overtime work, work on holidays, and late night work
- "Until child reaches 3 years old": Limitations on irregular work (exemption from overtime)
- *Contract employees: "Until child enters elementary school": (1) Limitations on late night work (2) Limitations on overtime work exceeding 24 hours per month or 150 hours per year
- *Regular employees: "Until child finishes 3rd grade of elementary school": (1) Limitations on late night work (2) Limitations on overtime work exceeding 24 hours per month or 150 hours per year

Congratulatory payment for birth — at birth

Congratulatory payment for entering kindergarten/school — (at kindergarten, elementary school, junior high school entry points)

Support for babysitter utilization — (from 8 weeks after birth until 6th grade)

●Chart of elderly care support programs

Program	Program use	365 days	2 years	3 years	～	Necessary period

Short-term elderly care leave — 5 days are provided per person requiring care (10 days for 2 or more people). Can be taken in half-day units (paid)

Elderly care leave — Upper limit of 365 days for regular employees, divided into multiple times (number of calendar days, not workdays). Contract employees can take up to 93 days

Use of pooled yearly leave

Elderly care work program (shorter hours) — Fixed hours or short flexible working hours. Employees can use this program multiple times for the necessary period.

Overtime program — (1) Limitations on irregular work (exemption from overtime) (2) Limitations on late night work (3) Limitations on overtime work exceeding 24 hours per month or 150 hours per year

Flexible working hours

Work-from-home