

表6 主な特別休暇等の状況(令和4年4月1日現在)

(単位:団体)

区 分	都道府県(47)			指定都市(20)			市区町村(1,721)			合計(1,788)			
	有給	無給	措置なし	有給	無給	措置なし	有給	無給	措置なし	有給	無給	措置なし	
国に制度のある特別休暇	公民権行使	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,717 (99.8%)	2 (0.1%)	2 (0.1%)	1,784 (99.8%)	2 (0.1%)	2 (0.1%)
	官公署への出頭	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,718 (99.8%)	1 (0.1%)	2 (0.1%)	1,785 (99.8%)	1 (0.1%)	2 (0.1%)
	ドナー休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,715 (99.7%)	1 (0.1%)	5 (0.3%)	1,782 (99.7%)	1 (0.1%)	5 (0.3%)
	ボランティア休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	19 (95.0%)	1 (5.0%)	0 (0.0%)	1,681 (97.7%)	2 (0.1%)	38 (2.2%)	1,747 (97.7%)	3 (0.2%)	38 (2.1%)
	結婚休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,720 (99.9%)	1 (0.1%)	0 (0.0%)	1,787 (99.9%)	1 (0.1%)	0 (0.0%)
	不妊治療休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,603 (93.1%)	5 (0.3%)	113 (6.6%)	1,670 (93.4%)	5 (0.3%)	113 (6.3%)
	産前休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,718 (99.8%)	3 (0.2%)	0 (0.0%)	1,785 (99.8%)	3 (0.2%)	0 (0.0%)
	産後休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,718 (99.8%)	3 (0.2%)	0 (0.0%)	1,785 (99.8%)	3 (0.2%)	0 (0.0%)
	保育時間	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,706 (99.1%)	5 (0.3%)	10 (0.6%)	1,773 (99.2%)	5 (0.3%)	10 (0.6%)
	妻の出産	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,717 (99.8%)	1 (0.1%)	3 (0.2%)	1,784 (99.8%)	1 (0.1%)	3 (0.2%)
	育児参加	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,652 (96.0%)	5 (0.3%)	64 (3.7%)	1,719 (96.1%)	5 (0.3%)	64 (3.6%)
	子の看護	46 (97.9%)	0 (0.0%)	1 (2.1%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,716 (99.7%)	1 (0.1%)	4 (0.2%)	1,782 (99.7%)	1 (0.1%)	5 (0.3%)
	短期の介護	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,688 (98.1%)	12 (0.7%)	21 (1.2%)	1,755 (98.2%)	12 (0.7%)	21 (1.2%)
	忌引休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,720 (99.9%)	1 (0.1%)	0 (0.0%)	1,787 (99.9%)	1 (0.1%)	0 (0.0%)
	父母の追悼(法要)	45 (95.7%)	0 (0.0%)	2 (4.3%)	16 (80.0%)	0 (0.0%)	4 (20.0%)	1,670 (97.0%)	1 (0.1%)	50 (2.9%)	1,731 (96.8%)	1 (0.1%)	56 (3.1%)
	夏季休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,705 (99.1%)	1 (0.1%)	15 (0.9%)	1,772 (99.1%)	1 (0.1%)	15 (0.8%)
	現住居の滅失等	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,690 (98.2%)	1 (0.1%)	30 (1.7%)	1,757 (98.3%)	1 (0.1%)	30 (1.7%)
	災害・交通機関の事故等	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,708 (99.2%)	1 (0.1%)	12 (0.7%)	1,775 (99.3%)	1 (0.1%)	12 (0.7%)
通勤途上の危機回避	41 (87.2%)	0 (0.0%)	6 (12.8%)	13 (65.0%)	0 (0.0%)	7 (35.0%)	1,540 (89.5%)	1 (0.1%)	180 (10.5%)	1,594 (89.1%)	1 (0.1%)	193 (10.8%)	

(注) 1 () は、団体区分中の割合である。