

BIPO Japan

2025 Amendment to the Childcare and Caregiver Leave Act

To be implemented in phases starting April and October

Effective Date: April 1, 2025
 Aimed at creating a society where work can be balanced with childcare and caregiving.



1 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

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	<ul style="list-style-type: none"> ① Employees with scheduled workdays of 2 days or fewer per week ② Employees with less than 6 months of continuous employment 	<ul style="list-style-type: none"> ① Illness or injury ② Vaccinations and health checkups ③ School/class closures due to infectious diseases ④ Entrance/graduation ceremonies (③ and ④ newly added)
Exempted Employees	<ul style="list-style-type: none"> ① Employees with scheduled workdays of 2 days or fewer per week ② Employees with less than 6 months of continuous employment 	<ul style="list-style-type: none"> ① Employees with scheduled workdays of 2 days or fewer per week (② has been removed)

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

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

Recommended Measure

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.
- ✓ 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.

4 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).



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



6

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

Amendment	Before Implementation	After Implementation
<p>Creating a supportive work environment to prevent caregiver-related job resignation (Applicable to all companies / Obligation)</p>	<p>② Would likely be easier to implement.</p>	<ul style="list-style-type: none"> ① Conducting training on nursing care leave and caregiver support systems ② ✓ Establishing a consultation system for nursing care leave and caregiver support systems (creating a consultation window) ③ Collecting and providing examples of employees' use of nursing care leave and caregiver support systems ④ Promoting awareness of the use of nursing care leave and caregiver support systems among employees



7

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

3. 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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