

August 10, 2010

To:

Takahiro Yokomichi, Speaker of the House of Representatives

Takeo Nishoka, President of the House of Councillors

Naoto Kan, Prime Minister

Takeshi Erikawa, President of National Personnel Authority

Expression of Opinions on the Amendment of the Act concerning Childcare Leave, etc.
of National Public employees

In its studies on the working conditions for national public service employees not requiring full-time commitment to work duties, the National Personnel Authority (NPA) recognizes that such employees should be allowed to take childcare leave, etc., from the point of view of aiming to realize both work and childcare at the same time. For this reason, NPA submits its opinion in compliance with Article 23 of the National Public Service Act, seeking the amendment of the Act on Childcare Leave, etc., of National Public Employees to realize the items described in the attached summary (See Appendix).

Appendix

Outline of the Amendment of the Act concerning Childcare Leave, etc., of National Public Employees

I. Childcare leave for employees not requiring full-time commitment to duties

1. An employee who does not require full-time commitment to work duties should, with the approval of the appointing officer, be allowed to take childcare leave until the date the child of the said employee reaches age 1 (or, if the spouse of the said employee has taken childcare leave for care of the said child for any day or days prior to the said child's first birthday, until the date specified under the regulations of the National Personnel Authority prior to the date the said child reaches age 1 and 2 months).

However, this shall not apply to a employee designated under the rule of the National Personnel Authority to have justifiable reason for not being allowed to take childcare leave.

exceptions when childcare leave is first taken for a certain length of time from the birth of a child.

3. A employee who does not require full-time commitment to work duties should, with the approval of the appointing officer, be allowed to take childcare leave to care for a child aged 1 until the said child reaches age 1 year and 6 months, if the provision in the rule of National Personnel Authority on childcare leave that is recognized as particularly necessary for continuity of the employee's service applies.

However, this shall not apply to a employee who falls in the category of employee under the rules of the National Personnel Authority described in 1 and who has not taken childcare leave by the day before the first day of the childcare leave in question.

4. With the amendments in Paragraph I.1. and I.3., necessary measures are to be implemented regarding request for approval of childcare leave.

II. Childcare hours for employees not requiring full-time commitment to duties

The heads of each ministry or agency shall grant approval, under the rules of the National Personnel Authority, to a employee who does not require full-time commitment to duties (excluding employees employed under Clause 1, Paragraph 4, Article 81 or Clause 1, Paragraph 5, Article 81 of the National Public Service Act and who are on part-time duty under the same provision) to take childcare time for care of a child until age 3.

However, this shall not apply to an employee designated under the rule of the National Personnel Authority to have justifiable reason for not being allowed to take childcare time.

III. Effective Date

This amendment is to take effect on April 1, 2011.