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東海国立大学機構職員の育児休業等に関する規程取扱細則（令和2年4月1日機構細則第18号）

Tokai National Higher Education and Research System Detailed Rules on the Handling of Employee Childcare Leave Rules (THERS Detailed Rule No. 18 of April 1, 2020)

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東海国立大学機構職員の育児休業等に関する規程取扱細則

Tokai National Higher Education and Research System Detailed Rules on the Handling of Employee Childcare Leave Rules

（令和2年4月1日機構細則第18号）

(THERS Detailed Rule No. 18 of April 1, 2020)

（趣旨）

(Purpose)

第1条 東海国立大学機構に勤務する職員の育児休業等に関する規程（令和2年度機構規程第36号。以下「育児休業等規程」という。）の取扱いについては、この細則の定めるところによる。

Article 1 The handling of the Tokai National Higher Education and Research System Employee Childcare Leave Rules (THERS Rule No. 36 of 2020; hereinafter referred to as the “Childcare Leave Rules”) shall be governed by these Detailed Rules.

（子の範囲）

(Scope of Children)

第2条 育児休業等規程第2条，第18条第1項及び第25条第1項に規定する「子」は，次のいずれかに掲げるものとする。

Article 2 The term “child” in Article 2, Article 18, Paragraph (1), and Article 25, Paragraph (1) of the Childcare Leave Rules means any of the following:

一 実子

(i) a biological child;

二 養子

(ii) an adopted child;

三 特別養子縁組を成立させるために養親となる者が養子となる者を6か月以上の期間現実に監護しているときの当該期間にある者

(iii) a person who is actually in the custody for six months or more of a person who is to become an adoptive parent of the person who is to become an adoptive child in order to finalize a special adoption;

四 児童福祉法（昭和22年法律第164号）第27条第1項第3号の規定により、養子縁組里親（同法第6条の4第1項に規定する里親であって、養子縁組によって養親となることを希望しているものをいう。）に委託されている者

(iv) a person who, pursuant to the provisions of Article 27, Paragraph (1), Item (iii) of the Child Welfare Act (Act No. 164 of 1947), has been entrusted to an adoptive foster parent (meaning a person who is a foster parent as defined in Article 6-4, Paragraph (1) of that Act and seeks to become an adoptive parent by adoption); or

五 特別養子縁組により養親となろうとする者又は養子縁組里親に準ずる者として厚生労働省令で定める者に厚生労働省令で定めるところにより委託されている者

(v) a person who, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare, has been entrusted to a person specified by Ordinance of the Ministry of Health, Labour and Welfare as a person who seeks to become an adoptive parent by special adoption or a person equivalent to an adoptive foster parent.

（育児休業の申出等の様式）

(Childcare Leave Application Form)

第3条 育児休業等規程第4条第1項の育児休業の申出は、別記様式第1号による。

Article 3 (1) The application for childcare leave referred to in Article 4, Paragraph (1) of the Childcare Leave Rules shall be made using Appended Form 1.

2 育児休業等規程第4条第3項の子の出生に係る届出は、別記様式第2号による。

(2) The notification of the birth of a child referred to in Article 4, Paragraph (3) of the Childcare Leave Rules shall be made using Appended Form 2.

（期間を定めて雇用される職員）

(Employees Employed for a Fixed Term)

第4条 育児休業等規程第4条第2項、第5条及び第8条に規定する「期間を定めて雇用される職員」は、次の者をいう。

Article 4 The term “employees employed for a fixed term” in Article 4, Paragraph (2), Article 5, and Article 8 of the Childcare Leave Rules means the following person.

ただし、限定職員に採用内定した者を除く。

However, this does not apply to persons who have received preliminary offers to become designated employees:

一 東海国立大学機構職員の任期に関する規程（令和２年度機構規程第４３号）第２条に規定する職員

(i) employees set forth in Article 2 of the Tokai National Higher Education and Research System Rules on Employee Term Limits (THERS Rule No. 43 of 2020);

二 東海国立大学機構契約職員就業規則（令和２年度機構規則第３号）の適用職員

(ii) employees to whom the provisions of the Tokai National Higher Education and Research System Contract Employee Work Rules (THERS Rule No. 3 of 2020) apply;

三 東海国立大学機構パートタイム勤務職員就業規則（令和２年度機構規則第４号）の適用職員

(iii) employees to whom the provisions of the Tokai National Higher Education and Research System Part-Time Employee Work Rules (THERS Rule No. 4 of 2020) apply;

四 東海国立大学機構医員・医員（研修医）就業規則（令和２年度機構規則第５号）の適用職員

(iv) employees to whom the provisions of the Tokai National Higher Education and Research System Medical Personnel and Medical Personnel (Medical Interns) Rules (THERS Rule No. 5 of 2020) apply;

五 東海国立大学機構非常勤講師等就業規則（令和２年度機構規則第６号）の適用職員

(v) employees to whom to provisions of the Tokai National Higher Education and Research System Part-Time Lecturer Work Rules (THERS Rule No. 6 of 2020) apply;

六 東海国立大学機構外国人客員教員及びG30教員就業規則（令和２年度機構規則第７号）の適用職員

(vi) employees to whom the provisions of the Tokai National Higher Education and Research System Foreign Visiting Faculty Members and G30 Faculty Members Work Rules (THERS Rule No. 7 of 2020) apply;

七 東海国立大学機構再雇用職員就業規則（令和２年度機構規則第８号）の適用職員

(vii) employees to whom the provisions of Tokai National Higher Education and Research System Rehired Employee Work Rules (THERS Rule No. 8 of 2020) apply; and

八 短時間勤務正職員

(viii) part-time regular employees.

（準ずる事由）

(Equivalent Grounds)

第５条 育児休業等規程第４条第４項ただし書及び第９条第１項の「これに準ずる事由」とは、次に掲げる事由をいう。

Article 5 The term “equivalent grounds” in the proviso to Article 4, Paragraph (4) and in Article 9, Paragraph (1) of the Childcare Leave Rules means the following grounds:

一 育児休業の申出に係る子の親である配偶者（内縁関係を含む。以下同じ。）が死亡したこと。

(i) if a spouse (including a common-law spouse; hereinafter the same) who is a parent of the child for whom the childcare leave application was made dies;

二 前号に規定する配偶者が負傷，疾病等により，1週間を超える期間継続して，育児休業の申出に係る子を養育することが困難になったこと。

(ii) if it is difficult for a spouse referred to in the preceding item to care for the child for whom the childcare leave application was made for a continuous period of more than one week due to injury, illness, etc.;

三 第1号に規定する配偶者が育児休業の申出に係る子と同居しなくなったこと。

(iii) if a spouse referred to in Item (i) ceases to live with the child for whom the childcare leave application was made;

四 育児休業の申出に係る子が負傷，疾病又は身体上若しくは精神上の障害により，2週間以上の期間にわたり世話を必要とする状態になったこと。

(iv) if the child for whom the childcare leave application was made requires care for a period of two weeks or longer due injury, illness, or physical or mental disability;

五 育児休業の申出に係る子について，保育所における保育の実施を希望し，申込みを行っているが，当面その実施が行われないこと。

(v) Although childcare at a childcare facility has been requested and an application has been made for the child for whom the childcare leave application was made, childcare will not be provided in the near future.

（延長の要件）

#### (Conditions for Extensions)

第6条 育児休業等規程第5条第3項第2号及び第4項第2号に規定する「特に必要と認められる場合」は，次に掲げる場合をいう。

Article 6 (1)A provision “if it is deemed particularly necessary” in Article 5, Paragraph (3), Item (ii) and Paragraph (4), Item (ii) of the Childcare Leave Rules means the following:

一 育児休業等規程第5条第3項又は第4項の申出に係る子について，保育所における保育の実施を希望し，申込みを行っているが，当該子の1歳（第4項にあつては1歳6か月）に達する日後の期間について，当面その実施が行われない場合

(i) if seeking and having applied for childcare at a childcare facility for a child for whom an application was made under the provisions of Article 5, Paragraph (3) or (4) of the Childcare Leave Rules, but childcare will not be provided in the near future in the period after the child turns one year of age (in Paragraph (4), one year and six months); or

二 常態として育児休業等規程第5条第3項又は第4項の申出に係る子の養育を行っている当該子の親である配偶者であつて，当該子が1歳（第4項にあつては1歳6か月）に達する日後

の期間について常態として当該子の養育を行う予定であったものが次のいずれかに該当した場合

(ii) if any of the following items applies to a spouse who is a parent of a child for whom an application was made under the provisions of Article 5, Paragraph (3) or (4) of the Childcare Leave Rules and who regularly cares for that child, and who was planning to regularly care for that child during the period after that child turns one year of age (in Paragraph (4), one year and six months):

イ 死亡したとき。

(a) if that spouse dies;

ロ 負傷、疾病又は身体上若しくは精神上の障害により育児休業等規程第5条第3項又は第4項の申出に係る子を養育することが困難な状態になったとき。

(b) if, due to injury, illness, or physical or mental disability, it becomes difficult for that spouse to care for the child for whom an application was made under the provisions of Article 5, Paragraph (3) or (4);

ハ 婚姻の解消その他の事情により常態として育児休業等規程第5条第3項又は第4項の申出に係る子の養育を行っている当該子の親である配偶者が同条第3項又は第4項の申出に係る子と同居しないこととなったとき。

(c) if, due to the dissolution of a marriage or other reason, a spouse who is a parent of a child for whom an application was made under the provisions of Article 5, Paragraph (3) or (4) of the Childcare Leave Rules and who regularly cares for that child ceases to live with the child for whom an application was made under the provisions of Article 5, Paragraph (3) or (4); or

ニ 8週間（多胎妊娠の場合にあっては、14週間）以内に出産する予定であるか又は産後8週間を経過しないとき。

(d) if the spouse is expecting to give birth within eight weeks (or 14 weeks in the case of a multiple pregnancy) or gave birth less than eight weeks prior.

2 前項の規定にかかわらず、岐阜大学に勤務する職員にあっては、同項第2号二中「8週間（多胎妊娠の場合にあっては、14週間）」とあるのは、「6週間（多胎妊娠の場合にあっては、14週間）」と読み替えるものとする。

(2) Notwithstanding the provisions of the preceding paragraph, for employees working at Gifu University, the phrase “eight weeks (or 14 weeks in the case of a multiple pregnancy)” in Item (ii) (d) of that paragraph is deemed to be replaced by the phrase “6 weeks (or 14 weeks in the case of a multiple pregnancy)”.

（子たる要件の喪失）

(Loss of Status as a Child)

第7条 育児休業等規程第7条第1項第2号及び第23条第1項第2号に規定する「別に定める事由」は、次の各号のいずれかに該当するときをいう。

Article 7 The term “separately prescribed reasons” in Article 7, Paragraph (1), Item (ii) and Article 23, Paragraph (1), Item (ii) of the Childcare Leave Rules means any of the circumstances provided for in the following items:

一 第2条第2号の子について、離縁したとき又は養子縁組を取り消したとき。

(i) for a child set forth in Article 2, Item (ii): if the relationship is dissolved or the adoptive relationship is annulled;

二 第2条第3号の子又は同条第5号の特別養子縁組により養親となろうとする者に準ずる者に委託されている子について、特別養子縁組が成立せず民法（明治29年法律第89号）第817条の2第1項の規定による請求に係る家事審判事件が終了したとき。

(ii) for a child set forth in Article 2, Item (iii) or a child entrusted to a person equivalent to a person seeking to become an adoptive parent by special adoption as referred to in Item (v) of that article: if a case for adjudication of domestic relations pertaining to an application made pursuant to the provisions of Article 817-2, Paragraph (1) of the Civil Code (Act No. 89 of 1896) concludes without the special adoption being finalized; or

三 第2条第4号の子又は同条第5号の養子縁組里親に準ずる者に委託されている子について、養子縁組が成立しないまま児童福祉法第27条第1項第3号の規定による措置が解除されたとき。

(iii) for a child set forth in Article 2, Item (iv) or a child entrusted to a person equivalent to an adoptive foster parent as referred to in Item (v) of that article: if measures under Article 27, Paragraph (1), Item (iii) of the Child Welfare Act are rescinded without the adoption being finalized.

（養育状況変更届等の様式）

(Notification of Change to Childcare Circumstances Form)

第8条 育児休業等規程第7条第2項及び第23条第2項の養育状況変更の届出並びに育児休業等規程第26条の規定により準用する育児休業等規程第23条第2項に規定する養育状況変更の届出は、別記様式第3号による。

Article 8 The notification of changes to childcare circumstances referred to in Article 7, Paragraph (2) and Article 23, paragraph (2) of the Childcare Leave Rules and the notification of changes to childcare circumstances referred to in Article 23, Paragraph (2) of the Childcare Leave Rules as applied mutatis mutandis pursuant to the provisions of Article 26 of the Childcare Leave Rules shall be made using Appended Form 3.

（育児休業取得後の再度の申出ができる特別な事情）

(Special Circumstances Under Which Additional Applications May Be Made After Taking Childcare Leave)

第9条 育児休業等規程第8条第2項第1号の「特別な事情」とは、次に掲げる場合をいう。

Article 9 (1) The term “special circumstances” in Article 8, Paragraph (2), Item (i) of the Childcare Leave Rules means the following:

一 育児休業をしている職員が新たな子を妊娠し、その子に係る新たな育児休業又は次のイからへまでに掲げる規定に規定する休暇のいずれかに該当する休暇（以下「産前産後の休暇」という。）の開始により育児休業が終了した場合で、当該新たな育児休業又は産前産後の休暇に係る子が死亡したとき又は養子縁組等により職員と別居することとなったとき。

(i) if an employee on childcare leave becomes pregnant with a new child, and the current childcare leave concludes as a result of a new childcare leave or a leave provided for in any of the provisions set forth in Items (a) through (f) below (hereinafter referred to as “maternity leave”) being taken for the new child, and the child for whom that new childcare leave or maternity leave is taken dies or due to adoption or other reason ceases to live with the employee:

イ 東海国立大学機構職員の勤務時間、休暇等に関する規程（令和２年度機構規程第３０号。以下「職員勤務時間規程」という。）第２５条第１項第６号

(a) Article 25, Paragraph (1), Item (vi) of the Tokai National Higher Education and Research System Employee Working Hours and Leave Rules (THERS Rule No. 30 of 2020; hereinafter referred to as the “Employee Working Hours Rules”);

ロ 職員勤務時間規程第２５条第１項第７号

(b) Article 25, Paragraph 1, Item (vii) of the Employee Working Hours Rules;

ハ 東海国立大学機構契約職員の勤務時間、休暇等に関する規程（令和２年度機構規程第３２号。以下「契約職員勤務時間規程」という。）第２０条第１項第１号

(c) Article 20, Paragraph (1), Item (i) of the Tokai National Higher Education and Research System Contract Employee Working Hours and Leave Rules (THERS Rule No. 32 of 2020; hereinafter referred to as the “Contract Employee Working Hours Rules”);

ニ 契約職員勤務時間規程第２０条第１項第２号

(d) Article 20, Paragraph (1), Item (ii) of the Contract Employee Working Hours Rules;

ホ 東海国立大学機構パートタイム勤務職員の勤務時間、休暇等に関する規程（令和２年度機構規程第３３号。以下「パート職員勤務時間規程」という。）第１９条第１項第１号

(e) Article 19, Paragraph (1), Item (i) of the Tokai National Higher Education and Research System Part-Time Employee Working Hours and Leave Rules (THERS Rule No. 33 of 2020; hereinafter referred to as Part-Time Employee Working Hours Rules); or

ヘ パート職員勤務時間規程第１９条第１項第２号

(f) Article 19, Paragraph (1), Item (ii) of the Part-Time Employee Working Hours Rules;

二 育児休業をしている職員が東海国立大学機構職員の介護休業等に関する規程（令和２年度機構規程第３７号）に基づく介護休業の開始により育児休業が終了した場合で、当該介護休業が終了する日までに、当該介護休業に係る対象家族が死亡したとき、又は離婚、婚姻の取消、離縁等により当該介護休業に係る対象家族との親族関係が消滅したとき。

(ii) if an employee is on childcare leave and that childcare leave concludes as a result of the start of a period of family care leave provided for in the Tokai National Higher Education and

Research System Family Care Leave Rules (THERS Rule No. 27 of 2020), and the family member for whom that family care leave was taken dies or the family member for whom that family care leave was taken ceases to be a family member due to divorce, marriage annulment, or adoption dissolution, etc., by the day on which the family care leave concludes;

三 育児休業をしている職員の負傷，疾病又は身体上若しくは精神上の障害により当該育児休業の申出に係る子を養育することができない状態が相当期間にわたり継続することが見込まれることにより当該育児休業が終了した後，当該職員が当該子を養育することができる状態に回復したとき。

(iii) if an employee on childcare leave, whose childcare leave concludes because it is expected that the employee, due to injury, illness, or physical or mental disability, will for a considerable period of time be unable to care for the child for whom the childcare leave application was made, later recovers and is able to care for that child;

四 育児休業（この号の規定による再度の育児休業を除く。）の終了後，当該育児休業をした職員の配偶者が3月以上の期間にわたり当該子を育児休業並びに育児短時間勤務及びこれに類する所定労働時間を短縮する方法により養育したとき（当該職員が，当該育児休業の申出の際，当該方法により当該子を養育するための計画について育児休業等計画書により機構長に申し出た場合に限る。）。

(iv) if, after the conclusion of childcare leave (excluding additional childcare leaves provided for in this item), the spouse of the employee who took that childcare leave cares for that child for a period of three months or longer using childcare leave, childcare-track part-time work, or a similar method to reduce prescribed working hours (limited to cases where the employee has submitted to the Chancellor a childcare leave plan to care for that child using those methods, when applying for the childcare leave);

五 配偶者が負傷又は疾病により入院したこと，配偶者と別居したことその他の育児休業終了時に予測することができなかつた事実が生じたことにより，当該育児休業に係る子について再度の育児休業をしなければその養育に著しい支障が生じるとき。

(v) if there would be serious difficulties in caring for the child for whom childcare leave was taken unless the employee takes additional childcare leave due to the spouse being hospitalized for injury or illness, separation from the spouse, or other reason that could not have been predicted at the time the childcare leave concluded;

六 育児休業の申出に係る子が負傷，疾病又は身体上若しくは精神上の障害により，2週間以上の期間にわたり世話を必要とする状態になったとき。

(vi) if the child for whom the childcare leave application was made requires care for a period of two weeks or longer due to injury, illness, or physical or mental disability; or

七 育児休業の申出に係る子について，保育所における保育の実施を希望し，申込みを行っているが，当面その実施が行われないうとき。

(vii) Although childcare at a childcare facility has been requested and an application has been made for the child for whom the childcare leave application was made, childcare will not be provided in the near future.

2 前項第4号の育児休業等計画書は、別記様式第4号による。

(2) The childcare leave plans referred to in Item (iv) shall be made using Appended Form 4.

(育児休業期間変更申出書等の様式)

(Application Form for Childcare Leave Period Changes, etc.)

第10条 育児休業等規程第9条第1項の育児休業開始予定日の変更の申出、育児休業等規程第10条第1項及び第11条第1項の育児休業終了予定日の変更の申出並びに育児休業等規程第30条第1項の育児短時間勤務終了予定日の変更の申出は、別記様式第5号による。

Article 10 The application to change the starting date of childcare leave referred to in Article 9, Paragraph (1) of the Childcare Leave Rules, the application to change the end date of childcare leave referred to in Article 10, Paragraph (1) or Article 11, Paragraph (1) of the Childcare Leave Rules, and the application to change the end date of childcare-track part-time work referred to in Article 30, Paragraph (1) of the Childcare Leave Rules shall be made using Appended Form 5.

(育児休業満了届等の様式)

(Notification Form for End of Childcare Leave Period, etc.)

第11条 育児休業等規程第15条の届出は、別記様式第6号による。

Article 11 The notification referred to in Article 15 of the Childcare Leave Rules shall be made using Appended Form 6.

(育児休業申出の撤回の様式)

(Childcare Leave Application Withdrawal Form)

第12条 育児休業等規程第17条第1項の育児休業の撤回の申出は、別記様式第7号による。

Article 12 The notification to withdraw a childcare leave application referred to in Article 17, Paragraph (1) of the Childcare Leave Rules shall be made using Appended Form 7.

(育児休業の撤回後の再度の申出ができる特別な事情)

(Special Circumstances Under Which Additional Applications May Be Made After Withdrawing Childcare Leave)

第13条 育児休業等規程第17条第2項の「特別な事情」とは、次に掲げるものをいう。

Article 13 The term “special circumstances” in Article 17, Paragraph (2) of the Childcare Leave Rules means the following:

一 育児休業の申出に係る子の親である配偶者が死亡したとき。

(i) if a spouse who is a parent of the child for whom the childcare leave application was made dies;

二 前号に規定する配偶者が身体障害者福祉法（昭和24年法律第283号）第4条の身体障害者であること又はこれと同程度に日常生活に制限を受ける精神障害があることにより自ら子

を養育することが困難な状態のほか、再度の育児休業の申出の時点から1月間を超える期間継続して、負傷、疾病等により自ら子を養育することが困難な状態となったとき。

(ii) if it becomes difficult for a spouse set forth in the preceding item to care for the child because the spouse is physically disabled as defined in Article 4 of the Act for the Welfare of Persons with Physical Disabilities (Act No. 283 of 1949) or mentally disabled to the extent that a similar level of difficulty is experienced in day-to-day life, or if due to injury or illness, etc. it would be difficult to care for that child for a period continuing more than one month from the time the additional application for childcare leave was made;

三 婚姻の解消その他の事情により第1号に規定する配偶者が育児休業の申出に係る子と同居しないこととなったとき。

(iii) if a spouse set forth in Item (i) ceases to live with the child for whom the childcare leave application was made due to the dissolution of the marriage or other reason;

四 育児休業の申出に係る子が負傷、疾病又は身体上若しくは精神上の障害により、2週間以上の期間にわたり世話を必要とする状態になったとき。

(iv) if the child for whom the childcare leave application was made requires care for a period of two weeks or longer due to injury, illness, or physical or mental disability; or

五 育児休業の申出に係る子について、保育所における保育の実施を希望し、申込みを行っているが、当面その実施が行われないとき。

(v) if seeking and having applied for childcare at a childcare facility for the child for whom the childcare leave application was made, but childcare will not be provided in the near future.

(育児休業の申出がされなかったとみなされる事由)

(Grounds for a Childcare Leave Application to be Deemed Null and Void)

第14条 育児休業等規程第17条第3項の「これに準ずる事由」とは、次に掲げる事由をいう。

Article 14 The term “similar grounds” in Article 17, Paragraph (3) of the Childcare Leave Rules means the following:

一 育児休業の申出に係る子が養子である場合で、離縁又は養子縁組を取消したとき。

(i) if the child for whom the childcare leave application was made is an adopted child, and the relationship is dissolved or the adoption is annulled;

二 育児休業の申出に係る子が養子となったことその他の事情により当該育児休業の申出をした職員と当該子とが同居しないこととなったとき。

(ii) if the child for whom the childcare leave application was made ceases to live with the employee who made that childcare leave application due to adoption by a third party or for other reasons;

三 職員が身体障害者福祉法（昭和24年法律第283号）第4条の身体障害者であること又はこれと同程度に日常生活に制限を受ける精神障害があることにより自ら子を養育することが

困難な状態のほか、育児休業の申出に係る子が3歳に達するまでの間、負傷、疾病等により自ら子を養育することが困難な状態が確定したとき。

(iii) if it becomes difficult for the employee to care for the child because the employee is physical disabled as defined in Article 4 of the Act for the Welfare of Persons with Physical Disabilities (Act No. 283 of 1949) or mentally disabled to the extent that a similar level of difficulty is experienced in day-to-day life, or if it is established that due to injury or illness, etc. it would be difficult for the employee to care for the child for whom the childcare leave application was made for the period until the child's third birthday; or

四 育児休業等規程第6条第1項の規定により読み替えて適用する育児休業等規程第5条第1項の申出により子の1歳到達日の翌日以後の日に育児休業をする場合において職員の配偶者が育児休業をしていないとき（当該申出に係る育児休業開始予定日とされた日が当該配偶者のしている育児休業に係る育児休業期間の初日と同じ日である場合を除く。）。

(iv) if an employee is to take childcare leave after a child's first birthday through an application made under the provisions of Article 5, Paragraph (1) of the Childcare Leave Rules as applied by replacing certain terms pursuant to the provisions of Article 6, Paragraph (1) of the Childcare Leave Rules, and the employee's spouse is not on childcare leave (excluding cases when the scheduled first day of childcare leave that application was made for is the same day as the first day of a period of childcare leave taken by the spouse).

（育児休業及び育児短時間勤務の事由消滅の様式）

(Form for Loss of Grounds for Childcare Leave or Childcare-Track Part-Time Work)

第15条 育児休業等規程第17条第4項の事由消滅の届出及び育児休業等規程第26条の規定により準用する育児休業等規程第17条第4項に規定する事由消滅の届出は、別記様式第8号による。

Article 15 The notifications of the loss of grounds referred to in Article 17, Paragraph (4) of the Childcare Leave Rules and the notification of the loss of grounds referred to in Article 17, Paragraph (4) of the Childcare Leave Rules as applied mutatis mutandis pursuant to the provisions of Article 26 of the Childcare Leave Rules shall be made using Appended Form 8.

（育児部分休業の申出の様式）

(Partial Childcare Leave Application Form)

第16条 育児休業等規程第20条第1項の育児部分休業の申出、別記様式第9号による。

Article 16 (1) The application to take partial childcare leave referred to in Article 20, Paragraph (1) of the Childcare Leave Rules shall be made using Appended Form 9.

2 育児休業等規程第21条の部分休業の取消しは、別記様式第10号による。

(2) The cancellation of partial childcare leave referred to in Article 21 of the Childcare Leave Rules shall be made using Appended Form 10.

（育児短時間勤務の終了の日の翌日から起算して1年を経過しない場合に育児短時間勤務をすることができる特別な事情）

(Special Circumstances Under Which Childcare-Track Part-Time Work Is Permitted Even If One Year Has Not Passed Since the Day After the Last Day of Childcare-Track Part-Time Work)

第17条 育児休業等規程第27条第2項の「特別な事情」とは、次に掲げる場合をいう。

Article 17 The term “special circumstances” in Article 27, Paragraph (2) of the Childcare Leave Rules means the following:

一 育児短時間勤務をしている職員が新たな子を妊娠し、その子に係る新たな育児休業又は育児短時間勤務若しくは産前産後の休暇の開始により育児休業が終了した場合で、当該新たな育児休業又は育児短時間勤務若しくは産前産後の休暇に係る子が死亡したとき又は養子縁組等により職員と別居することとなったとき。

(i) if an employee on childcare-track part-time work becomes pregnant with a new child and the childcare leave concludes as a result of new childcare leave, childcare-track part-time work, or maternity leave beginning for that child, and the child for whom that new application for childcare leave, childcare-track part-time work or maternity leave was made dies or is to live separately from the employee as a result of being adopted or other reason;

二 育児短時間勤務をしている職員が当該勤務の形態を変更する場合において、当該勤務を撤回し新たな育児短時間勤務の申出を行うとき。

(ii) if an employee on childcare-track part-time work changes that work format, rescinds that work and makes a new application for childcare-track part-time work; or

三 第9条第1項第2号から第7号までの規定に該当するとき。この場合において、これらの規定中「育児休業」とあるのは「育児短時間勤務」と、「育児短時間勤務」とあるのは「育児休業」と読み替えるものとする。

(iii) if any of the provisions of Article 9, Paragraph (1), Items (ii) to (vii) apply. In this case, the term “childcare leave” in these provisions is deemed to be replaced by the term “childcare-track part-time work” and the term “childcare-track part-time work” in these provisions is deemed to be replaced by the term “childcare leave”.

(月の途中から育児短時間勤務の形態を変更することができる特別な事情)

(Special Circumstances Under Which Childcare-Track Part-Time Work Format May Be Changed During a Calendar Month)

第18条 育児休業等規程第29条第3項の「特別な事情」とは、配偶者が負傷又は疾病により入院したこと、配偶者と別居したことその他の育児短時間勤務を申し出た時に予測することができなかった事実が生じたことにより、育児短時間勤務の形態を変更しなければ、当該育児短時間勤務に係る子の養育に著しい支障が生じる場合をいう。

Article 18 The term “special circumstances” in Article 29, Paragraph (3) of the Childcare Leave Rules means cases where there would be serious difficulties in caring for the child for whom childcare-track part-time work was applied for unless the childcare-track part-time work format is changed due to the spouse being hospitalized for injury or illness, separation from the spouse,

or other reason that could not have been predicted at the time that childcare-track part-time work was applied for.

(育児短時間勤務の申出等の様式)

(Childcare-Track Part-Time Work Application Form)

第19条 育児休業等規程第27条第1項の育児短時間勤務の申出及び育児休業等規程第29条第1項の育児短時間勤務の期間の延長の申出は、別記様式第11号による。

Article 19 (1) The application for childcare-track part-time work referred to in Article 27, Paragraph (1) of the Childcare Leave Rules and the application to extend childcare-track part-time work referred to in Article 29, Paragraph (1) of the Childcare Leave Rules shall be made using Appended Form 11.

2 育児休業等規程第26条及び第29条第2項の育児短時間勤務の撤回の申出は、別記様式第12号による。

(2) The notification of withdrawal from childcare-track part-time work referred to in Article 26 and Article 29, Paragraph (2) of the Childcare Leave Rules shall be made using Appended Form 12.

附 則

Supplementary Provision

この細則は、令和2年4月1日から施行する。

These Detailed Rules shall come into force as of April 1, 2020.