

※参考：日本における主なライフイベント休業制度

Examples of Major Life Event Leave Systems in Japan

ライフイベント Life Event	法律で定められた休業制度 Statutory Leave		法律 Law	所管省 Ministry
出産 Childbearing	産前・産後休業 Maternity Leave (for mothers only)	産前：6週間（多胎妊娠の場合は14週間） ※女性が請求した場合に限る 産後：8週間 【原則、就業不可】 （ただし、産後6週間経過後に本人が請求し、医師が認めた場合は就労可） Prenatal Leave: 6 weeks before the due date (14 weeks for multiple pregnancies e.g., twins) upon request Postnatal Leave: 8 weeks after childbirth (8-week leave mandatory; early return possible after 6 weeks with mother's request and doctor's approval.)	労働基準法 Labor Standards Act	厚生労働省 Ministry of Health, Labour and Welfare
育児 Childcare	育児休業 Childcare Leave	・原則、子が1歳（最長2歳）まで ・分割して2回取得可能（取得の際にそれぞれ申し出） ・原則、休業中の就業は不可 - In principle, up to the child's 1st birthday (maximum 24 months) - Leave can be taken in up to two periods per child (request required for each). - In principle, employment during the leave period is not permitted.	育児・介護休業法 Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members	
介護 Family Care	介護休業 Caregiver Leave/ Family Care Leave	対象家族1人につき通算93日 ※3回まで分割可能 - A total of 93 days per eligible family member - The 93 days can be split into up to three separate periods.		