

○ Leave System of the National Public Employees in the Regular Service (Outline)

Type	Reasons	Duration
Annual leave	Any	Up to 20 days per year
Sick leave	When absence from work is unavoidable due to medical treatment for injury or illness	The shortest necessary period during when absence from work is deemed unavoidable (up to 90 days in principle)
Special leave		
the Exercise of Civil	When exercising civil rights such as the right to vote	A period deemed necessary
Appearance at public office	When appearing at a public office as a judge, etc.	A period deemed necessary
Donation of bone	When donating bone marrow or peripheral blood stem cells	A period deemed necessary
Volunteer activity	When participating in volunteer activities	Up to 5 days per year
Marriage	When the employee marries	Up to 5 consecutive days during the period from the date 5 days before the date of marriage (※) to the date one month after the date of marriage ※ The "Date of Marriage" is the date on which the marriage is socially recognized, such as the date of the marriage registration or the date of the wedding ceremony. If there are more than one day that can be used as the "Date of Marriage," the employee concerned may choose which day to use as the "Date of Marriage."
Before childbirth	Before childbirth	A period which a female employee expecting to give birth within six weeks (14 weeks in the case of multiple pregnancy) made notification until the date of childbirth
After childbirth	After childbirth	A period from the date following the date of childbirth until the date on which 8 weeks have elapsed since the date of said childbirth
Childcare hours	When taking care of a child under one year of age	Twice a day for a period of 30 minutes or less each time (For a male employee, 30 minutes each time minus the time taken by his spouse)
Childbirth of employee's wife	When the wife gives birth	Up to 2 days during the period from the date of hospitalization, etc. pertaining to the childbirth of employee's wife to the date on which 2 weeks have elapsed since the date of said childbirth

(Names)

Males' participation in childcare	When participating in childcare	Up to 5 days during the period from the date 6 weeks (14 weeks in the case of multiple pregnancy) prior to the wife's due date to the date on which 8 weeks have elapsed since the date of said childbirth
Nursing care for children	When nursing a child	Up to 5 days per year (up to 10 days for employees having two children or more)
Short-term nursing care	When providing short-term nursing care or other assistance to a spouse, parent, child, etc. (person requiring nursing care) who has difficulty in leading a daily life for a period of two weeks or more due to injury, disease, or old age	Up to 5 days per year (Up to 10 days for employees having two or more family members requiring nursing care)
Bereavement	When a relative dies	A period within a range of consecutive days according to the family members (e.g. 7 consecutive days for parents)
Mourning for parents	When mourning a parent/parents	A period within a range of 1 day
Summer leave	When maintaining and promoting physical and mental health during the summer	Up to 3 consecutive days in principle during the period from July to September of any one year
Loss of current residence, etc.	When the current residence is lost or damaged	Up to 7 consecutive days in principle
Difficulty in commuting	When it is difficult to go to work due to a disaster, transportation accident, etc.	A period deemed necessary
On the way home from work	When avoiding danger on the way home from work	A period deemed necessary
Nursing leave	When caring for a spouse, parent, child, etc. (person requiring nursing care) who has difficulty in leading a daily life for a period of two weeks or more due to injury, disease, or old age	A period deemed necessary within a total of up to 6 months (which can be divided up to 3 separate times) during when the condition that a family member needs nursing care continues
Nursing hours	Same as above	A period deemed necessary within 3 consecutive years (up to 2 hours per day) during which the condition that a family member needs nursing care continues