

在日米軍従業員における男性従業員の育児休業等取得促進について



男性従業員における 育児休業の取得状況

53.6%

- ※ 1 対象期間
令和6年4月1日～令和7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

防衛省は、在日米軍従業員の仕事と生活の調和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。



男性従業員が利用可能な 育児・出産に係る休暇等制度

制度名	制度の概要
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
子の看護休暇	同居する小学校未就学の子を看護するため、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る休暇制度
勤務時間短縮（育児）	同居する3歳まで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3歳に達するまで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

Promotion for USFJ Male Employees to Take Child-Care Leave, etc.



The Ratio of Male Employees who took Child-Care Leave

53.6%

- * 1. Target period
From 1 April 2024 to 31 March 2025
- 2. The ratio of male employees who took Child-Care Leave (including Parental Leave) for male employees whose spouses gave birth

◆ MOD has been making efforts for USFJ employees to balance their work and personal lives, promoting to take Child-Care leave for employees, including male employees, by informing them of the system, and through other means.

Child-Care, Childbirth and other Leave Systems available for male employees

System Name	Outline of the System
Spouse's Childbirth Leave	A male employee who accompanies his wife when she goes into hospital for delivery or released from hospital shall be authorized the leave up to two days.
Child-Care Leave	An employee shall be excused from work for a prescribed period to care for his/her child(ren) up to the age of one year who is (are) residing with the employee.
Parental Leave	An employee shall be excused from work for a prescribed period to care for his/her child(ren) from the date of birth of the child until the day following the end of the eight weeks who is (are) residing with the employee.
Child Medical Care Leave	An employee shall be authorized the leave, an annual maximum of with pay 40 hours per one child or 80 hours per two or more children to care for his/her sick child(ren), who is(are) under the age for entering elementary school and residing with the employee.
Reduced Work Hours (Childcare)	An employee is allowed to shorten the work hours by making work start time later and by making finish time earlier by 30 minute increments up to 2 hours a day to care for his/her child(ren) who is (are) residing with the employee.
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) under the age for entering elementary school and residing with the employee.
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) under the age of 3 and residing with the employee.
	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) under the age for entering elementary school and residing with the employee.