

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		2010	2011	2012	2013	2014
Total	計					
Average days given ¹⁾	平均付与日数	18.1	18.1	18.3	18.3	18.5
Average days taken	平均取得(消化)日数	8.7	8.9	9.0	8.6	9.0
Average usage rate ²⁾ (%)	平均取得(消化)率	48.2	49.3	49.3	47.1	48.8
1,000 employees or more	1,000人以上					
Average days given ¹⁾	平均付与日数	19.0	18.9	19.3	19.5	19.4
Average days taken	平均取得(消化)日数	10.2	10.5	10.9	10.6	10.8
Average usage rate ²⁾ (%)	平均取得(消化)率	53.5	55.3	56.5	54.6	55.6
300-999 employees	300-999人					
Average days given ¹⁾	平均付与日数	18.1	18.3	18.3	18.5	18.5
Average days taken	平均取得(消化)日数	8.1	8.4	8.6	8.2	8.7
Average usage rate ²⁾ (%)	平均取得(消化)率	44.9	46.0	47.1	44.6	47.0
100-299 employees	100-299人					
Average days given ¹⁾	平均付与日数	17.3	17.3	17.6	17.8	18.1
Average days taken	平均取得(消化)日数	7.8	7.7	7.7	7.5	8.1
Average usage rate ²⁾ (%)	平均取得(消化)率	45.0	44.7	44.0	42.3	44.9
30-99 employees	30-99人					
Average days given ¹⁾	平均付与日数	16.9	16.8	17.1	16.9	17.4
Average days taken	平均取得(消化)日数	6.9	7.0	7.2	6.8	7.4
Average usage rate ²⁾ (%)	平均取得(消化)率	41.0	41.8	42.2	40.1	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.