

For workers

## Do you have a hard time at your workplace?

Mistreating employees such as dismissing for their pregnancy, childbirth, taking a childcare leave is prohibited by law.



Regardless of the worker's nationality (the status of residence), **dismissing the worker because of pregnancy is illegal!**

You were said that taking your childbirth leave/childcare leave can't be approved.

You were told to work as a part-time worker if you use short-time working.

You were demoted after taking childcare leave.

You had a pay cut after you took pre-birth maternity leave and postpartum maternity

When you said you got pregnant, you were said that they would not cooperate with you for renewing your visa.

You were dismissed after you took childcare leave, using "Maternal Health Management and Guidance Measures"

For example,

### For the following reasons,

- You got pregnant/gave a birth
- You took a day off because of morning sickness
- You took a maternity leave



### you got this treatment.

- You got dismissed
- Your residence permit was not renewed
- Your pay was cut, etc.

**That's illegal!**

Express your feelings to the company clearly like this.

"I would like to continue working even after childbirth (taking a childcare leave)!"

**For the systems you can use in pregnancy/childbirth, please see the other side.**

Furthermore,

If you are being harassed at work,  
please check out another leaflet.

# The systems you can use in pregnancy/childbirth/child-raising\*

The systems and measures female workers can use in pregnancy and childbirth	The systems and measures male and female workers can use in child-raising (partial)
<ul style="list-style-type: none"> <li>◆ <b>Pre-birth maternity leave, postpartum maternity leave</b> Female workers can take pre-birth maternity leave 6 weeks prior to the expected date of birth. In principle, they are not allowed to work for 8 weeks after childbirth.</li> <li>◆ <b>Transfer to light work</b> Female workers can claim transfer to light work during pregnancy.</li> <li>◆ <b>Maternity healthcare management measures</b> If female workers get guidance from a doctor, etc. in the health checkups for pregnant women, they should tell that to the company to take measures.</li> <li>◆ <b>Restriction of hazardous work</b> Female workers are not allowed to work in a hazardous job where heavy goods are treated or poisonous gas is emitted.</li> <li>◆ <b>Childcare hours</b> Female workers who have a child younger than 1 year old can claim childcare hours, twice a day (30 minutes for each) in addition to break time.</li> <li>◆ <b>Restriction of overtime working, working on holidays, or working late at night</b> Employees can claim exemptions from overtime working, working on holidays, or working late at night.</li> </ul>	<ul style="list-style-type: none"> <li>◆ <b>Childcare leave</b> In principle, you can take childcare leave until a day before the first birthday of your child. This leave can be separated into two.</li> <li>◆ <b>Paternity childcare leave (childcare leave after childbirth)</b> This leave can be separately taken for up to 4 weeks within 8 weeks after the childbirth up to 2 times in addition to childcare leave.</li> <li>◆ <b>Working for shorter hours for childcare</b> There is a system of working for shorter hours for childcare where employees who are raising children younger than 3 years old can use if they wish.</li> <li>◆ <b>Nursing-care leave for children</b> Employees who are raising children before entering elementary school can take leave by hour (up to 5 days a year) (up to 10 days a year for those who have 2 children or more).</li> <li>◆ <b>Restriction of overtime working</b> Employees who are raising a child younger than 3 years old can claim exemptions from overtime working.</li> </ul>

\*The explanation on the systems are simplified. For detailed acquisition requirements, please ask the company or Municipal Labour Bureau.

If you want to learn about the systems in detail or you got a trouble about pregnancy, childbirth, childcare leave, etc., please contact Employment / Equal Opportunity Division (Office), Municipal Labour Bureau.

You can get consultation under anonymity. The privacy of a consuler is strictly protected.

In addition, if you wish, we can explain about the act and systems to the company.

Inquiries (Free) : List of phone numbers of Employment / Equal Opportunity Division (Office), Municipal Labour Bureau

Prefecture	Phone number	Prefecture	Phone number	Prefecture	Phone number	Prefecture	Phone number
Hokkaido	011-709-2715	Tokyo	03-3512-1611	Shiga	077-523-1190	Kagawa	087-811-8924
Aomori	017-734-4211	Kanagawa	045-211-7380	Kyoto	075-241-3212	Ehime	089-935-5222
Iwate	019-604-3010	Niigata	025-288-3511	Osaka	06-6941-8940	Kochi	088-885-6041
Miyagi	022-299-8844	Toyama	076-432-2740	Hyogo	078-367-0820	Fukuoka	092-411-4894
Akita	018-862-6684	Ishikawa	076-265-4429	Nara	0742-32-0210	Saga	0952-32-7218
Yamagata	023-624-8228	Fukui	0776-22-3947	Wakayama	073-488-1170	Nagasaki	095-801-0050
Fukushima	024-536-4609	Yamanashi	055-225-2851	Tottori	0857-29-1709	Kumamoto	096-352-3865
Ibaraki	029-277-8295	Nagano	026-227-0125	Shimane	0852-31-1161	Oita	097-532-4025
Tochigi	028-633-2795	Gifu	058-245-1550	Okayama	086-225-2017	Miyazaki	0985-38-8821
Gunma	027-896-4739	Shizuoka	054-252-5310	Hiroshima	082-221-9247	Kagoshima	099-223-8239
Saitama	048-600-6210	Aichi	052-857-0312	Yamaguchi	083-995-0390	Okinawa	098-868-4380
Chiba	043-221-2307	Mie	059-226-2318	Tokushima	088-652-2718		

Hours: 08:30-17:15 (closed on Saturdays, Sundays, national holidays, end of year and New Year's holiday)

[Reference] Outline of the Equal Employment Opportunity Act



English



Chinese



Portuguese



Vietnamese



Japanese