

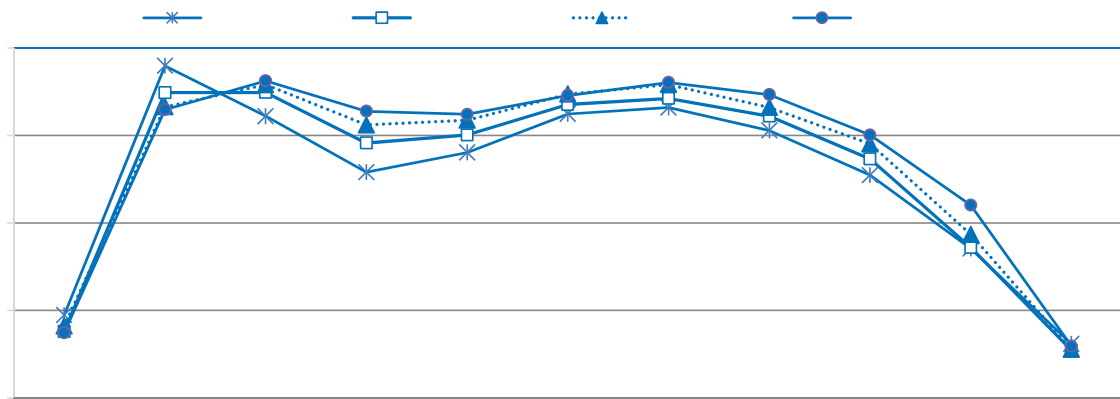
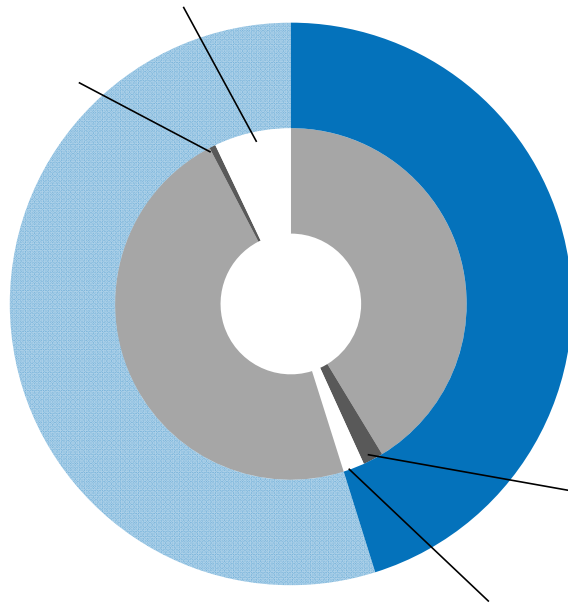
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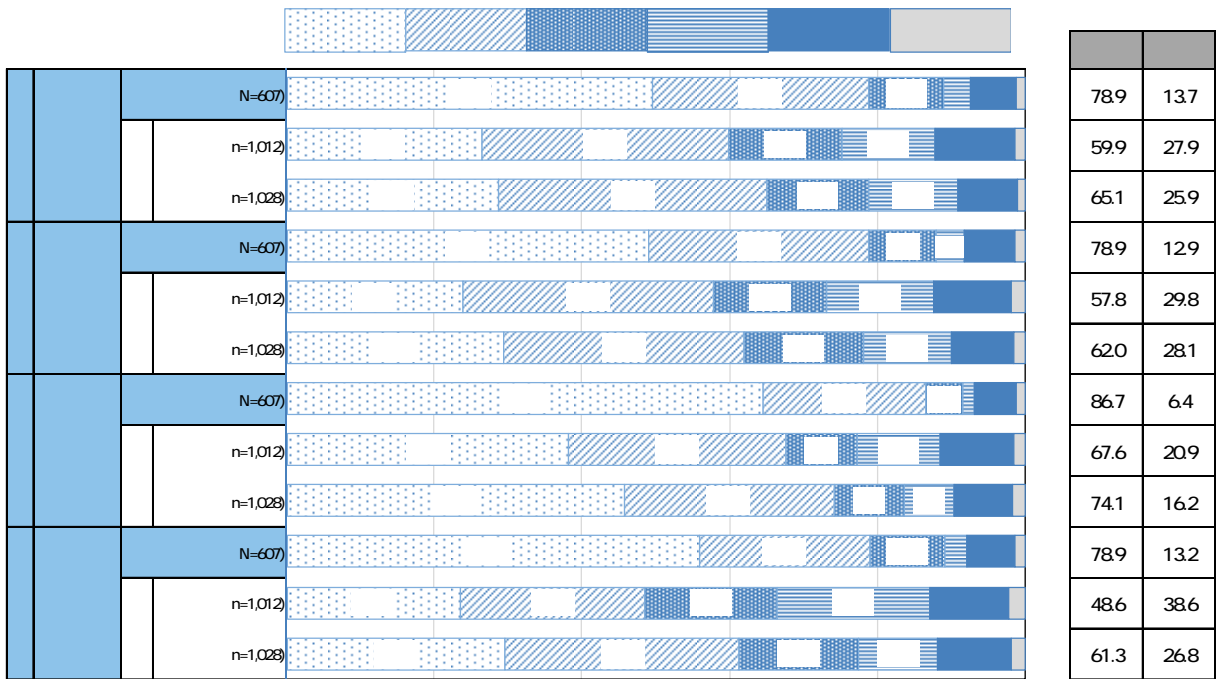
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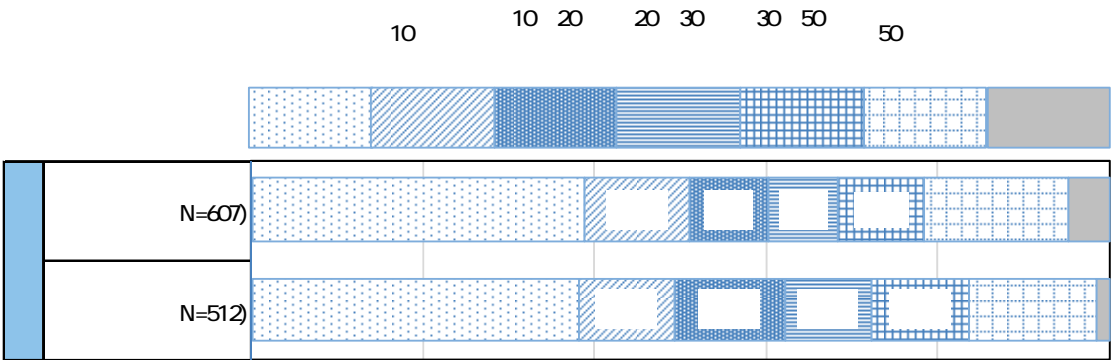
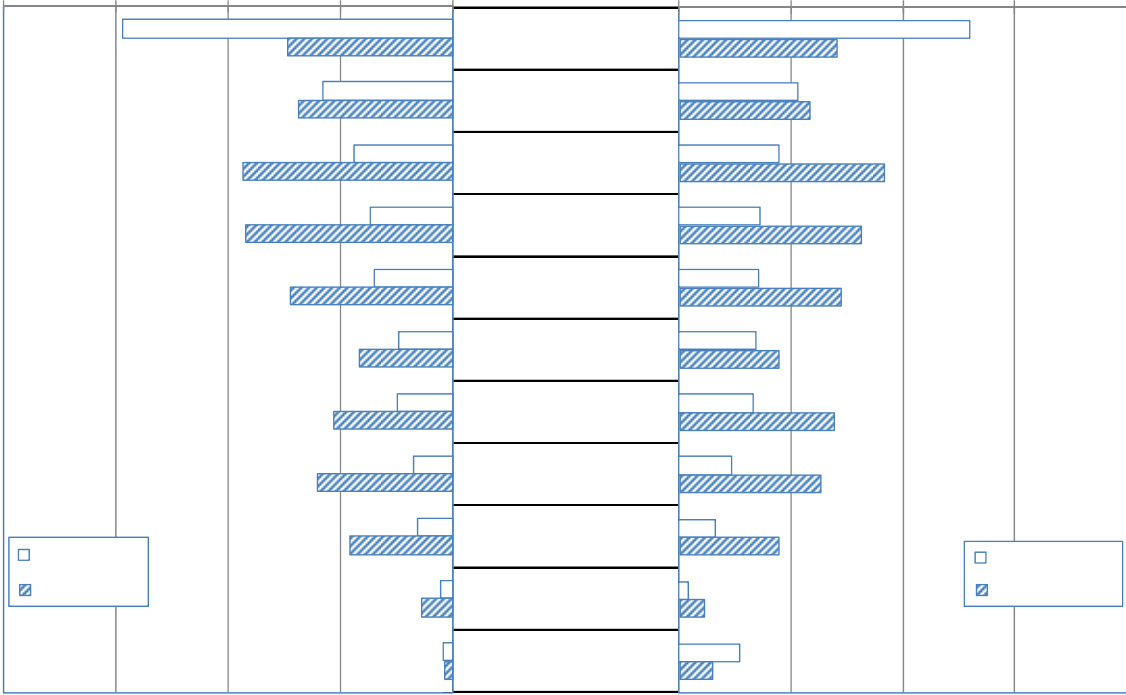
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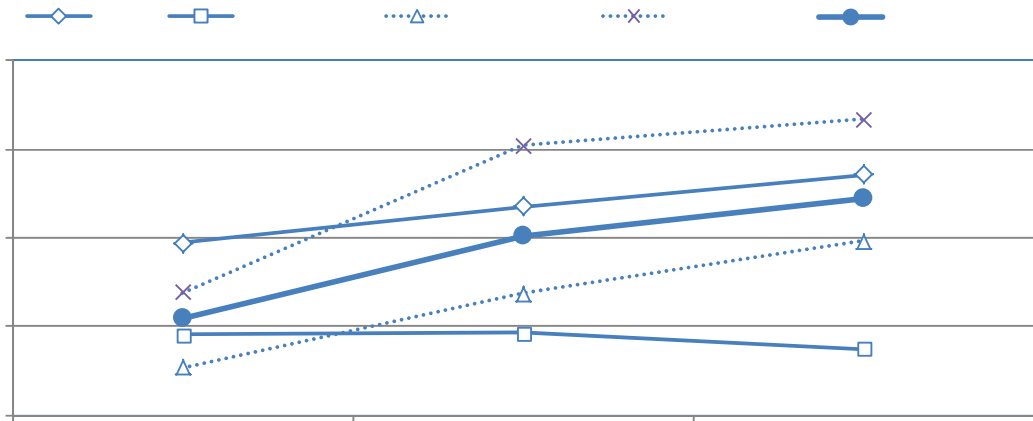
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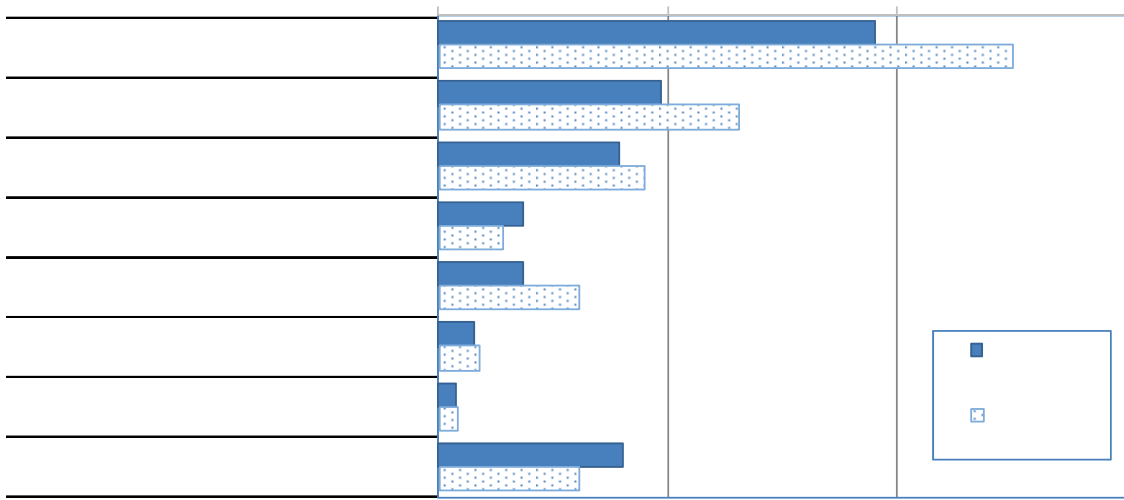


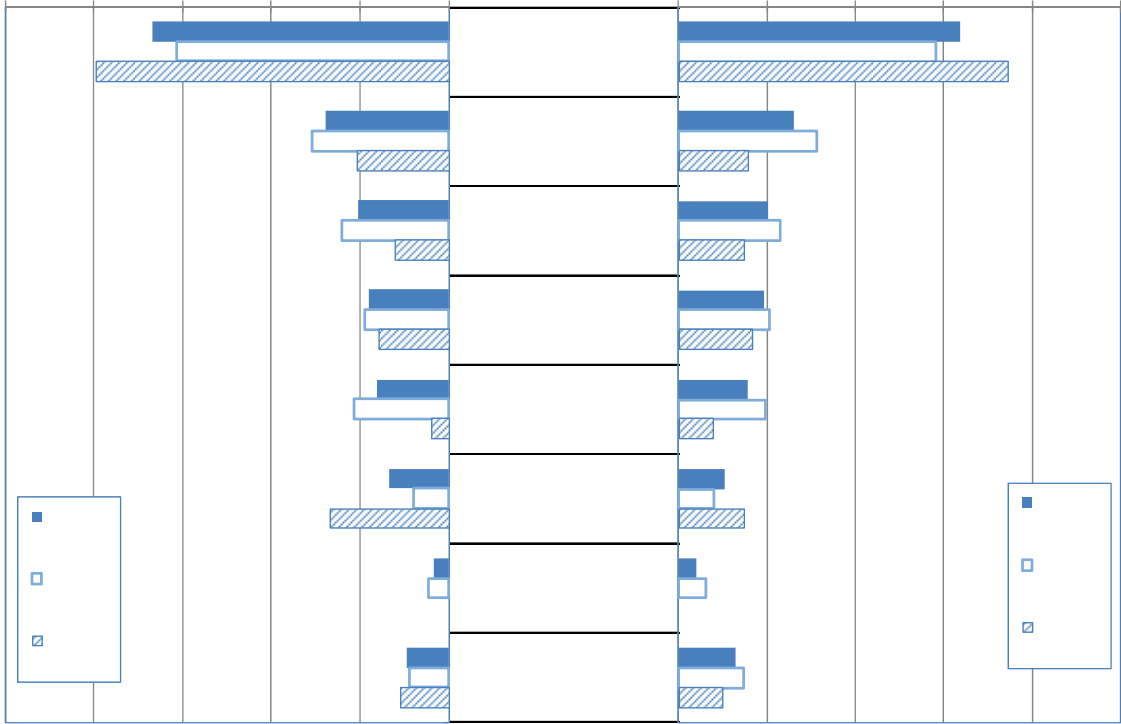
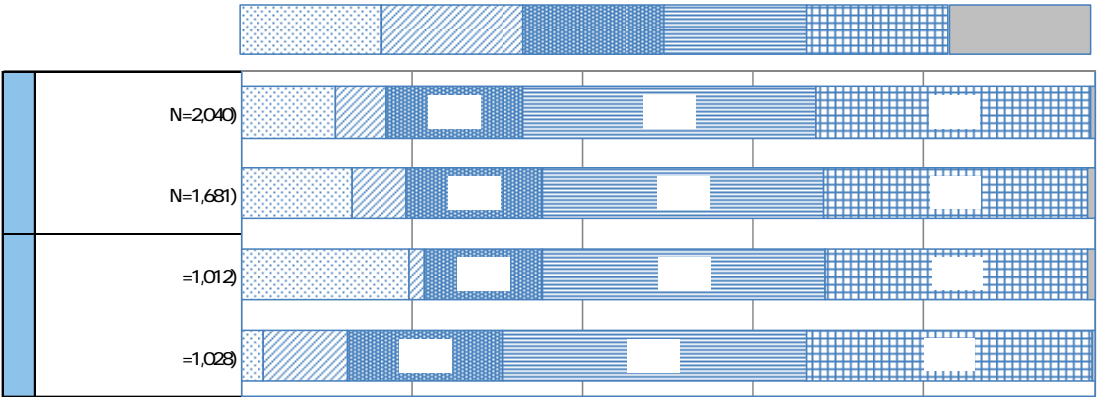


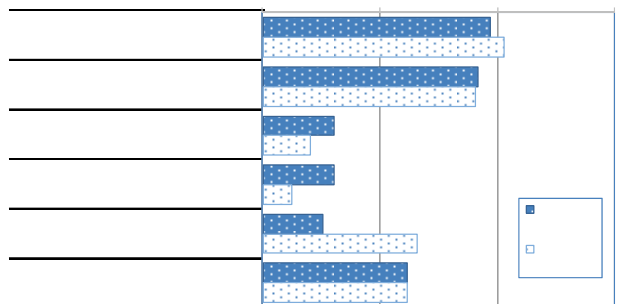
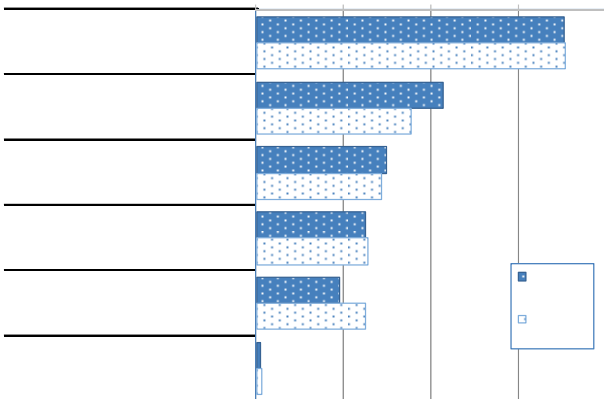
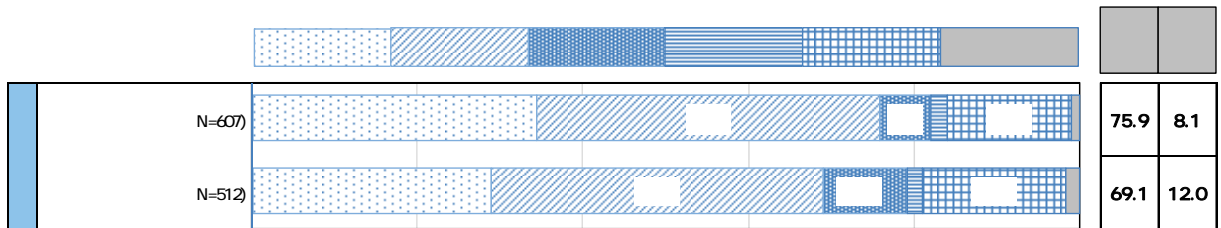
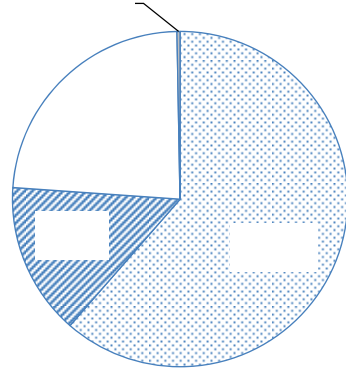
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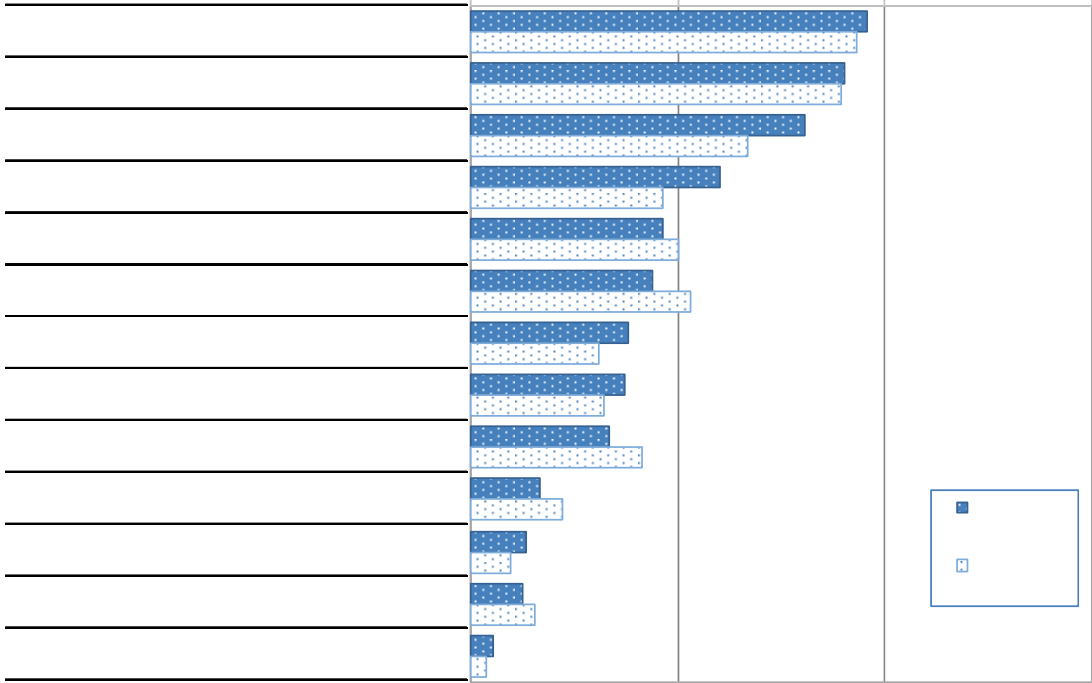
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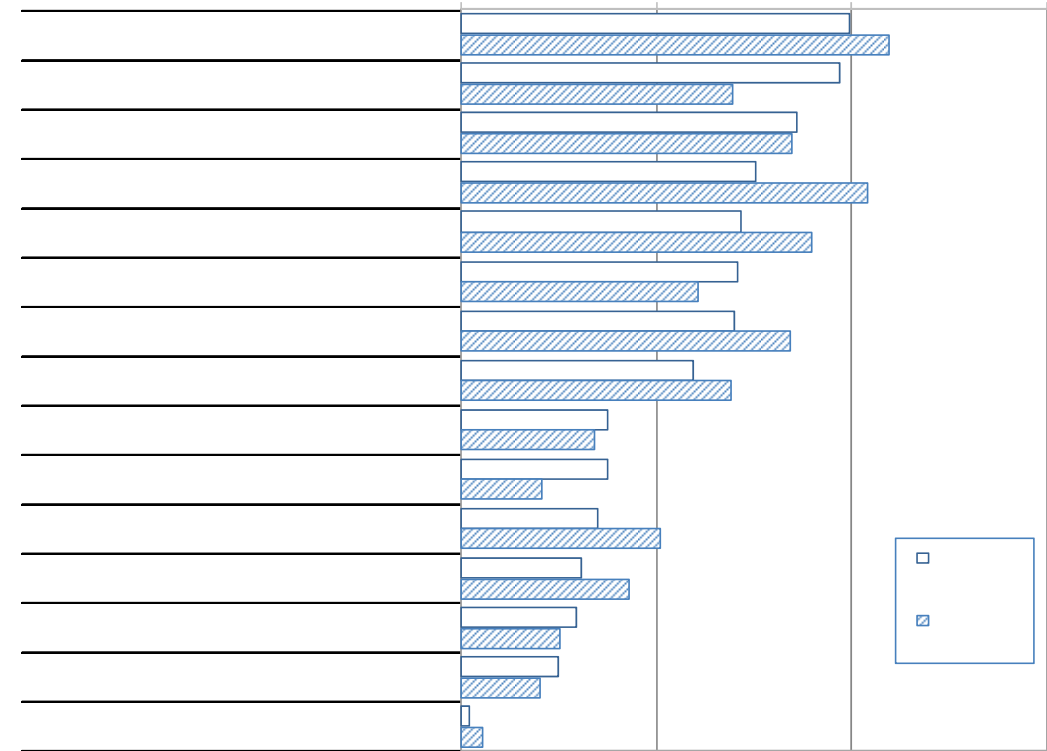




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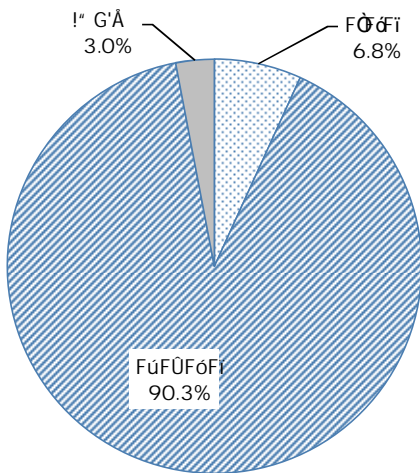


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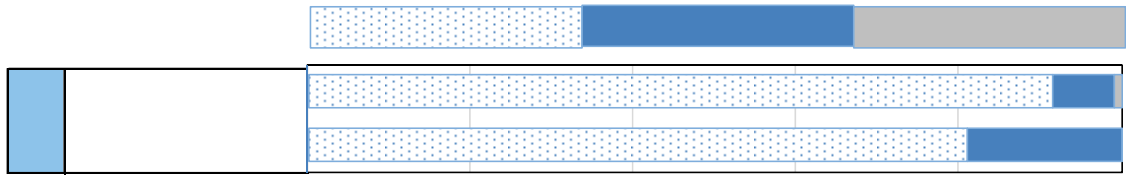
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 $\text{! } \text{G}^-$

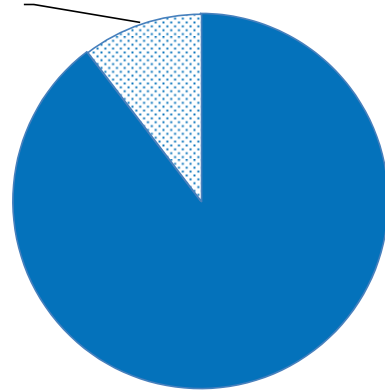
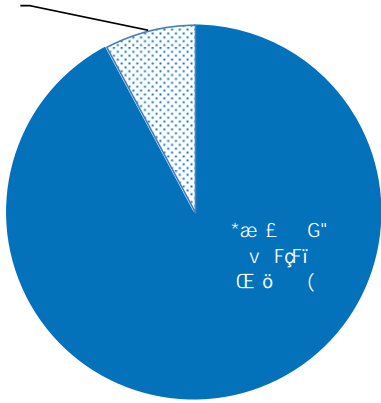


Ö G 1*	†F• /	H >æ>Ø	[Dotted pattern]				[Diagonal line pattern]	[Solid blue color]	[Solid grey color]
	ÆF• ö	H HJ>Ø	[Dotted pattern]				[Diagonal line pattern]	[Solid blue color]	[Solid grey color]
	#ŁF• ö	H HJ>Ø	[Dotted pattern]				[Diagonal line pattern]	[Solid blue color]	[Solid grey color]
S G 1*	†F• /	H >æ>Ø	[Dotted pattern]				[Diagonal line pattern]	[Solid blue color]	[Solid grey color]
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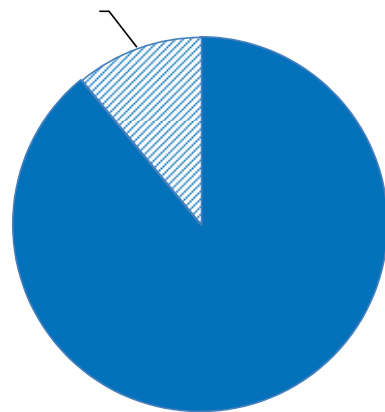
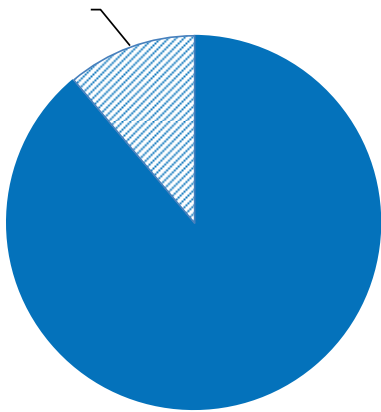
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H, B > à "FÿB #Øçĩ Ć ö (Fp*æ ě v "g #H

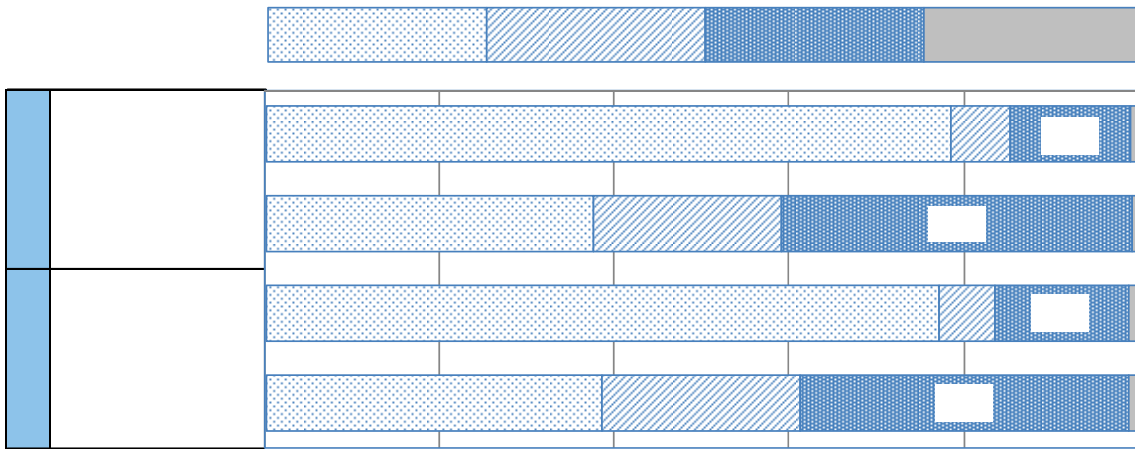


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H, B > à "FÿB*æ ě G" çFçĩ Ć ö (Fp *, "g #H

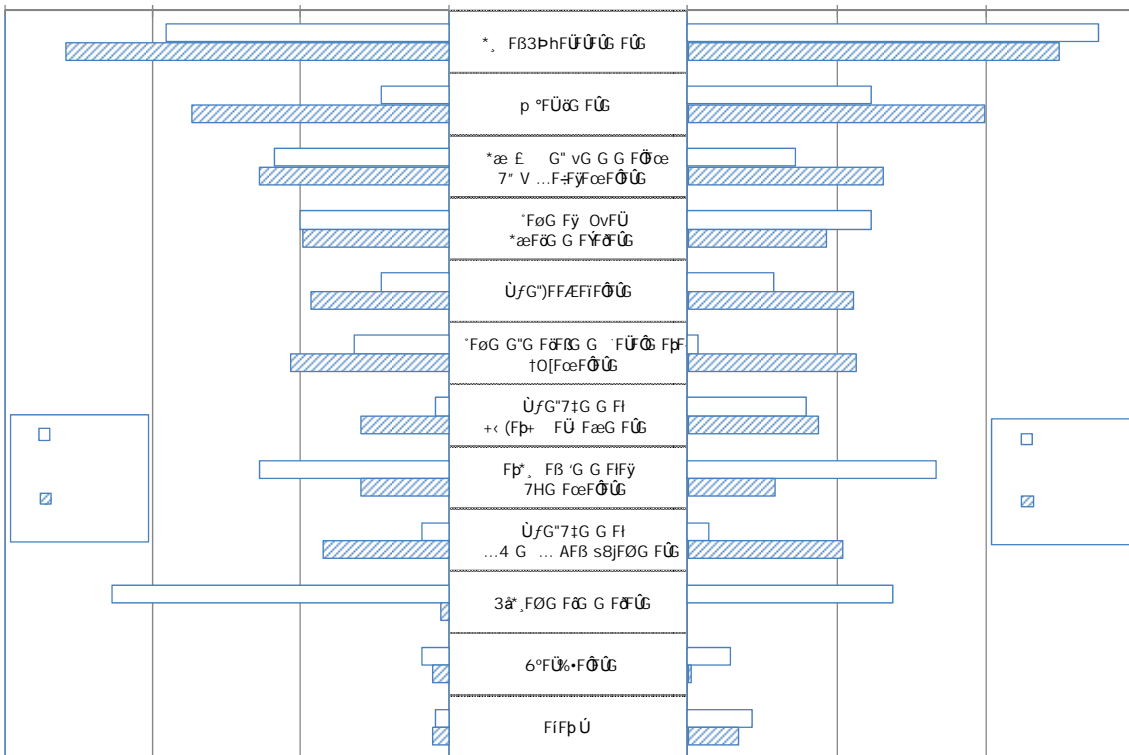






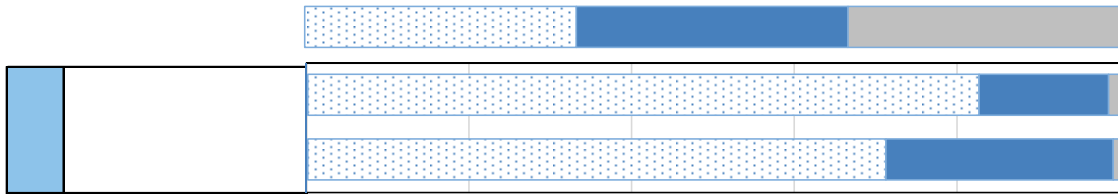
F~ S G1* F'

F~ ÒG1* F'



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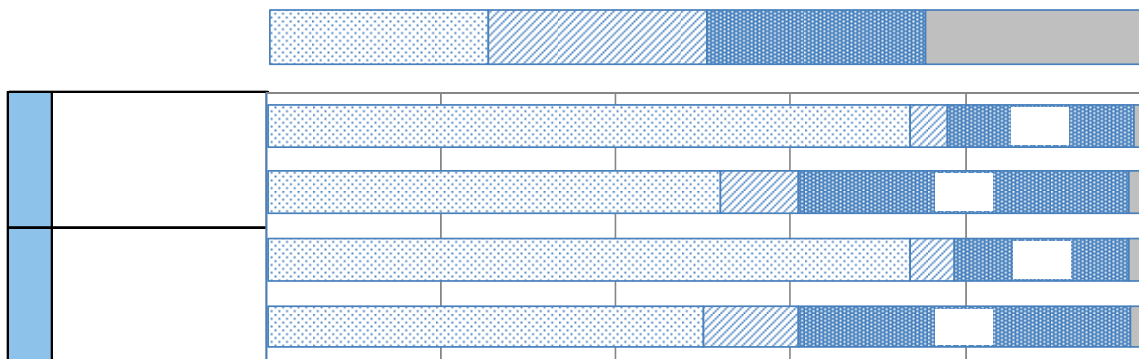
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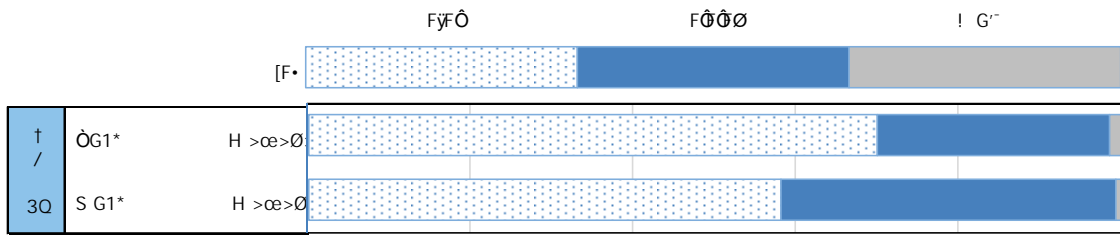
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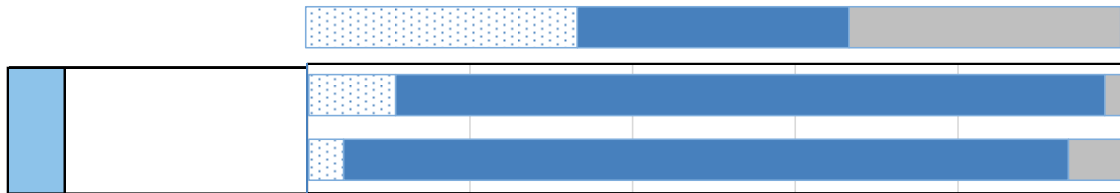
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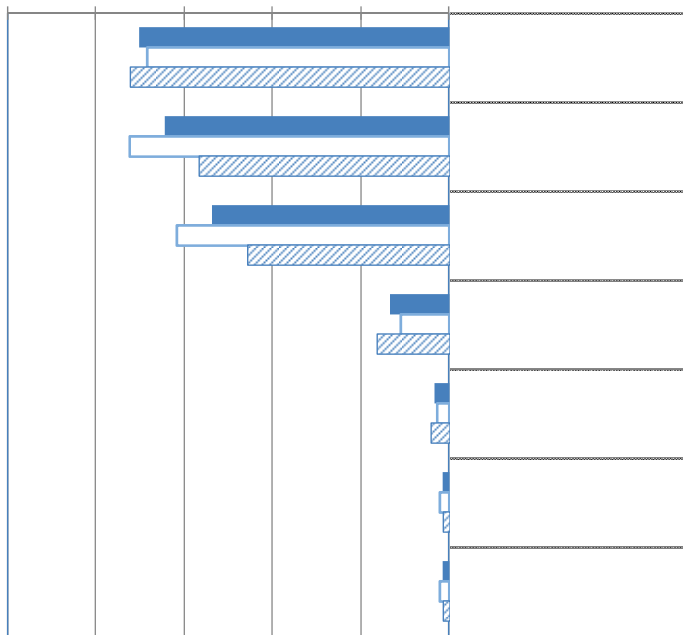
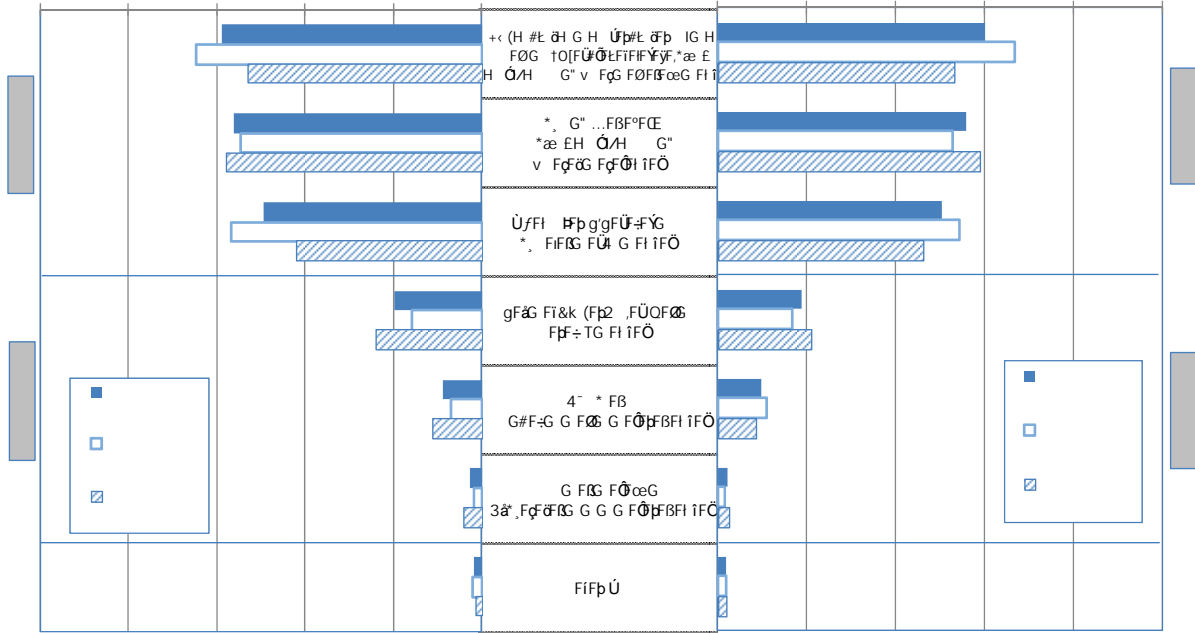


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F~ S G1* F'

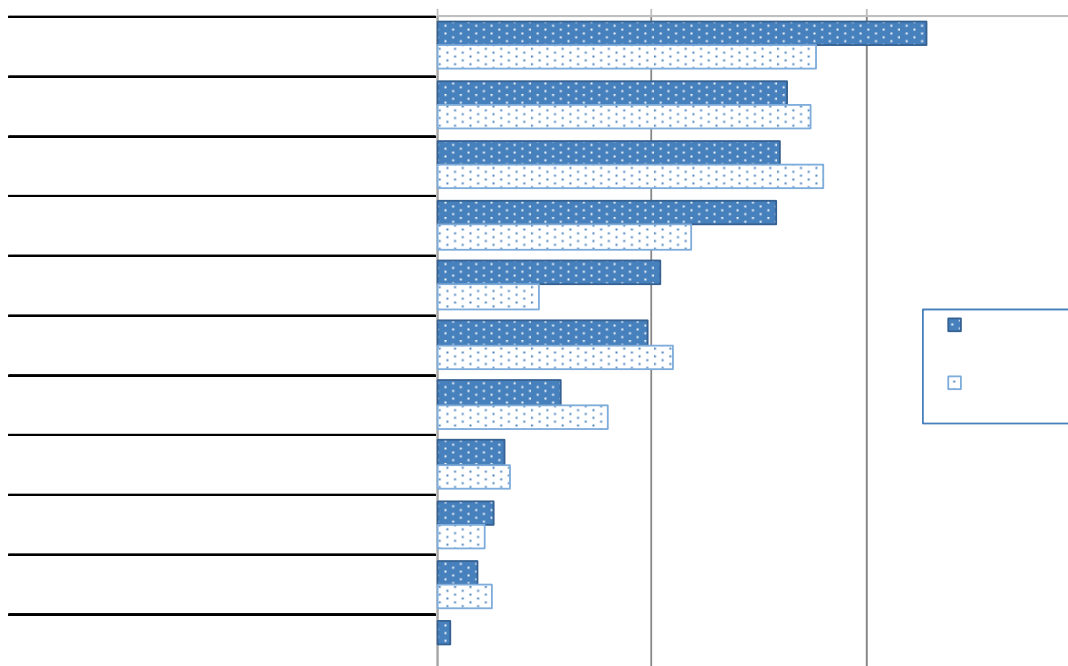
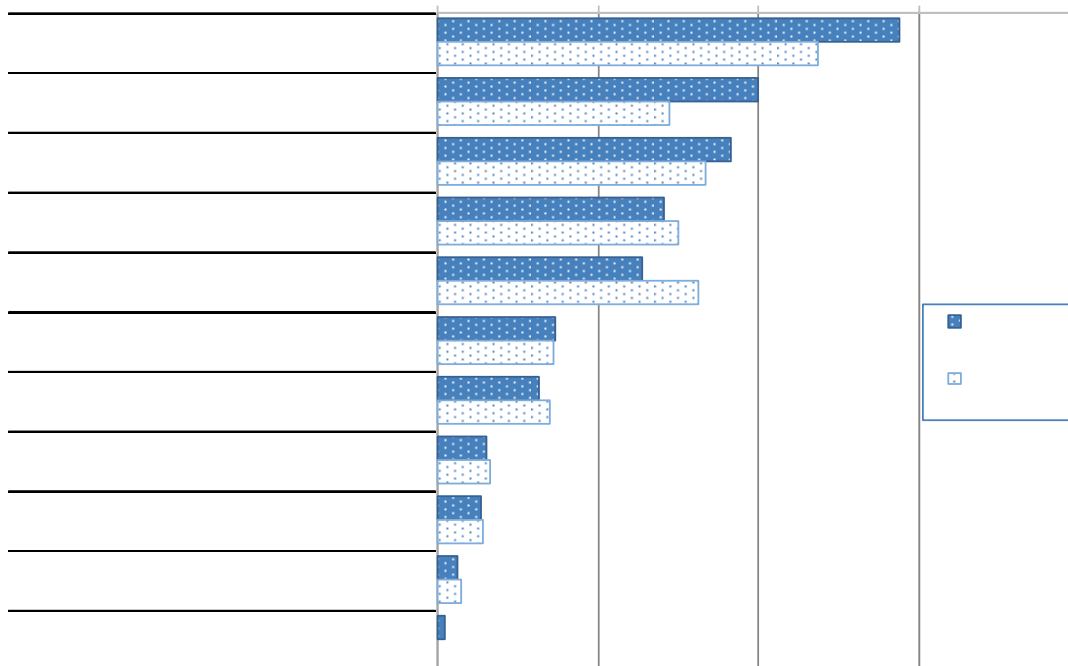
F' ÒG1* F'



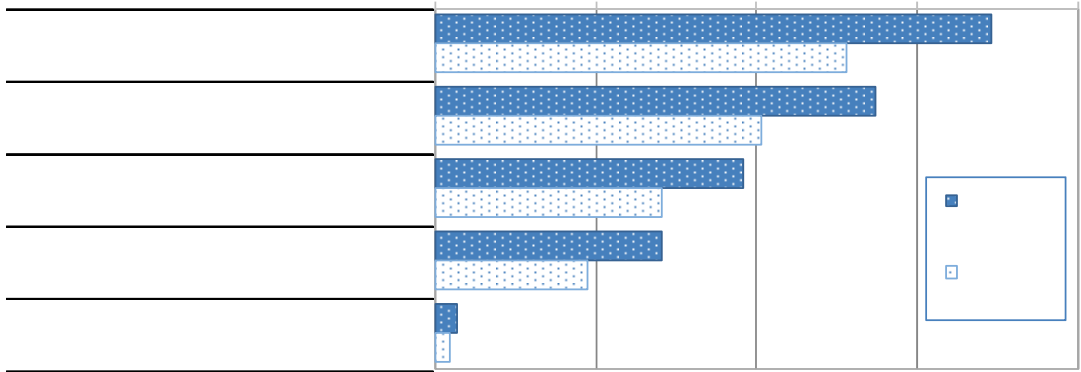
13. 育児・介護休業制度の運用によって生じる変化<事業所調査>（複数回答）

- ◇育児休業制度については、約6割の事業所が「従業員（特に女性）の勤続年数が伸びる」をあげています。
- ◇介護休業制度については、4割を超える事業所が「退職者が減る」をあげています。

【制度運用によって生じる変化(育児休業制度)】



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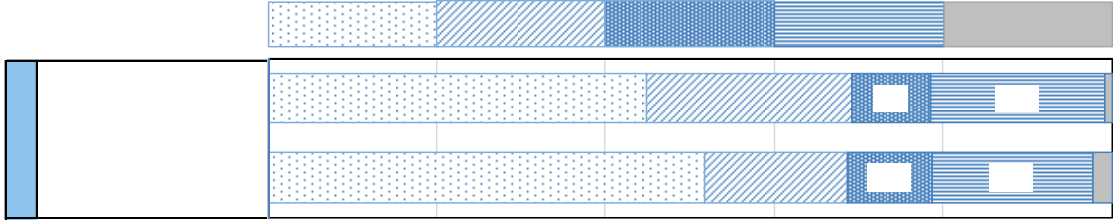
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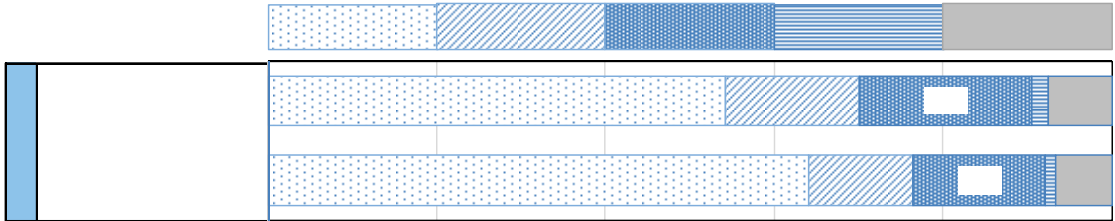
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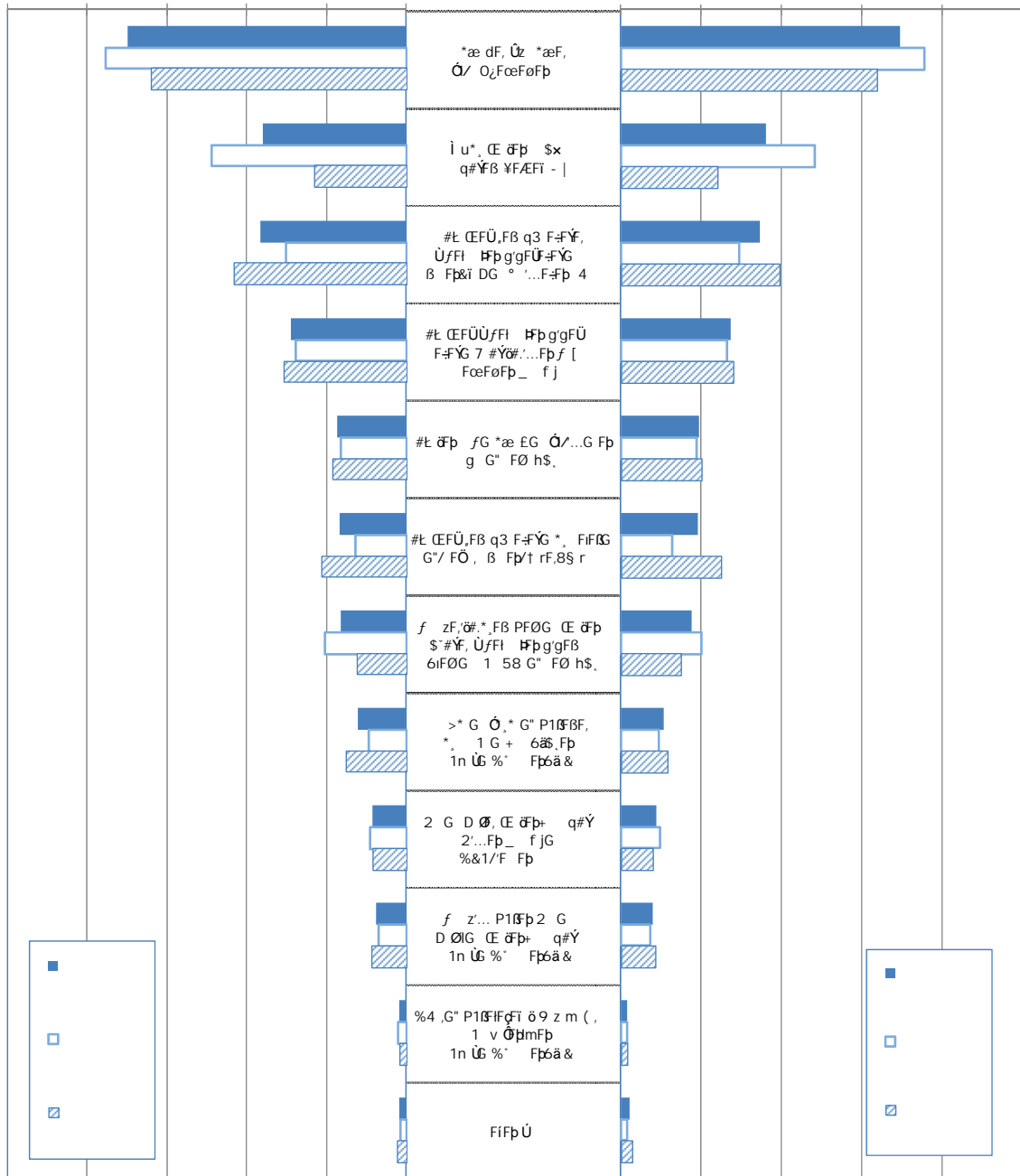


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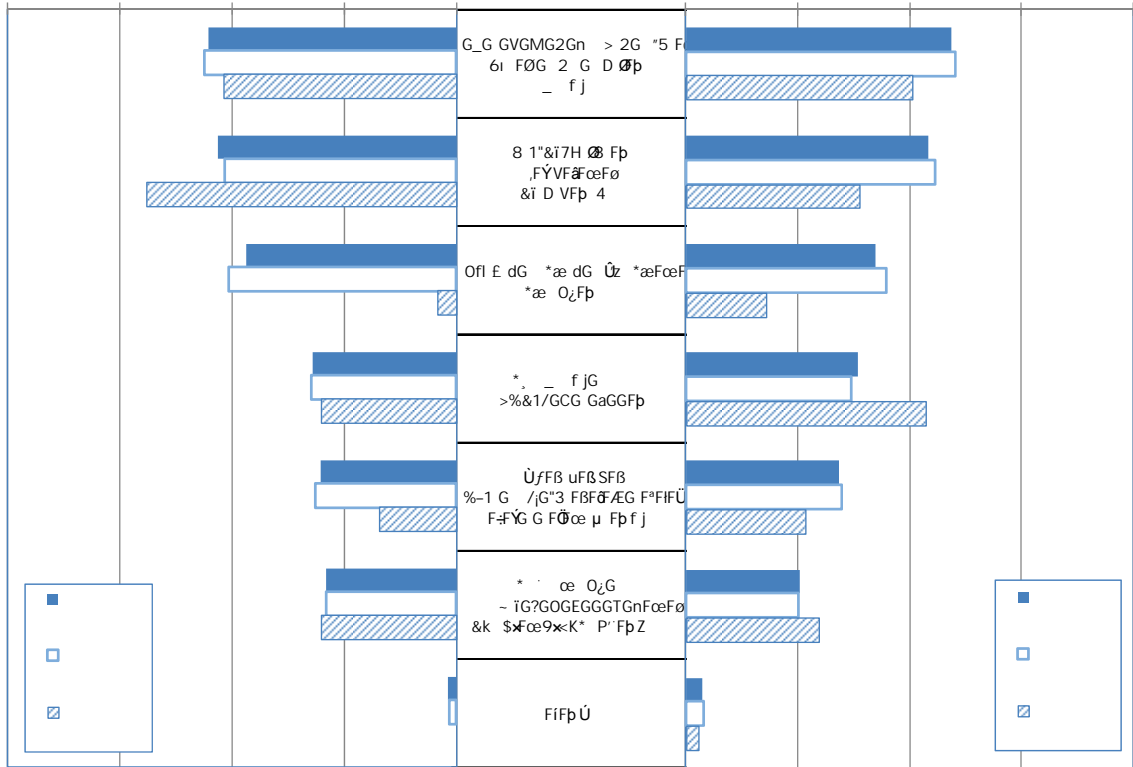
F~ ÖG1* F'





F̃ S G1* F̃

F̃ ÒG1* F̃



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