

表4 特別休暇等の状況(令和6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%)	1,720 (99.9%)	0 (0.0%)	1 (0.1%)	1,787 (99.9%)	0 (0.0%)	1 (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%)	1,721 (100.0%)	0 (0.0%)	0 (0.0%)	1,788 (100.0%)	0 (0.0%)	0 (0.0%)
	ドナー休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,716 (99.7%)	1 (0.1%)	4 (0.2%)	1,783 (99.7%)	1 (0.1%)	4 (0.2%)
	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%)	1,682 (97.7%)	3 (0.2%)	36 (2.1%)	1,748 (97.8%)	4 (0.2%)	36 (2.0%)
	結婚休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,721 (100.0%)	0 (0.0%)	0 (0.0%)	1,788 (100.0%)	0 (0.0%)	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%)	1,673 (97.2%)	4 (0.2%)	44 (2.6%)	1,740 (97.3%)	4 (0.2%)	44 (2.5%)
	産前休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,721 (100.0%)	0 (0.0%)	0 (0.0%)	1,788 (100.0%)	0 (0.0%)	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%)	1,721 (100.0%)	0 (0.0%)	0 (0.0%)	1,788 (100.0%)	0 (0.0%)	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%)	1,714 (99.6%)	1 (0.1%)	6 (0.3%)	1,781 (99.6%)	1 (0.1%)	6 (0.3%)
	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%)	1,687 (98.0%)	2 (0.1%)	32 (1.9%)	1,754 (98.1%)	2 (0.1%)	32 (1.8%)
	子の看護	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%)
	短期の介護	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,686 (98.0%)	11 (0.6%)	24 (1.4%)	1,753 (98.0%)	11 (0.6%)	24 (1.3%)
	忌引休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,721 (100.0%)	0 (0.0%)	0 (0.0%)	1,788 (100.0%)	0 (0.0%)	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%)	1,663 (96.6%)	2 (0.1%)	56 (3.3%)	1,724 (96.4%)	2 (0.1%)	62 (3.5%)
	夏季休暇	47 (100.0%)	0 (0.0%)	0 (0.0%)	20 (100.0%)	0 (0.0%)	0 (0.0%)	1,713 (99.5%)	0 (0.0%)	8 (0.5%)	1,780 (99.6%)	0 (0.0%)	8 (0.4%)
	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%)	1,689 (98.1%)	1 (0.1%)	31 (1.8%)	1,756 (98.2%)	1 (0.1%)	31 (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%)	1,712 (99.5%)	0 (0.0%)	9 (0.5%)	1,779 (99.5%)	0 (0.0%)	9 (0.5%)
	退勤途上の危機回避	40 (85.1%)	0 (0.0%)	7 (14.9%)	13 (65.0%)	0 (0.0%)	7 (35.0%)	1,552 (90.2%)	1 (0.1%)	168 (9.8%)	1,605 (89.8%)	1 (0.1%)	182 (10.2%)

(注) 1 () は、団体区分中の割合である。
2 調査対象は表 1 と同様。