



What types of benefits and leave are available for childbirth and childcare in Japan?



There are various types of leave and benefits available in Japan for childbirth and childcare. However, eligibility criteria and application processes vary for each, so it's important to check which ones you qualify for.



Refer to these icons to help check your eligibility for each of the following benefits and leave.



Enrolled in Employees' Pension & Health Insurance



Enrolled in Employment Insurance



Currently employed



Father



Mother



Benefit

## EXAMPLES

### CASE 1: Ms. A



I have the residence status of 'Dependent' and I've been working part-time as an English teacher for about **half a year**. My income is quite low because I can't work more than 28 hours per week, so I am registered as my husband's dependent for tax and insurance purposes.

Eligible leave:

Maternity Leave

Eligible benefits:

¥ Childbirth Lump-Sum Allowance

¥ Childbirth and Childcare Support Benefits

¥ Child Allowance \*depends on income requirements

### CASE 2: Ms. B



I've been **working full-time** as an engineer for **over 2 years** with the residence status of 'Engineer/ Specialist in Humanities/ International Services'. My **husband, who is a student**, is not working and is therefore **registered as my dependent**.

Eligible leave:

Maternity Leave

Childcare Leave

Eligible benefits:

¥ Maternity Leave Allowance

¥ Childbirth Lump-Sum Allowance

¥ Childcare Leave Allowance

¥ Childbirth and Childcare Support Benefits

¥ Child Allowance \*depends on income requirements

### CASE 3: Mr. C



I've been working as a **full-time chef** with the residence status of "Skilled Worker" for **over 5 years**. My **wife also works full-time** and plans to return to work after taking Childcare Leave.

Eligible leave:

Postpartum Paternity Leave

Childcare Leave

Mother and Father Childcare Leave Plus

Eligible benefits:

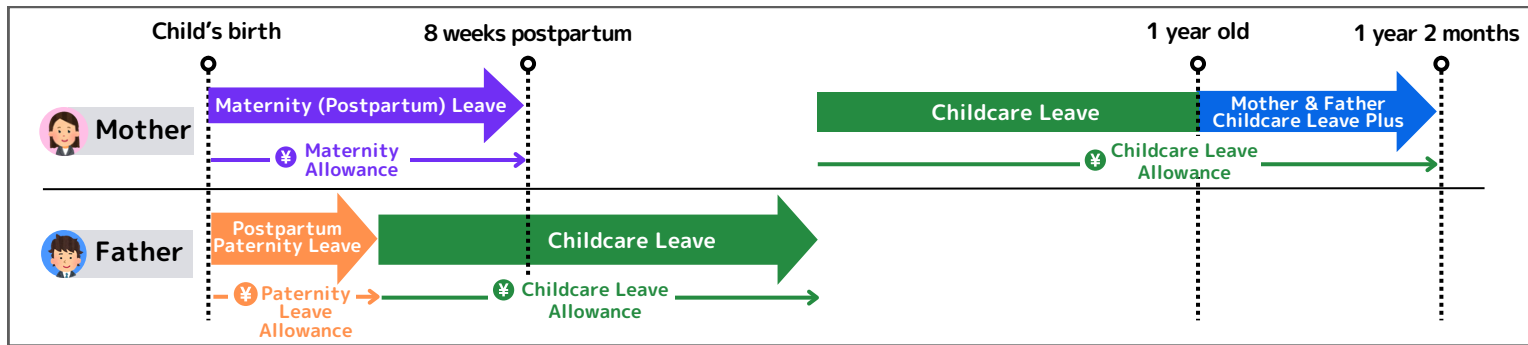
¥ Paternity Leave Allowance

¥ Childcare Leave Allowance

¥ Child Allowance \*depends on income requirements

# SPECIFIC EXAMPLE OF LEAVE & BENEFITS AVAILABLE TO PARENTS

\*In the case of taking 'Childcare Leave' including both 'Postpartum Leave' and 'Mother and Father Childcare Leave Plus'.



## DESCRIPTIONS OF EACH TYPE OF LEAVE & BENEFIT

Based on information from the Ministry of Health, Labour and Welfare, and the Children and Families Agency websites.

### Maternity (Prenatal + Postpartum) Leave

*Sanzen sango kyūka*



- **Prenatal Leave: 6 weeks (including the day of birth)**  
If you apply, your company cannot allow you to (or make you) work during this period.
- **Postpartum Leave: 8 weeks**  
The mandatory postpartum leave period is 6 weeks. After that, you can start working on tasks your doctor deems low-risk, if you request it.



Please consult your employer directly about taking maternity leave.

### ¥ Maternity Leave Allowance

*Shussan teate-kin*



You will receive an amount equivalent to **[two-thirds of your daily standard remuneration for the 12 months before the first day of payment]** for the period you were on unpaid maternity leave.

\*Only those directly enrolled in Employee's Pension & Health Insurance are eligible for this allowance. Dependents of those enrolled are **not** eligible.



Please apply to your health insurance provider through your workplace.

### ¥ Childbirth Lump-Sum Allowance

*Shussan ikuji ichiji-kin*



If you are enrolled in Employees Health Insurance or National Health Insurance and you give birth, you will receive an allowance of 500,000 yen\*.

\*For births not covered by the Japan Obstetric Care Compensation System, such as when a pregnancy did not reach 22 weeks, the allowance is 488,000 yen.



For details about this allowance, please consult the medical institution where you plan to give birth.

## ¥ Childbirth and Childcare Support Benefits

Shussan kosodate ōen kōfu-kin



### • Childbirth Support Gift: Equivalent to 50,000 yen (per pregnancy)

You should receive this after consultation with the municipal office when submitting Pregnancy Notification.

### • Childcare Support Gift: Equivalent to 50,000 yen (per baby)

You should receive this after a consultation held sometime after submitting the Birth Notification, and before the home visit by a public nurse made to all households with infants.

\*The form of the gift (benefit) differs by municipality (e.g. coupons for childcare goods, etc.)



Please apply at your municipality's Comprehensive Support Center for Families with Children.

## Postpartum Paternity Leave

Shusseiji ikuji kyūgyō (Sango papa ikukyū)



You can take this leave in up to two periods, totaling **4 weeks (28 days) within the first 8 weeks postpartum**. You can work a pre-determined amount while on this leave, but only if you have a labor-management agreement with your employer.

\*You can not take this leave if it is clear that your contract will end within 6 months after the day the postpartum period (the 8 weeks after birth) ends.

\*If your period of continuous employment is less than 1 year, you may not be eligible for this leave depending on your labor-management agreement.



In general, you should apply at your place of employment at least 2 weeks in advance.

\*If you plan to take the leave in two periods, you need to apply for both at the same time.

## ¥ Paternity Leave Allowance

Shusseiji ikuji kyūgyō kyūfukin



You can receive paternity leave allowance if you have taken postpartum paternity leave and meet the following requirements:

- You have been enrolled in employment insurance for at least 12 months in the 2 years prior to the first day of your leave, and you have received wages, remuneration, etc. for at least 11 days (or 80 hours) in each of those 12+ months.
- The number of working days during the leave period must not exceed 10 days (or 80 hours).
- If you have a fixed-term contract, it is not specified in the contract that employment will end within 6 months after the day the postpartum period (the 8 weeks after birth) ends.

**Allowance amount = Daily wage at the start of the leave** (total wages for the last six months before the start of childcare leave at the time of birth ÷ 180) × **Number of leave days (28 days maximum) × 67%**



Please apply through your employer to the Hello Work office in charge of your place of employment. Application period: from [A] the day after the postpartum period ends until [B] the last day of the 2nd month after [A] (see example for clarification.)

### EXAMPLE:

DOB → Oct.15 Last day of postpartum period → Dec.9 Application period → [A] Dec.10 ~ [B] end of Feb.

## Childcare Leave

Ikujikyūgyō



In principle, you can take this leave in up to two installments **during the period until your child turns 1 year old**. However, as an exception, and only if certain conditions are met, the period of leave can be extended until your child reaches 18 months (in some cases, a further extension is permitted, allowing you to take leave until your child reaches 2 years old).

\*You cannot take this leave if it is clear that your contract will end before your child turns 18 months (or 2 years).

\*If you have worked for less than 12 months continuously with your current employer, you may not be eligible for this leave if your company has a labor-management agreement in place that specifies this.

 You should generally apply with your employer at least 1 month prior to taking leave.

## ¥ Childcare Leave Allowance


Ikujikyūgyō kyūfukin



You can receive this allowance if you take Childcare Leave and meet the following conditions:

- You have been enrolled in employment insurance for at least 12 months in the 2 years prior to the first day of your leave, and you have received wages, remuneration, etc. for at least 11 days (or 80 hours) in each of those 12+ months.
- The number of working days during the leave period must not exceed 10 days (or 80 hours).
- If you have a fixed-term contract, it is not specified in the contract that it will end before your child turns 18 months (or two years old).

**Allowance amount** = **Daily wage at the start of the leave** (total wage for the 6 months prior to the start of Childcare Leave at the time of birth ÷ 180) × **Number of days of payment** (generally 30 days) × **67%** (50% from the 181st day from the start of Childcare Leave)

 The initial application should be made through your employer to the Hello Work office in charge of your place of employment. Application period: from [A] the first day of Childcare Leave until [B] the last day of the 4th month from [A] (see example for clarification.)

### EXAMPLE:

First day of Childcare Leave → Jul.10 4 months later → Nov.9 Application period → [A] Jul.10 ~ [B] Nov.30

\*If you plan to take the Childcare Leave in two parts, you need to apply separately for the allowance corresponding to the second period of leave.

## Mother and Father Childcare Leave Plus

Papa mama ikukyū purasu



If both parents take Childcare Leave and meet the following requirements, they can each take leave for **up to 1 year** (including the period of Postpartum Paternity Leave / Maternity Leave) until the child reaches **1 year and 2 months of age**.

- The person wishing to take Childcare Leave Plus is already on Childcare Leave before the child reaches 1 year of age.
- The start date of the Childcare Leave Plus is before the child's 1st birthday.
- The intended start date of the person's Childcare Leave is on or after the 1st day of their spouse's Childcare Leave.

\*If you take the Childcare Leave Plus, you can receive Childcare Leave Allowance for a maximum of 1 year.

 You should generally apply to your employer at least 1 month prior to taking leave.



\*From October 2024, this system will change greatly due to the "Act to Partially Amend the Child Welfare Act."

This benefit is available to those raising children in Japan, starting from the birth of the child and continuing until the child graduates Junior High School (until the first March 31st after the child's 15th birthday.) The household income must fall either ① below the income limit, or ② above the income limit but below the maximum income limit.

The allowance is generally paid in three installments: **June** (for the period of February ~ May), **October** (for the period of June ~ September), and **February** (for the period of October ~ January.)

- ① Those with income below the income limit (amount per child per month)
  - Under 3 years of age: **15,000 yen** flat rate
  - Over 3 years/Before finishing elementary school: **10,000 yen** (**15,000 yen** from the third child onwards)
  - Junior High School students: **10,000 yen** flat rate
- ② Those with income above the income limit but below the maximum income limit (amount per child per month)
  - **5,000 yen** flat rate



Please consult your municipality regarding the required procedures.

\*Single-parent households and those raising children with disabilities can receive a different type of allowance. Please inquire at your local municipal office for details.



## SOURCES

[Guidebook on Living and Working](#)  
(Chapter 4 Childbirth and Parenting)  
Immigration Services Agency



[Information about Child Allowance](#)

Council of Local Authorities  
for International Relations



[Parenting Chart](#)  
[From pregnancy and delivery to entering elementary school](#)  
Children and Families Agency



[Parenting in Japan for Foreign Residents](#)

Kanagawa International Foundation



## POINTS OF CONTACT

- **To confirm eligibility for leave or benefits:** Contact the appropriate place to apply, such as Hello Work, your local municipality, employer, etc.
- **If you have been treated unfavorably due to pregnancy, childbirth, taking childcare leave, etc.,** please consult the Hokkaido Labour Bureau.
- **If you have any questions or require interpretation,** please contact our center.

[List of Hello Work offices with interpreters](#)

Ministry of Health,  
Labour and Welfare



[Consultation desks and hotlines for foreign workers](#)

Ministry of Health,  
Labour and Welfare

