

男性従業員の 育児休業取得促進

仕事と家庭の両立を応援します

防衛省は、在日米軍従業員の仕事と家庭の両立の実現に向けた取り組みを一層進めていくため、制度周知等により男性従業員を含めて育児休業等の取得促進に努めてまいります。



※1 対象期間：令和7年4月1日～令和8年3月31日

※2 配偶者が出産した男性従業員に対する育児休業（出生時育児休業を含む）を取得した男性従業員の割合

男性従業員が利用可能な 育児・出産に係る休暇等制度

配偶者出産休暇



妻の出産に伴う入退院の付添い等を行う男性従業員に2日間まで与えられる休暇

育児休業



同居する1歳までの子を養育するために一定期間勤務しないことを認める制度

出生時育児休業



同居する子を養育するため、出生から8週間を経過する日の翌日までの一定期間勤務しないことを認める制度

子の看護等休暇



同居している9歳に達する日以後の最初の3月31日までの間にある子を看護等するため、子1人年間有給40時間、2人以上の場合は年間有給80時間を限度として従業員に与えられる休暇制度

勤務時間短縮 （育児）



同居する小学校未就学の子を養育するため、1日2時間まで勤務開始又は終了時間を30分単位で短縮できる制度

深夜勤務の制限 （育児）



同居する小学校未就学の子を養育するために、22時から5時までの勤務が割り当てられない制度

勤務時間の 免除及び制限 （育児）



同居する小学校未就学の子を養育するため、超過勤務が免除される制度



同居する小学校未就学の子を養育するため、週40時間を超える勤務の上限は、1か月につき24時間、1年につき150時間に制限される制度



Encourage USFJ Male Employees to Take Child-Care Leave

Support Work – Life Balance

For USFJ employees, MOD has been promoting measures to balance their work and personal lives and encouraging both female and male employees to take Child-Care leave by familiarizing employees with the leave systems.

JFY2025
Child Care Leave Utilization Rate



*1.Target period
From 1 April 2025 to 31 March 2026

2. The acquisition rate of Child-Care Leave (including Parental Leave) among male employees whose spouses gave birth.

Leave Systems Available for Male Employees Related to Childbirth and Childcare

Spouse's Childbirth Leave



A male employee who will accompany his wife when she goes into hospital for delivery or is discharged, shall be granted up to 2 days of leave

Child-Care Leave



An employee shall be excused from work for a specified period to take care of his/her child(ren) aged 1 year or younger who residing with the employee

Parental Leave



An employee shall be excused from work for a specified period to take care of his/her child(ren) residing with the employee from birth to the day following the end of eight weeks after birth.

Child Medical Care Leave



An employee with one child shall be granted up to 40 hours of paid leave per year, and an employee with two or more children shall be granted up to 80 hours of paid leave per year, for the purpose of providing nursing care or other necessary care to a child residing with the employee until the first March 31 following the child's ninth birthday.

Reduced Work Hours(Childcare)



An employee is allowed to shorten the work hours by up to 2 hours a day in 30-minute increments to care for child(ren) who is(are) residing with the employee and under the age for entering elementary school.

Restriction on Late-Night Work (Childcare)



An employee shall not be assigned to any work during the period from 2200 to 0500 hours to care for his/her child(ren) who is (are) residing with the employee and under the age for entering elementary school.

Exempted and Limited Work Hours (Childcare)



An employee shall not be assigned to work in excess of his/her scheduled work hours to care for his/her child(ren), who is(are) residing with the employee and under the age for entering elementary school.



An employee shall be limited to working 24 hours a month and 150 hours a year in excess of 40 hours per week to care for his/her child(ren), who is(are) residing with the employee and under the age for entering elementary school.



Please consult with your supervisor before taking childcare leave or any related leave.

For more details on each program, please refer to the "Handbook to Support USFJ Employees in Balancing Work and Family Life".

Ministry of Defense