

Tips for Pregnancy, Child Care and Family Care

If you need support for child care and/or family care, or if you know of someone who needs support, please take advantage of Tokyo Tech's support system which includes both on- and off-campus consultation services. We can answer all questions about the various types of support services and provide counseling as well.



Parents and Caregivers:



Pregnancy: first trimester

- Pregnancy imposes a bigger burden on you than you think, both mentally and physically. Utilize staggered working hours and take breaks.
- The development of anemia is common. Eat small meals as often as possible.
- Let your boss and colleagues know you are pregnant early on and ask for their cooperation.



Pregnancy: second & third trimesters

- Don't push yourself, as it may worsen morning sickness or lead to a miscarriage or premature birth.
- Decrease the pace of work in consultation with your colleagues.
- Make steady preparations for your maternity leave so that you can gain the cooperation of others.
- If you plan to place your baby in a day care center, visit their website or appropriate counter at city hall. Understand the requirements and conditions and how to apply for a spot in a day care center. Start collecting information early about day care facilities near your house or campus.



After childbirth

- Even if you feel well, you may start experiencing changes later on. Don't push yourself for two months after childbirth. Partners must also be careful so that new mothers do not work themselves too hard.



In order to return to work

- In order to make future life plans and balance your career with child rearing, collect information on the support systems offered on campus or by your local government. Discuss them early on with your family.
- If you intend to return to work, visit the Tokyo Tech website or request that the office send you the necessary materials, even during child care/family care leave.



Keep yourself in shape during family care

- Family care that is likely to continue without a definite end date can be mentally and physically taxing. You should not push yourself too hard and always try to keep fit.



Effective use of support systems and cooperation of others

- Fully utilize on-campus and local support systems.
- Utilize the support systems offered at the workplace of your partner or other family members, or those offered by the community, in addition to the ones already available to you.
- Ask for help not only from your family members, but also from the people at your workplace or in your neighborhood.



Supervisors, Colleagues, and People around New Parents or Caregivers:



Recall how you felt as a new parent/caregiver. Imagine how you would be in that situation

- Create a supportive work environment where those who need to take time off due to life events and those around them can cooperate together in their work.



Get information about support systems

- Obtain knowledge on related laws (see other side), campus rules, and support systems, and try to organize an environment where those in need can easily get assistance.



Communicate directly

- Arrangements made out of goodwill (changing assignments, providing substitute lecturers, excusing

them from meetings, etc.) may not be what the other person really wants and may even impose a burden on her/him. Ask the person directly what she/he wants or needs.



Be understanding of irregular working hours

- Create a working environment where people can ask for days off or leave early due to a sick child or the need to care for a family member, etc.
- Do not let meetings, workshops, or practical training run over, as this may prevent caregivers from picking



Decrease the workload (when requested by the person)

- Please help share the workload to decrease the burden on those caring for others.

Personal Experiences

of people who have given birth, raised children, or taken care of family members

Your rights are legally protected

With knowledge of the law, you may be able to find support suited to your working conditions. Here are some comments from those who have made use of the law.

I can go to the doctor to have a regular prenatal checkup, **even during working hours.**

Article 12 of the Equal Employment Opportunity Act

I do not have **overtime work, night work, or holiday work.**

(per request)

Article 66 of the Labor Standards Act

I adopt **staggered working hours** in the morning and evening.

(per health guidance, etc.)

Article 13 of the Equal Employment Opportunity Act

Comments from pregnant women:

During pregnancy, I was **switched to work that was less physically taxing.**

(per request)

Article 65 of the Labor Standards Act

I took time off from work **before childbirth and after childbirth.**

(6 weeks, requested by person concerned)
(mandatory 8-week maternity leave)

Note: You may return to work 6 weeks after childbirth if your request is approved by a doctor.

Article 65 of the Labor Standards Act

I was able to **take a longer break.**

(per health guidance, etc.)

Article 13 of the Equal Employment Opportunity Act

I take **30 minutes of nursing time twice a day.**

(per request)

Article 67 of the Labor Standards Act

I do not have more than **150 hours of overtime/night work a year**, because I am engaged in child/family care.

(per request)

Articles 16-8 and 17 to 20 of the Child Care and Family Care Leave Act

Comments from caregivers of children or other family members:

I took **three months of family care leave.**

(per request)

Articles 11 to 16 of the Child Care and Family Care Leave Act

I took **sick/injured child care leave**

(5 days for single child, 10 days for more children annually)

(per request)

Articles 16-2 and 16-5 of the Child Care and Family Care Leave Act

Laws you should know

Prohibition of unfair treatment

Article 9 of the Equal Employment Opportunity Act and Article 10 of the Child Care and Family Care Leave Act, etc.

Employers shall not dismiss or give disadvantageous treatment to female workers by reason of pregnancy, childbirth, or for requesting or having taken maternity leave before or after childbirth, child care leave, family care leave, sick/injured child care leave, or family care absence.

- Equal Employment Opportunity Act: Act on Securing, etc. of Equal Opportunity and Treatment between Men and Women in Employment
- Child Care and Family Care Leave Act: Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave