

Japan's 2022 Child Care Leave Law Reform — Postnatal Paternity Leave (■■■■■■■)

Gender Equality · Good practice · Japan

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

Japan's 2022 Child Care Leave Law amendment created a postnatal paternity leave of up to 28 days within the first 8 weeks of birth. Fathers' uptake rose from 17.1% (FY2022) to 40.5% (FY2024); the government targets 85% by 2030.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[Ministry of Health, Labour and Welfare \(MHLW\), Japan](#) — accessed 2026-06-21

[Ministry of Health, Labour and Welfare: Work-Family Balance Policy](#) — accessed 2026-06-21

[World Economic Forum: Could Japan's paternity leave policy narrow the gender gap? \(2023\)](#) — accessed 2026-06-21

[Japan Times: Paternity leave uptake hits record 30% \(August 2024\)](#) — accessed 2026-06-21

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