

## 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		2008	2009	2010	2011
Total	計				
Average days given <sup>1)</sup>	平均付与日数	17.8	18.3	18.1	18.1
Average days taken	平均取得(消化)日数	8.5	8.8	8.7	8.9
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	47.7	48.1	48.2	49.3
1,000 employees or more	1,000人以上				
Average days given <sup>1)</sup>	平均付与日数	18.8	19.8	19.0	18.9
Average days taken	平均取得(消化)日数	10.0	10.6	10.2	10.5
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	53.1	53.7	53.5	55.3
300-999 employees	300-999人				
Average days given <sup>1)</sup>	平均付与日数	17.7	17.8	18.1	18.3
Average days taken	平均取得(消化)日数	8.0	7.9	8.1	8.4
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	45.0	44.1	44.9	46.0
100-299 employees	100-299人				
Average days given <sup>1)</sup>	平均付与日数	17.0	17.1	17.3	17.3
Average days taken	平均取得(消化)日数	7.3	7.9	7.8	7.7
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	42.8	46.0	45.0	44.7
30-99 employees	30-99人				
Average days given <sup>1)</sup>	平均付与日数	16.4	16.3	16.9	16.8
Average days taken	平均取得(消化)日数	7.0	6.5	6.9	7.0
Average usage rate <sup>2)</sup> (%)	平均取得(消化)率	42.4	40.0	41.0	41.8

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.