

Outline of submission of opinions concerning the enactment of the Act on Self-Development Leave
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A leave of absence system should be created to enable employees to voluntarily participate in a wide range of self-development activities or international volunteer activities while securing their status without pay and they do not need to work.

1. Self-development leave system

(1) When an employee requests a leave of absence for any of the following reasons, the appointing officer should be able to approve the request in consideration of his or her performance on duty, unless it causes any problems for the administration of public duty.

(i) Education in school

Taking an undergraduate, graduate or other course at an university in Japan or abroad.

(ii) Activities of International contribution, etc.

Participating in an international contribution or other programs implemented by the Japan International Cooperation Agency.

(2) Period of leave: Not more than three years (two years in principle for school education) per leave

(3) Effect of leave: The employee secures his or her status without pay and need to work.

2. Effective date: The implementation should be effective within one year from the day of promulgation.