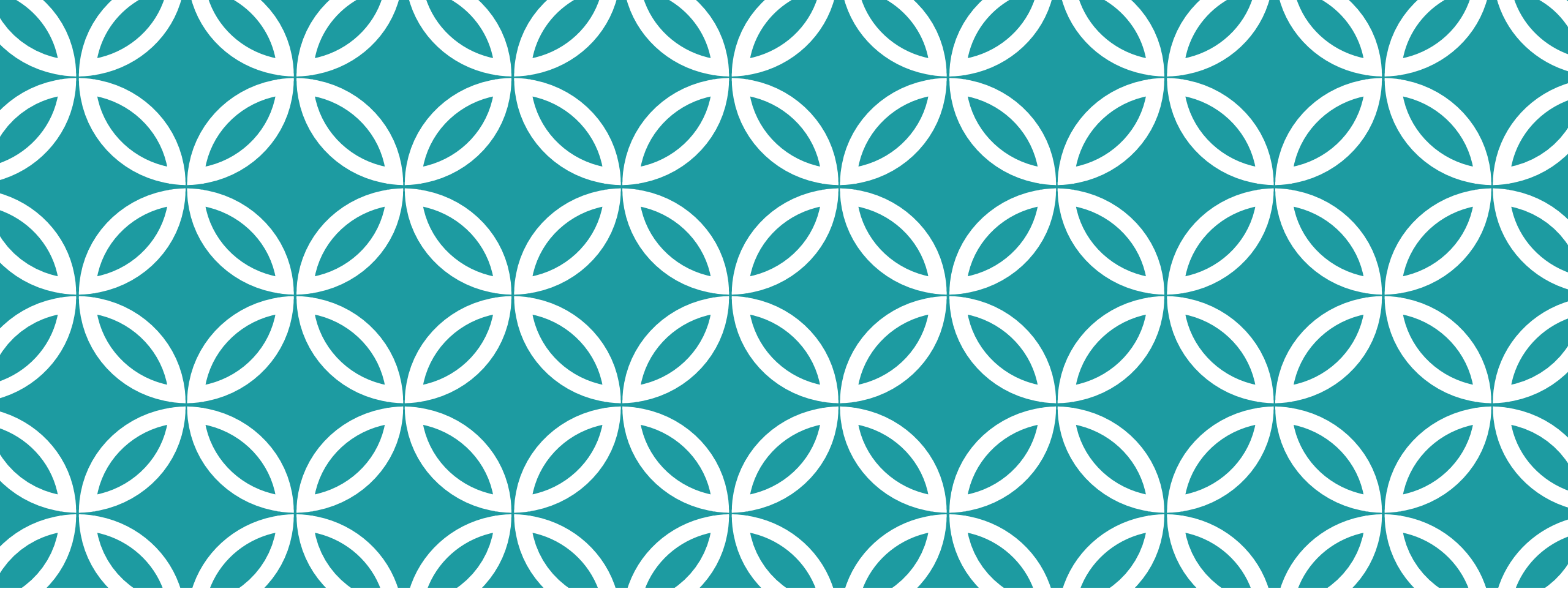




FAMILY POLICIES

Anna Gromada
UNICEF Office of Research, Florence

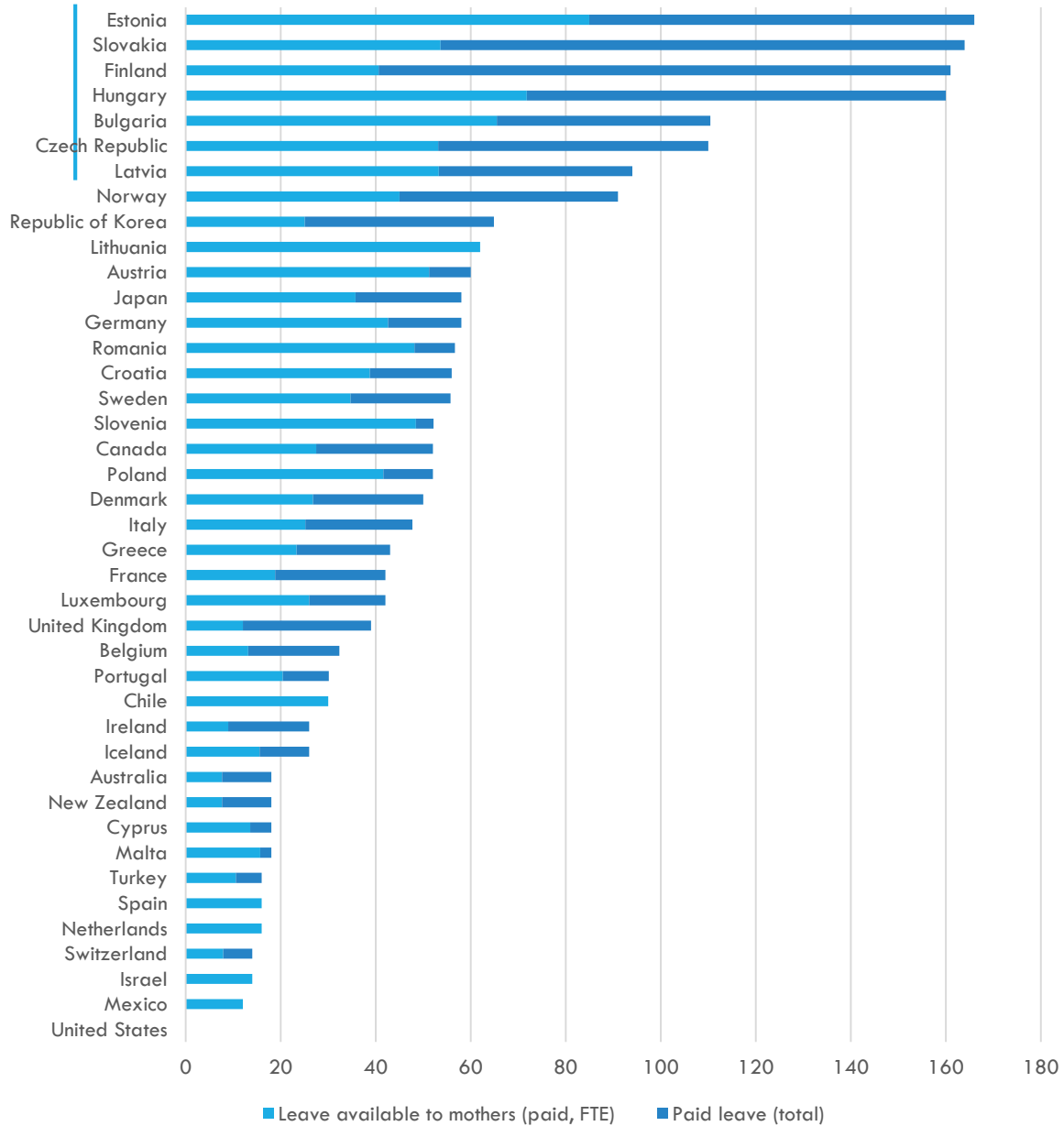
Sarajevo, 22 October 2019



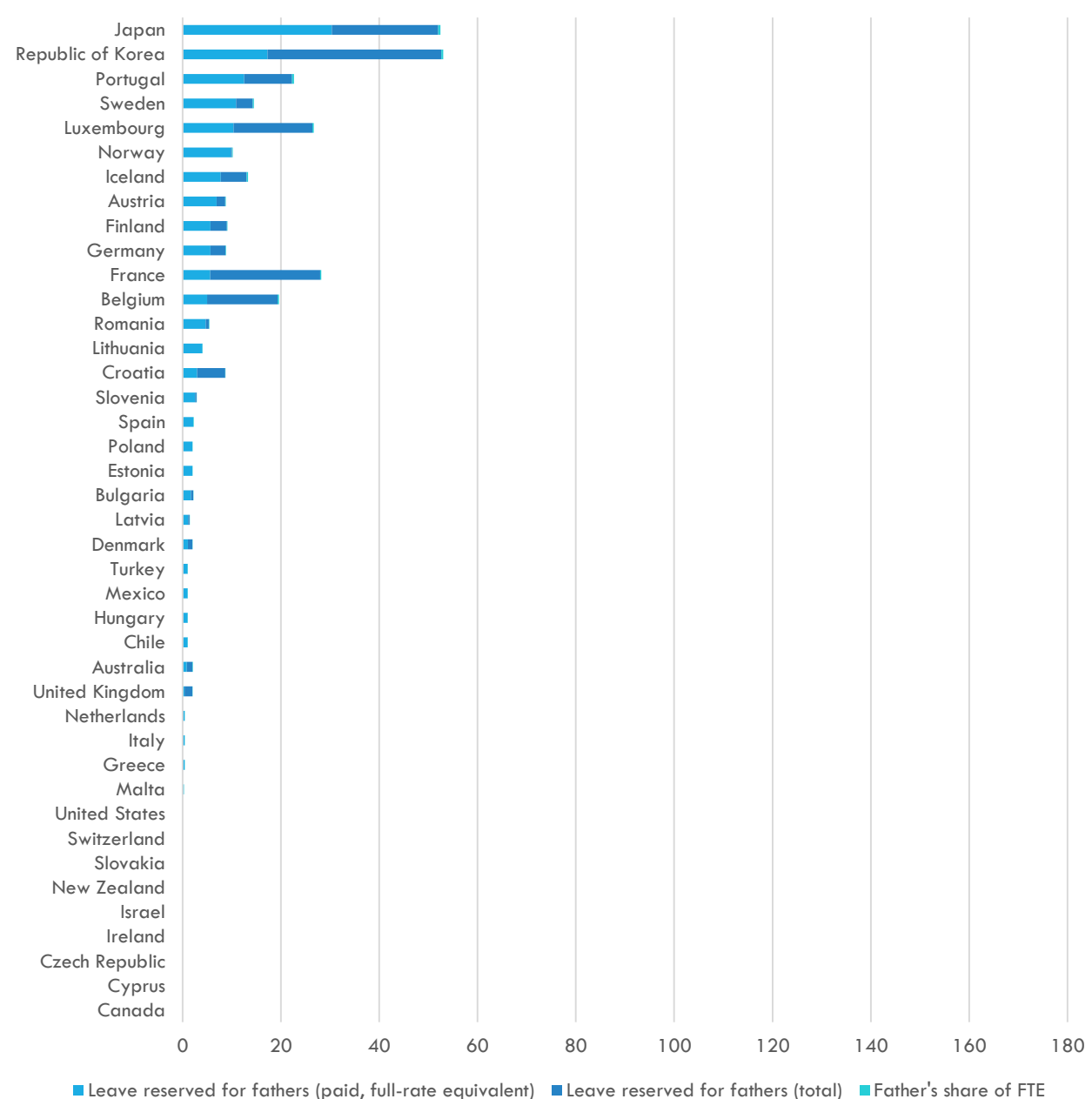
FATHERS ON THE LEAVE



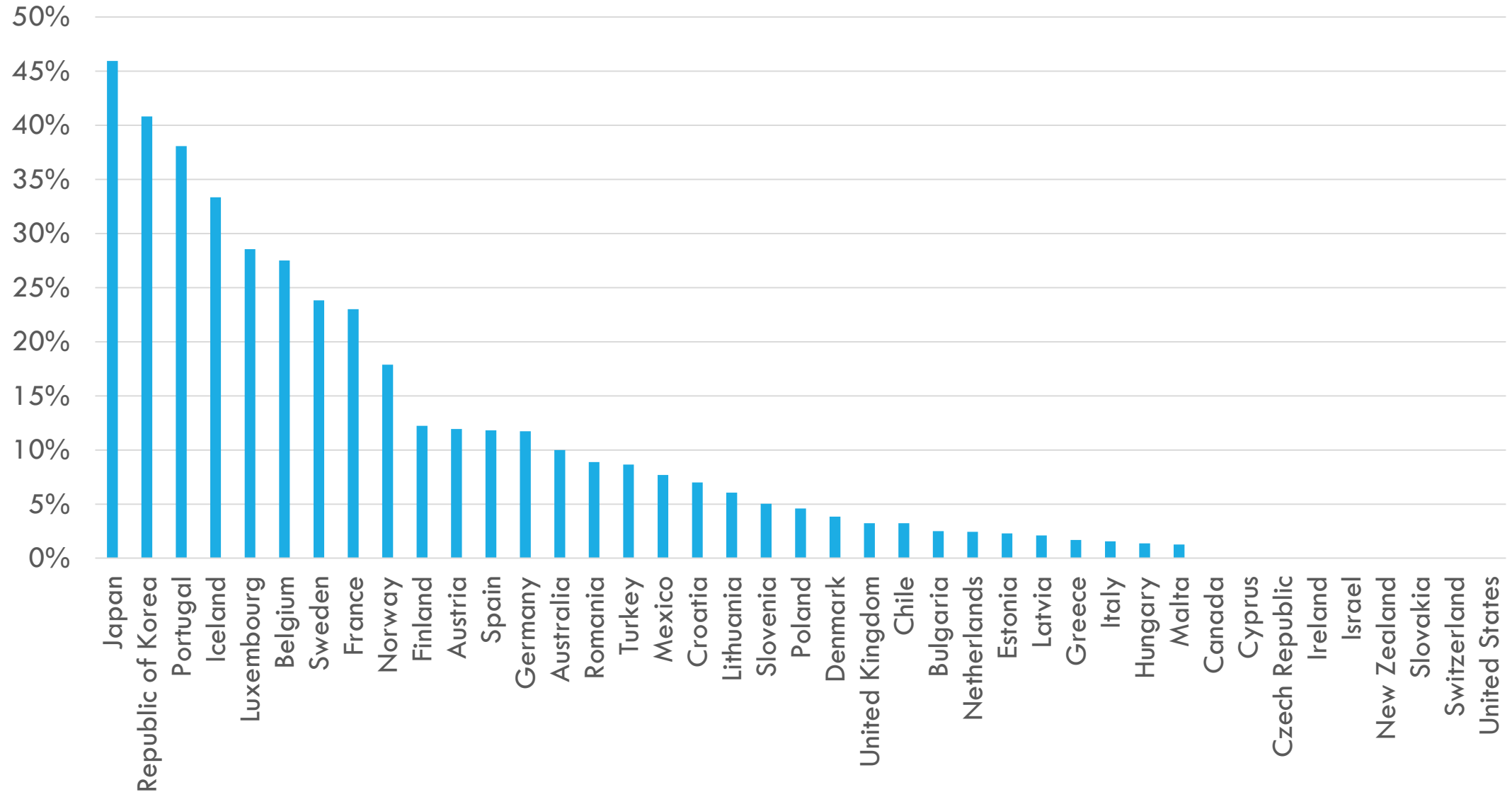
MOTHERS



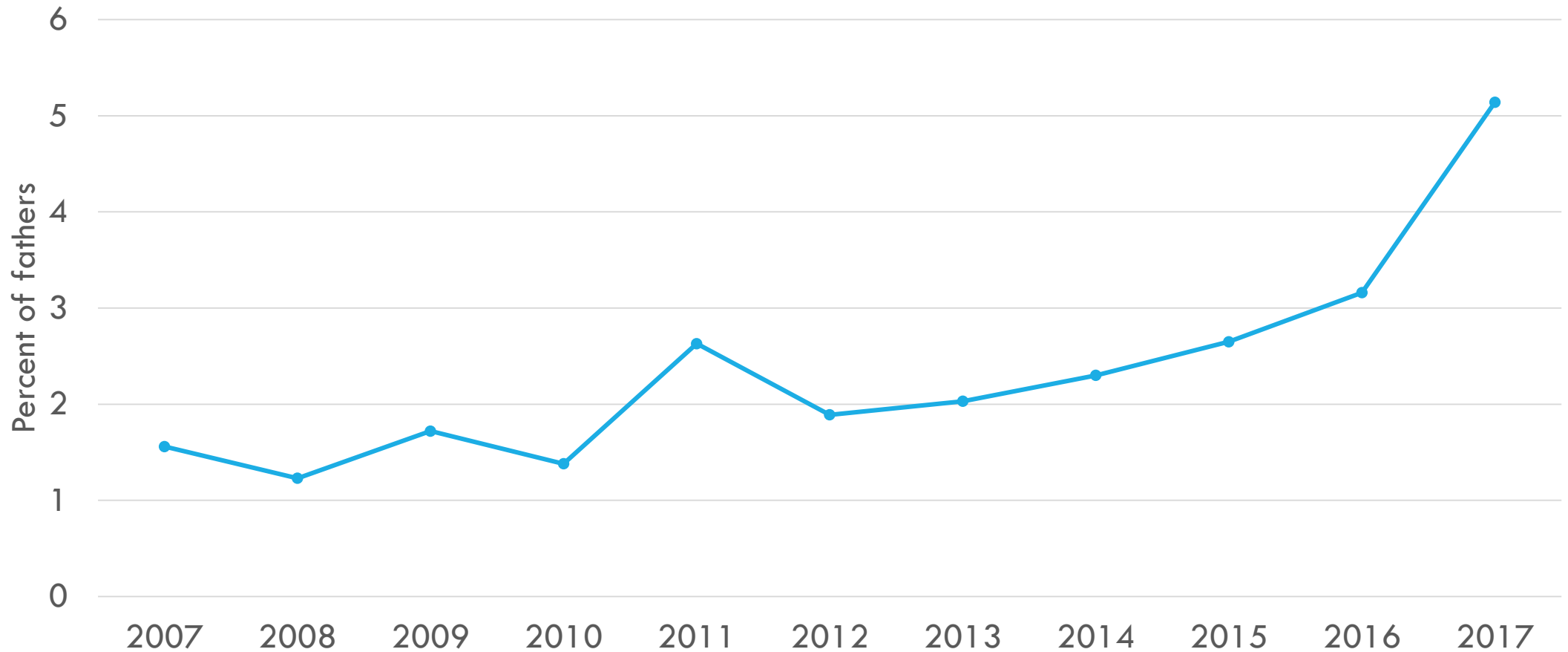
FATHERS



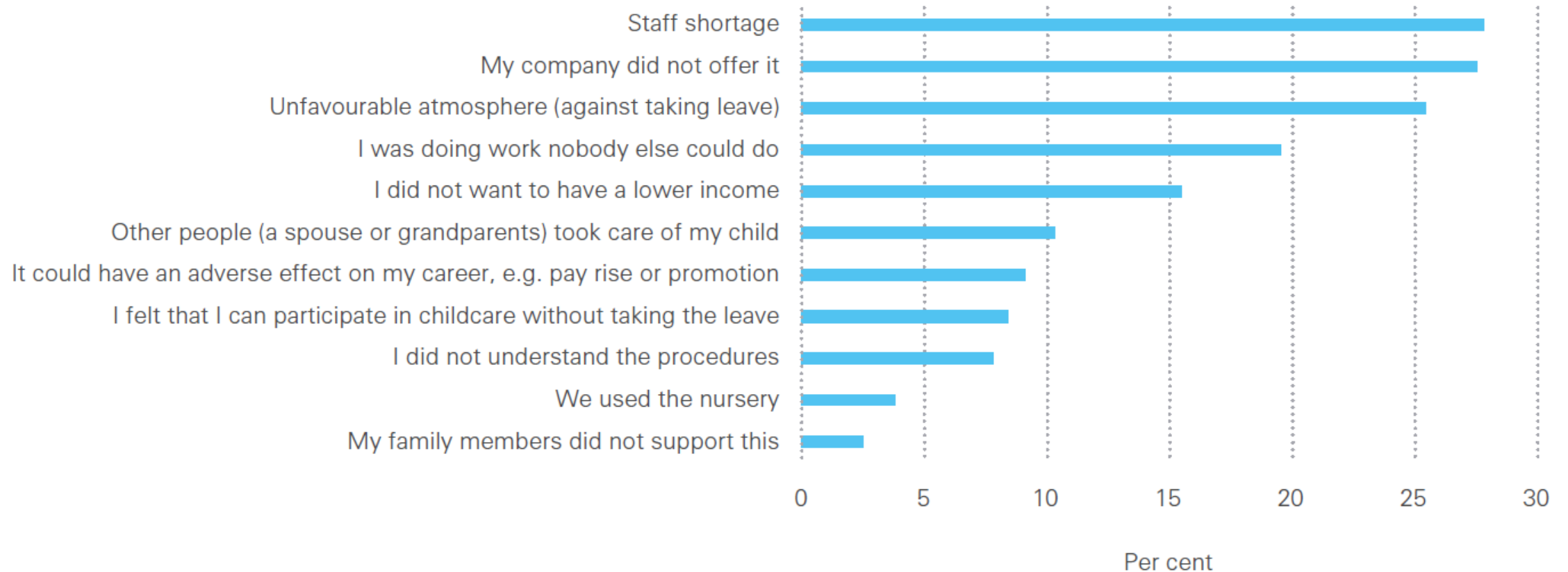
SHARE OF FATHER'S PART IN THE TOTAL LEAVE



WHO ACTUALLY TAKES THE LEAVE IN JAPAN?



REASONS FOR LOW TAKE-UP OF PATERNITY LEAVE IN JAPAN (2017)



Notes: N=1,648 (men on regular contracts who have a child under three and who did not take the leave). Percentages do not sum to 100 per cent because respondents could choose more than one reason.

Source: prepared using the Mitsubishi UFJ Research and Consulting Report 2018.

POLICY CHANGE

NATIONAL

Japan to raise subsidies for firms where dads take paternity leave, sources say

KYODO

To boost the number of employees taking paternity leave and promote female participation in the workforce, the labor ministry has decided to increase government subsidies for companies whose employees do so, sources close to the matter said Thursday.

The rate of men who take leave for child care is only around 6 percent despite six consecutive years of increase, far from the government's goal of 13 percent by 2020.

Under the current system, companies receive subsidies if they undertake steps to facilitate paternity leave, such as by holding management seminars or getting bosses to encourage subordinates to take leave.

So far, small and midsize companies receive between ¥570,000 and ¥720,000 for the first period of paternity leave taken by an employee. The sum ranges from ¥285,000 to ¥360,000 in the case of large companies. More subsidies are given if more take paternity leave, based on the number of days taken.

The labor ministry aims to add around ¥100,000 to those subsidies for every male employee at small and midsize companies who takes leave if companies take more initiative, the sources said. The details are still being studied, but large companies will receive half of the sum to be given to small and midsize companies, they said.

Japan ranked first among 41 countries in a UNICEF report in June on paternity leave based on legal entitlements.

AUG 23, 2019

[ARTICLE HISTORY](#)

[PRINT](#) [SHARE](#)

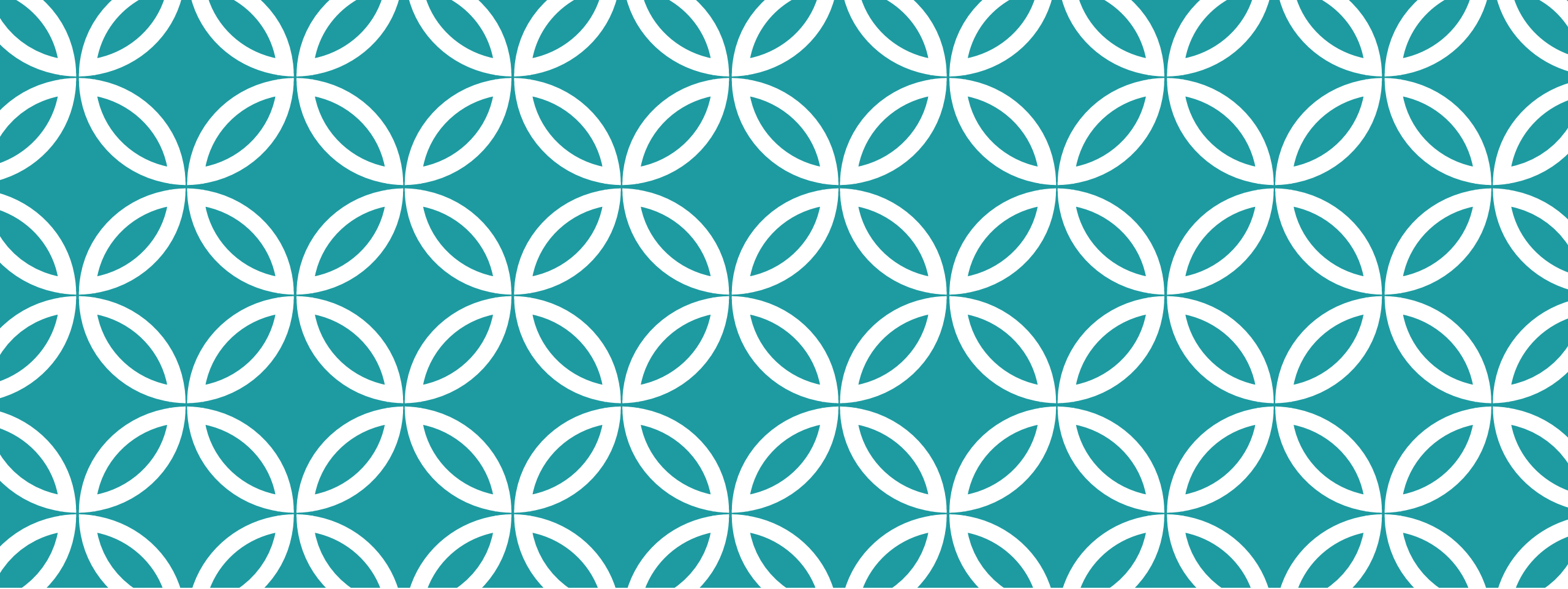
PHOTOS

[CLICK TO ENLARGE](#)



KEYWORDS

[CHILDREN](#), [JOBS](#), [PATERNITY LEAVE](#), [PARENTHOOD](#), [MHLW](#)



THANK YOU |