

45. Average Number of Paid Holidays, Days Actually Taken and Rate of Usage by Size of Enterprise

企業規模別労働者1人平均年次有給休暇の付与日数、取得(消化)日数及び取得(消化)率

Size of enterprise 企業規模		2009	2010	2011	2012
Total	計				
Average days given ¹⁾	平均付与日数	18.3	18.1	18.1	18.3
Average days taken	平均取得(消化)日数	8.8	8.7	8.9	9.0
Average usage rate ²⁾ (%)	平均取得(消化)率	48.1	48.2	49.3	49.3
1,000 employees or more	1,000人以上				
Average days given ¹⁾	平均付与日数	19.8	19.0	18.9	19.3
Average days taken	平均取得(消化)日数	10.6	10.2	10.5	10.9
Average usage rate ²⁾ (%)	平均取得(消化)率	53.7	53.5	55.3	56.5
300-999 employees	300-999人				
Average days given ¹⁾	平均付与日数	17.8	18.1	18.3	18.3
Average days taken	平均取得(消化)日数	7.9	8.1	8.4	8.6
Average usage rate ²⁾ (%)	平均取得(消化)率	44.1	44.9	46.0	47.1
100-299 employees	100-299人				
Average days given ¹⁾	平均付与日数	17.1	17.3	17.3	17.6
Average days taken	平均取得(消化)日数	7.9	7.8	7.7	7.7
Average usage rate ²⁾ (%)	平均取得(消化)率	46.0	45.0	44.7	44.0
30-99 employees	30-99人				
Average days given ¹⁾	平均付与日数	16.3	16.9	16.8	17.1
Average days taken	平均取得(消化)日数	6.5	6.9	7.0	7.2
Average usage rate ²⁾ (%)	平均取得(消化)率	40.0	41.0	41.8	42.2

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions*

Notes: 1) Average days given excludes carry-over days.

2) Average rate of usage = days taken / days given x 100

3) The figures are for private companies with head offices that have more than 30 regular employees.