

妊娠がわかったら・気になる育児休業開始日はこちら！

## 育児休業開始日一覧表

| 1月  |       | 2月  |       | 3月  |       | 4月  |       | 5月  |       | 6月  |       | 7月  |       | 8月  |       | 9月  |       | 10月 |       | 11月 |       | 12月 |       |
|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|
| 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 |
| 1   | 2/27  | 1   | 3/30  | 1   | 4/27  | 1   | 5/28  | 1   | 6/27  | 1   | 7/28  | 1   | 8/27  | 1   | 9/27  | 1   | 10/28 | 1   | 11/27 | 1   | 12/28 | 1   | 1/27  |
| 2   | 2/28  | 2   | 3/31  | 2   | 4/28  | 2   | 5/29  | 2   | 6/28  | 2   | 7/29  | 2   | 8/28  | 2   | 9/28  | 2   | 10/29 | 2   | 11/28 | 2   | 12/29 | 2   | 1/28  |
| 3   | 3/1   | 3   | 4/1   | 3   | 4/29  | 3   | 5/30  | 3   | 6/29  | 3   | 7/30  | 3   | 8/29  | 3   | 9/29  | 3   | 10/30 | 3   | 11/29 | 3   | 12/30 | 3   | 1/29  |
| 4   | 3/2   | 4   | 4/2   | 4   | 4/30  | 4   | 5/31  | 4   | 6/30  | 4   | 7/31  | 4   | 8/30  | 4   | 9/30  | 4   | 10/31 | 4   | 11/30 | 4   | 12/31 | 4   | 1/30  |
| 5   | 3/3   | 5   | 4/3   | 5   | 5/1   | 5   | 6/1   | 5   | 7/1   | 5   | 8/1   | 5   | 8/31  | 5   | 10/1  | 5   | 11/1  | 5   | 12/1  | 5   | 1/1   | 5   | 1/31  |
| 6   | 3/4   | 6   | 4/4   | 6   | 5/2   | 6   | 6/2   | 6   | 7/2   | 6   | 8/2   | 6   | 9/1   | 6   | 10/2  | 6   | 11/2  | 6   | 12/2  | 6   | 1/2   | 6   | 2/1   |
| 7   | 3/5   | 7   | 4/5   | 7   | 5/3   | 7   | 6/3   | 7   | 7/3   | 7   | 8/3   | 7   | 9/2   | 7   | 10/3  | 7   | 11/3  | 7   | 12/3  | 7   | 1/3   | 7   | 2/2   |
| 8   | 3/6   | 8   | 4/6   | 8   | 5/4   | 8   | 6/4   | 8   | 7/4   | 8   | 8/4   | 8   | 9/3   | 8   | 10/4  | 8   | 11/4  | 8   | 12/4  | 8   | 1/4   | 8   | 2/3   |
| 9   | 3/7   | 9   | 4/7   | 9   | 5/5   | 9   | 6/5   | 9   | 7/5   | 9   | 8/5   | 9   | 9/4   | 9   | 10/5  | 9   | 11/5  | 9   | 12/5  | 9   | 1/5   | 9   | 2/4   |
| 10  | 3/8   | 10  | 4/8   | 10  | 5/6   | 10  | 6/6   | 10  | 7/6   | 10  | 8/6   | 10  | 9/5   | 10  | 10/6  | 10  | 11/6  | 10  | 12/6  | 10  | 1/6   | 10  | 2/5   |
| 11  | 3/9   | 11  | 4/9   | 11  | 5/7   | 11  | 6/7   | 11  | 7/7   | 11  | 8/7   | 11  | 9/6   | 11  | 10/7  | 11  | 11/7  | 11  | 12/7  | 11  | 1/7   | 11  | 2/6   |
| 12  | 3/10  | 12  | 4/10  | 12  | 5/8   | 12  | 6/8   | 12  | 7/8   | 12  | 8/8   | 12  | 9/7   | 12  | 10/8  | 12  | 11/8  | 12  | 12/8  | 12  | 1/8   | 12  | 2/7   |
| 13  | 3/11  | 13  | 4/11  | 13  | 5/9   | 13  | 6/9   | 13  | 7/9   | 13  | 8/9   | 13  | 9/8   | 13  | 10/9  | 13  | 11/9  | 13  | 12/9  | 13  | 1/9   | 13  | 2/8   |
| 14  | 3/12  | 14  | 4/12  | 14  | 5/10  | 14  | 6/10  | 14  | 7/10  | 14  | 8/10  | 14  | 9/9   | 14  | 10/10 | 14  | 11/10 | 14  | 12/10 | 14  | 1/10  | 14  | 2/9   |
| 15  | 3/13  | 15  | 4/13  | 15  | 5/11  | 15  | 6/11  | 15  | 7/11  | 15  | 8/11  | 15  | 9/10  | 15  | 10/11 | 15  | 11/11 | 15  | 12/11 | 15  | 1/11  | 15  | 2/10  |
| 16  | 3/14  | 16  | 4/14  | 16  | 5/12  | 16  | 6/12  | 16  | 7/12  | 16  | 8/12  | 16  | 9/11  | 16  | 10/12 | 16  | 11/12 | 16  | 12/12 | 16  | 1/12  | 16  | 2/11  |
| 17  | 3/15  | 17  | 4/15  | 17  | 5/13  | 17  | 6/13  | 17  | 7/13  | 17  | 8/13  | 17  | 9/12  | 17  | 10/13 | 17  | 11/13 | 17  | 12/13 | 17  | 1/13  | 17  | 2/12  |
| 18  | 3/16  | 18  | 4/16  | 18  | 5/14  | 18  | 6/14  | 18  | 7/14  | 18  | 8/14  | 18  | 9/13  | 18  | 10/14 | 18  | 11/14 | 18  | 12/14 | 18  | 1/14  | 18  | 2/13  |
| 19  | 3/17  | 19  | 4/17  | 19  | 5/15  | 19  | 6/15  | 19  | 7/15  | 19  | 8/15  | 19  | 9/14  | 19  | 10/15 | 19  | 11/15 | 19  | 12/15 | 19  | 1/15  | 19  | 2/14  |
| 20  | 3/18  | 20  | 4/18  | 20  | 5/16  | 20  | 6/16  | 20  | 7/16  | 20  | 8/16  | 20  | 9/15  | 20  | 10/16 | 20  | 11/16 | 20  | 12/16 | 20  | 1/16  | 20  | 2/15  |
| 21  | 3/19  | 21  | 4/19  | 21  | 5/17  | 21  | 6/17  | 21  | 7/17  | 21  | 8/17  | 21  | 9/16  | 21  | 10/17 | 21  | 11/17 | 21  | 12/17 | 21  | 1/17  | 21  | 2/16  |
| 22  | 3/20  | 22  | 4/20  | 22  | 5/18  | 22  | 6/18  | 22  | 7/18  | 22  | 8/18  | 22  | 9/17  | 22  | 10/18 | 22  | 11/18 | 22  | 12/18 | 22  | 1/18  | 22  | 2/17  |
| 23  | 3/21  | 23  | 4/21  | 23  | 5/19  | 23  | 6/19  | 23  | 7/19  | 23  | 8/19  | 23  | 9/18  | 23  | 10/19 | 23  | 11/19 | 23  | 12/19 | 23  | 1/19  | 23  | 2/18  |
| 24  | 3/22  | 24  | 4/22  | 24  | 5/20  | 24  | 6/20  | 24  | 7/20  | 24  | 8/20  | 24  | 9/19  | 24  | 10/20 | 24  | 11/20 | 24  | 12/20 | 24  | 1/20  | 24  | 2/19  |
| 25  | 3/23  | 25  | 4/23  | 25  | 5/21  | 25  | 6/21  | 25  | 7/21  | 25  | 8/21  | 25  | 9/20  | 25  | 10/21 | 25  | 11/21 | 25  | 12/21 | 25  | 1/21  | 25  | 2/20  |
| 26  | 3/24  | 26  | 4/24  | 26  | 5/22  | 26  | 6/22  | 26  | 7/22  | 26  | 8/22  | 26  | 9/21  | 26  | 10/22 | 26  | 11/22 | 26  | 12/22 | 26  | 1/22  | 26  | 2/21  |
| 27  | 3/25  | 27  | 4/25  | 27  | 5/23  | 27  | 6/23  | 27  | 7/23  | 27  | 8/23  | 27  | 9/22  | 27  | 10/23 | 27  | 11/23 | 27  | 12/23 | 27  | 1/23  | 27  | 2/22  |
| 28  | 3/26  | 28  | 4/26  | 28  | 5/24  | 28  | 6/24  | 28  | 7/24  | 28  | 8/24  | 28  | 9/23  | 28  | 10/24 | 28  | 11/24 | 28  | 12/24 | 28  | 1/24  | 28  | 2/23  |
| 29  | 3/27  |     |       | 29  | 5/25  | 29  | 6/25  | 29  | 7/25  | 29  | 8/25  | 29  | 9/24  | 29  | 10/25 | 29  | 11/25 | 29  | 12/25 | 29  | 1/25  | 29  | 2/24  |
| 30  | 3/28  |     |       | 30  | 5/26  | 30  | 6/26  | 30  | 7/26  | 30  | 8/26  | 30  | 9/25  | 30  | 10/26 | 30  | 11/26 | 30  | 12/26 | 30  | 1/26  | 30  | 2/25  |
| 31  | 3/29  |     |       | 31  | 5/27  |     |       | 31  | 7/27  |     |       | 31  | 9/26  | 31  | 10/27 |     |       | 31  | 12/27 |     |       | 31  | 2/26  |

女性労働者が産前産後休業後すぐに育児休業を取得する場合の開始日一覧（※男性の場合は出産予定日から育児休業を取得することができます。）

妊娠がわかったら・気になる育児休業開始日はこちら！

# 育児休業開始日一覧表 (閏年用)

| 1月  |       | 2月  |       | 3月  |       | 4月  |       | 5月  |       | 6月  |       | 7月  |       | 8月  |       | 9月  |       | 10月 |       | 11月 |       | 12月 |       |
|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|
| 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 | 出産日 | 休業開始日 |
| 1   | 2/27  | 1   | 3/29  | 1   | 4/27  | 1   | 5/28  | 1   | 6/27  | 1   | 7/28  | 1   | 8/27  | 1   | 9/27  | 1   | 10/28 | 1   | 11/27 | 1   | 12/28 | 1   | 1/27  |
| 2   | 2/28  | 2   | 3/30  | 2   | 4/28  | 2   | 5/29  | 2   | 6/28  | 2   | 7/29  | 2   | 8/28  | 2   | 9/28  | 2   | 10/29 | 2   | 11/28 | 2   | 12/29 | 2   | 1/28  |
| 3   | 2/29  | 3   | 3/31  | 3   | 4/29  | 3   | 5/30  | 3   | 6/29  | 3   | 7/30  | 3   | 8/29  | 3   | 9/29  | 3   | 10/30 | 3   | 11/29 | 3   | 12/30 | 3   | 1/29  |
| 4   | 3/1   | 4   | 4/1   | 4   | 4/30  | 4   | 5/31  | 4   | 6/30  | 4   | 7/31  | 4   | 8/30  | 4   | 9/30  | 4   | 10/31 | 4   | 11/30 | 4   | 12/31 | 4   | 1/30  |
| 5   | 3/2   | 5   | 4/2   | 5   | 5/1   | 5   | 6/1   | 5   | 7/1   | 5   | 8/1   | 5   | 8/31  | 5   | 10/1  | 5   | 11/1  | 5   | 12/1  | 5   | 1/1   | 5   | 1/31  |
| 6   | 3/3   | 6   | 4/3   | 6   | 5/2   | 6   | 6/2   | 6   | 7/2   | 6   | 8/2   | 6   | 9/1   | 6   | 10/2  | 6   | 11/2  | 6   | 12/2  | 6   | 1/2   | 6   | 2/1   |
| 7   | 3/4   | 7   | 4/4   | 7   | 5/3   | 7   | 6/3   | 7   | 7/3   | 7   | 8/3   | 7   | 9/2   | 7   | 10/3  | 7   | 11/3  | 7   | 12/3  | 7   | 1/3   | 7   | 2/2   |
| 8   | 3/5   | 8   | 4/5   | 8   | 5/4   | 8   | 6/4   | 8   | 7/4   | 8   | 8/4   | 8   | 9/3   | 8   | 10/4  | 8   | 11/4  | 8   | 12/4  | 8   | 1/4   | 8   | 2/3   |
| 9   | 3/6   | 9   | 4/6   | 9   | 5/5   | 9   | 6/5   | 9   | 7/5   | 9   | 8/5   | 9   | 9/4   | 9   | 10/5  | 9   | 11/5  | 9   | 12/5  | 9   | 1/5   | 9   | 2/4   |
| 10  | 3/7   | 10  | 4/7   | 10  | 5/6   | 10  | 6/6   | 10  | 7/6   | 10  | 8/6   | 10  | 9/5   | 10  | 10/6  | 10  | 11/6  | 10  | 12/6  | 10  | 1/6   | 10  | 2/5   |
| 11  | 3/8   | 11  | 4/8   | 11  | 5/7   | 11  | 6/7   | 11  | 7/7   | 11  | 8/7   | 11  | 9/6   | 11  | 10/7  | 11  | 11/7  | 11  | 12/7  | 11  | 1/7   | 11  | 2/6   |
| 12  | 3/9   | 12  | 4/9   | 12  | 5/8   | 12  | 6/8   | 12  | 7/8   | 12  | 8/8   | 12  | 9/7   | 12  | 10/8  | 12  | 11/8  | 12  | 12/8  | 12  | 1/8   | 12  | 2/7   |
| 13  | 3/10  | 13  | 4/10  | 13  | 5/9   | 13  | 6/9   | 13  | 7/9   | 13  | 8/9   | 13  | 9/8   | 13  | 10/9  | 13  | 11/9  | 13  | 12/9  | 13  | 1/9   | 13  | 2/8   |
| 14  | 3/11  | 14  | 4/11  | 14  | 5/10  | 14  | 6/10  | 14  | 7/10  | 14  | 8/10  | 14  | 9/9   | 14  | 10/10 | 14  | 11/10 | 14  | 12/10 | 14  | 1/10  | 14  | 2/9   |
| 15  | 3/12  | 15  | 4/12  | 15  | 5/11  | 15  | 6/11  | 15  | 7/11  | 15  | 8/11  | 15  | 9/10  | 15  | 10/11 | 15  | 11/11 | 15  | 12/11 | 15  | 1/11  | 15  | 2/10  |
| 16  | 3/13  | 16  | 4/13  | 16  | 5/12  | 16  | 6/12  | 16  | 7/12  | 16  | 8/12  | 16  | 9/11  | 16  | 10/12 | 16  | 11/12 | 16  | 12/12 | 16  | 1/12  | 16  | 2/11  |
| 17  | 3/14  | 17  | 4/14  | 17  | 5/13  | 17  | 6/13  | 17  | 7/13  | 17  | 8/13  | 17  | 9/12  | 17  | 10/13 | 17  | 11/13 | 17  | 12/13 | 17  | 1/13  | 17  | 2/12  |
| 18  | 3/15  | 18  | 4/15  | 18  | 5/14  | 18  | 6/14  | 18  | 7/14  | 18  | 8/14  | 18  | 9/13  | 18  | 10/14 | 18  | 11/14 | 18  | 12/14 | 18  | 1/14  | 18  | 2/13  |
| 19  | 3/16  | 19  | 4/16  | 19  | 5/15  | 19  | 6/15  | 19  | 7/15  | 19  | 8/15  | 19  | 9/14  | 19  | 10/15 | 19  | 11/15 | 19  | 12/15 | 19  | 1/15  | 19  | 2/14  |
| 20  | 3/17  | 20  | 4/17  | 20  | 5/16  | 20  | 6/16  | 20  | 7/16  | 20  | 8/16  | 20  | 9/15  | 20  | 10/16 | 20  | 11/16 | 20  | 12/16 | 20  | 1/16  | 20  | 2/15  |
| 21  | 3/18  | 21  | 4/18  | 21  | 5/17  | 21  | 6/17  | 21  | 7/17  | 21  | 8/17  | 21  | 9/16  | 21  | 10/17 | 21  | 11/17 | 21  | 12/17 | 21  | 1/17  | 21  | 2/16  |
| 22  | 3/19  | 22  | 4/19  | 22  | 5/18  | 22  | 6/18  | 22  | 7/18  | 22  | 8/18  | 22  | 9/17  | 22  | 10/18 | 22  | 11/18 | 22  | 12/18 | 22  | 1/18  | 22  | 2/17  |
| 23  | 3/20  | 23  | 4/20  | 23  | 5/19  | 23  | 6/19  | 23  | 7/19  | 23  | 8/19  | 23  | 9/18  | 23  | 10/19 | 23  | 11/19 | 23  | 12/19 | 23  | 1/19  | 23  | 2/18  |
| 24  | 3/21  | 24  | 4/21  | 24  | 5/20  | 24  | 6/20  | 24  | 7/20  | 24  | 8/20  | 24  | 9/19  | 24  | 10/20 | 24  | 11/20 | 24  | 12/20 | 24  | 1/20  | 24  | 2/19  |
| 25  | 3/22  | 25  | 4/22  | 25  | 5/21  | 25  | 6/21  | 25  | 7/21  | 25  | 8/21  | 25  | 9/20  | 25  | 10/21 | 25  | 11/21 | 25  | 12/21 | 25  | 1/21  | 25  | 2/20  |
| 26  | 3/23  | 26  | 4/23  | 26  | 5/22  | 26  | 6/22  | 26  | 7/22  | 26  | 8/22  | 26  | 9/21  | 26  | 10/22 | 26  | 11/22 | 26  | 12/22 | 26  | 1/22  | 26  | 2/21  |
| 27  | 3/24  | 27  | 4/24  | 27  | 5/23  | 27  | 6/23  | 27  | 7/23  | 27  | 8/23  | 27  | 9/22  | 27  | 10/23 | 27  | 11/23 | 27  | 12/23 | 27  | 1/23  | 27  | 2/22  |
| 28  | 3/25  | 28  | 4/25  | 28  | 5/24  | 28  | 6/24  | 28  | 7/24  | 28  | 8/24  | 28  | 9/23  | 28  | 10/24 | 28  | 11/24 | 28  | 12/24 | 28  | 1/24  | 28  | 2/23  |
| 29  | 3/26  | 29  | 4/26  | 29  | 5/25  | 29  | 6/25  | 29  | 7/25  | 29  | 8/25  | 29  | 9/24  | 29  | 10/25 | 29  | 11/25 | 29  | 12/25 | 29  | 1/25  | 29  | 2/24  |
| 30  | 3/27  |     |       | 30  | 5/26  | 30  | 6/26  | 30  | 7/26  | 30  | 8/26  | 30  | 9/25  | 30  | 10/26 | 30  | 11/26 | 30  | 12/26 | 30  | 1/26  | 30  | 2/25  |
| 31  | 3/28  |     |       | 31  | 5/27  |     |       | 31  | 7/27  |     |       | 31  | 9/26  | 31  | 10/27 |     |       | 31  | 12/27 |     |       | 31  | 2/26  |

女性労働者が産前産後休業後すぐに育児休業を取得する場合の開始日一覧 (※男性の場合は出産予定日から育児休業を取得することができます。)