

Let's promote a good balance between career and childcare!

Childcare leave may be taken regardless of gender.

※ Those who are not taking postnatal leave may also take Childcare Leave at Birth, which is a leave of absence for up to four weeks out of the eight weeks following childbirth.

Eligible persons	Employees of Hiroshima University However, employees who are employed for a fixed period of time (excluding employees subject to the Hiroshima University Regulations for Terms of Office of Teachers, employees re-employed after retirement, employees subject to the Hiroshima University Regulations for the Tenure Track System, and hospital assistant professors) are eligible for childcare leave if there is a possibility that their employment may be continued (renewed) no later than the date on which six months have elapsed since the end of the current childcare leave period (or if the relevant child is under one year and six months of age as of such date, no later than the date on which the child reaches one year and six months of age).
Eligible period	Until the date immediately prior to the date on which the relevant child reaches three years of age
Application deadline	Please file an application to staff in charge of personnel affairs at your department no later than one month prior to your intended starting date of childcare leave.
Taking leave in installments	From October 2022, childcare leave can be taken in two instalments.

Childcare leave involves payment of benefits and exemption from social insurance premiums.

Childcare leave benefits

If a generally insured person under employment insurance has taken childcare leave to care for his/her child under one year of age (one and a half years of age or two years of age if certain requirements are met) and will not be paid all or part of his/her salary due to taking childcare leave, such person is eligible to receive benefits from employment insurance that are equivalent to 67% (50% after the lapse of six months) of his/her monthly wage as of the start of childcare leave.

For details, please refer to the website below (in Japanese only).

https://www.hiroshima-u.ac.jp/jinji_seido/kakusyu/koyouhoken/kyufu3



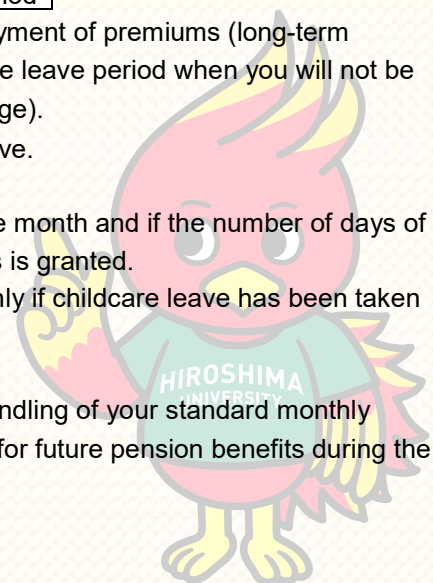
Exemption from social insurance premiums during the childcare leave period

If you meet certain requirements, you may apply for an exemption from payment of premiums (long-term benefits, short-term benefits, and nursing care benefits) during the childcare leave period when you will not be paid your salary (during the period until your child reaches three years of age).

- (1) When the last day of the month is during the period of childcare leave.
- (2) After October 2022

- In addition to (1), if the childcare leave starts and ends within the same month and if the number of days of such leave is 14 days or longer, exemption from payment of premiums is granted.
- However, payment of insurance premiums on bonuses is exempted only if childcare leave has been taken for a continuous period of longer than one month.

In addition, at the end of childcare leave, you may apply for special handling of your standard monthly remuneration amounts and measures to reduce your insurance premiums for future pension benefits during the period until your relevant child reaches three years of age.



Childcare Leave at Birth may be taken by those who do not take postnatal leave.

Eligible persons	Employees of Hiroshima University However, employees who are employed for a fixed period of time (excluding employees subject to the Hiroshima University Regulations for Terms of Office of Teachers, employees re-employed after retirement, employees subject to the Hiroshima University Regulations for the Tenure Track System, and hospital assistant professors) are eligible for childcare leave at birth if there is a possibility that their employment may be continued (renewed) no later than the date on which six months have elapsed from the following day of the date on which eight weeks have elapsed counting from the date of birth of the child (from the expected due date if the child is born before the expected due date).
Eligible period	Up to four weeks in total within eight weeks following the birth of a child
Application deadline	Please file an application to staff in charge of personnel affairs at your department no later than two weeks prior to your intended starting date of childcare leave at birth.
Taking leave in installments	Can be taken in two installments. (If you wish to take leave in two installments, you must submit requests for the two installments at the same time, in principle.)
Work during leave	Employees may work during leave if a labor-management agreement has been concluded. *Since Hiroshima University does not conclude a labor-management agreement, the University's employees cannot work during their childcare leave at birth.

Childcare leave at birth involves payment of benefits and exemption from social insurance premiums.

Childcare leave at birth benefits

When an insured person takes childcare leave at birth, the person is eligible to receive benefits (that are equivalent to 67% of his/her monthly wage as of the start of leave).

Conditions for benefit payment are as follows.

- There are at least 12 full months, within the two-year period preceding the day on which the leave starts, in which the number of days based on which wages are paid is 11 or more (or 80 working hours or more if the number of working days per month is less than 11).

For details, please refer to the website below.

https://www.hiroshima-u.ac.jp/jinji_seido/kakusyu/koyouhoken/kyufu3



Exemption from social insurance premiums during the period of childcare leave at birth

If you meet certain requirements, you may apply for an exemption from payment of premiums (long-term benefits, short-term benefits, and nursing care benefits) during the period of childcare leave at birth when you will not be paid your salary.

(1) When the last day of the month is during the period of childcare leave at birth.

(2) After October 2022

- In addition to (1), if the childcare leave at birth starts and ends within the same month and if the number of days of such leave is 14 days or longer, exemption from payment of premiums is granted.
- However, payment of insurance premiums on bonuses is exempted only if childcare leave has been taken for a continuous period of longer than one month.

The University will not treat you disadvantageously on the grounds of your applying for or taking childcare leave/childcare leave at birth.

Reference information regarding childbirth and childcare is provided on the next page.

(Reference information regarding childbirth and childcare)

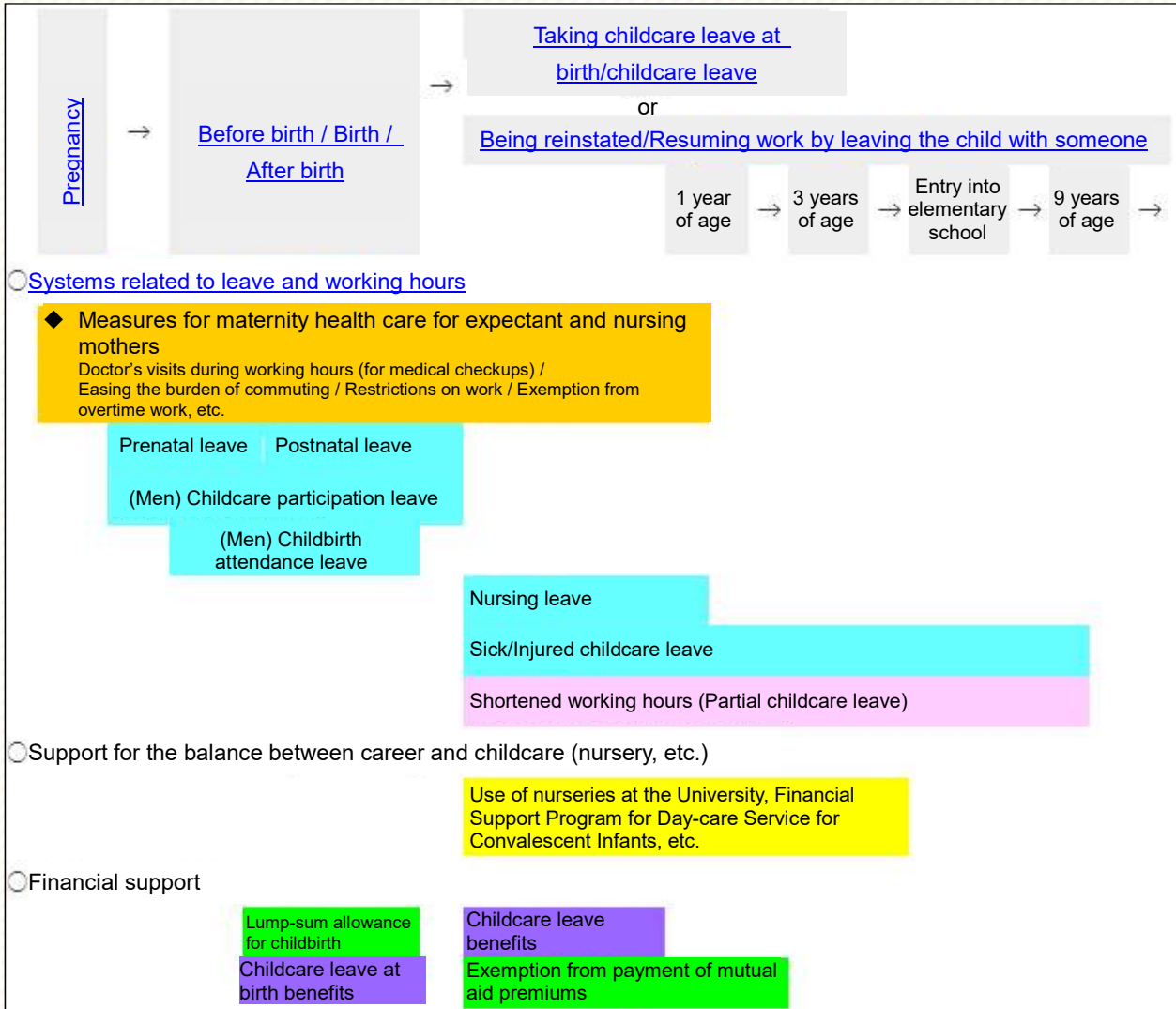
Procedure related to childbirth and childcare



The general flow of the procedure is summarized in the chart below.

For details, please access the following URL (in Japanese only).

https://www.hiroshima-u.ac.jp/jinji_seido/zaisyoku/shussan-ikuji



Most of the systems mentioned above are intended for full-time employees.

Contract employees and part-time employees may have different systems available to them, depending on the type of employment, length of service, etc. For details, please ask the staff in charge of personnel affairs at your department or the Personnel Affairs Concierge.

(Personnel Affairs Concierge) <https://forms.office.com/r/Ba5d16Kane>

* Please enter your inquiry in the form provided at the link above.

