List of L eave Pro g ra ms for F is cal Yea r Appoin tees

※Legend: 〇：Sy stem in place (paid) ●：The sy stem is available (unpaid)

△：System avail able (wit h pay under certain condi tions)

▲：Can be taken without pay und er cert ain c ond itions. ×：No system

Ty pe A ccess to the ele ments Pe riod or num ber o f days

Granti ng of Leave

Full-Time P art-T ime

Sick leave Wh en medical trea tment is requ ired

due to an inj ury or illness i n the course

of offi cial duties

The length of time required for

that rec uperation.

Paid until the day before t he d ay

of the a bsence from work that is

el igible for compensat ion

△ △

Wh en medical trea tment is requ ired

due to an injur y or illness other than

t he abov e

The required per iod of 90 days or

the last day of t he term of off ice,

whichever is earlier.

※ You can only be paid for up to

the first three da ys.

△ △

Special

leav e

Wh en exerci sing t he right to v ote or

other ri gh ts as a ci vic c itizen

A period of time deemed

necessary

〇 〇

Wh en appearing before th e Diet,

c ourts, the legi sl ature of a loc al public

organizat

ir sdi tione rനf⤠呪ഷ⸴㠰䠀 aoal p

【Su m mer vacati on】

For th e maintenance and promotion of

physical and mental health or

enrichment of f amily l ife during the

su mmer

【Condolence leave】

In th e event of the death of the

following persons

Spouse, parent s, children,

grandparents, grandchild ren, sibli ngs,

aunt s and uncles

In the case of rest rict ion or bloc kage of

t raf fic or m edical examinat ion under

t he Act on Preventi on of Infectiou s

Diseases and Medical Care for Pat ients

of Infectious Diseases

Wh en an employ ee's cur rent residence

is lost or d amaged d ue to a disaster

Wh en it is ext remely diff icult to come

t o work du e t o an earthquake, flood,

fire or ot her disaster, or an accident in

t he transportatio n system

【Marit al leave】

In c ase of marriage

【Donor Leave】

Wh en a request for regi str at ion is

mad e to a person who is registered as a

bone marrow donor for bone marrow

t ransplantatio n, or wh en bone marrow

fluid is donated to a person other than

a spouse, parent, child or sibling for

bone m arr ow tra nsplantation,and

necessary examinations,

hospitaliza tion, et c. are per for med in

c onjunction with suc h r equ est or

donation.

Wi thi n a per iod of 6 days bet ween

Ju ly and September

I t depends on the type o f work

and number of days worked.

As a general r ule, the fol lowing

periods

Spouse (10 days), parents (7 days

by blood, 3 days by marriage),

children (5 days by blood, 1 d ay

by marriage), grand parents (3

d ays by blood, 1 day by marriage),

grandc hildren (1 day), brothers

and si sters (3 days by blood, 1 d ay

by marriage), aunts and uncles (1

d ay)

A period of time deemed

necessary

Wi thi n 7 days

I n each c ase, for a period of time

d eemed necessary .

Wi thi n 7 days

A period of time deemed

necessary

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※ In the event of any discrepancies betw een th is docum ent and the Japanese version, the Japanese version shal l

have priority as th e basis.

N ursing

c are l ea ve

Chil dc ar e

leav e

Partial

c losure

① The peri od of continuo us service

must be at l east one year.

② The person whose appointment

period has not been expired between

t he d ate of expiration of 93days and

t he date of expiration of 6 months fr om

t he date of the planned start of nursing

c are l ea ve

① The peri od of continuo us service

must be at l east one year.

② Must work at least 2 days per week

and mu st work at least 6 hours and 15

minutes per day

① The peri od of continuo us service

must be at l east one year.

② I t is not clear that the t erm of off ice

(or, in the doubli ng of th e t erm of

offi ce to be renewed, the renewed

t erm) will expi re before the child

reaches the a ge of 1 year and 6 month s

and t hat he or sh e will not be

c onti nuously empl oyed.

③ The number of days worked in a

week must be at least three d ays per

week o r, if the work day is defi ned by a

period other than a week, at least 121

days in a year.

① The peri od of continuo us service

must be at l east one year.

② You have t o work over 6 h ours 15

minutes per d ay, th ree days or more

per w eek and over 121 days per year.

Not more than th ree times for

each suc cessive co ndi tion for

which the person to the l eft needs

care, and for a to tal of 9 3 days or

the last day of his or her term of

office, which