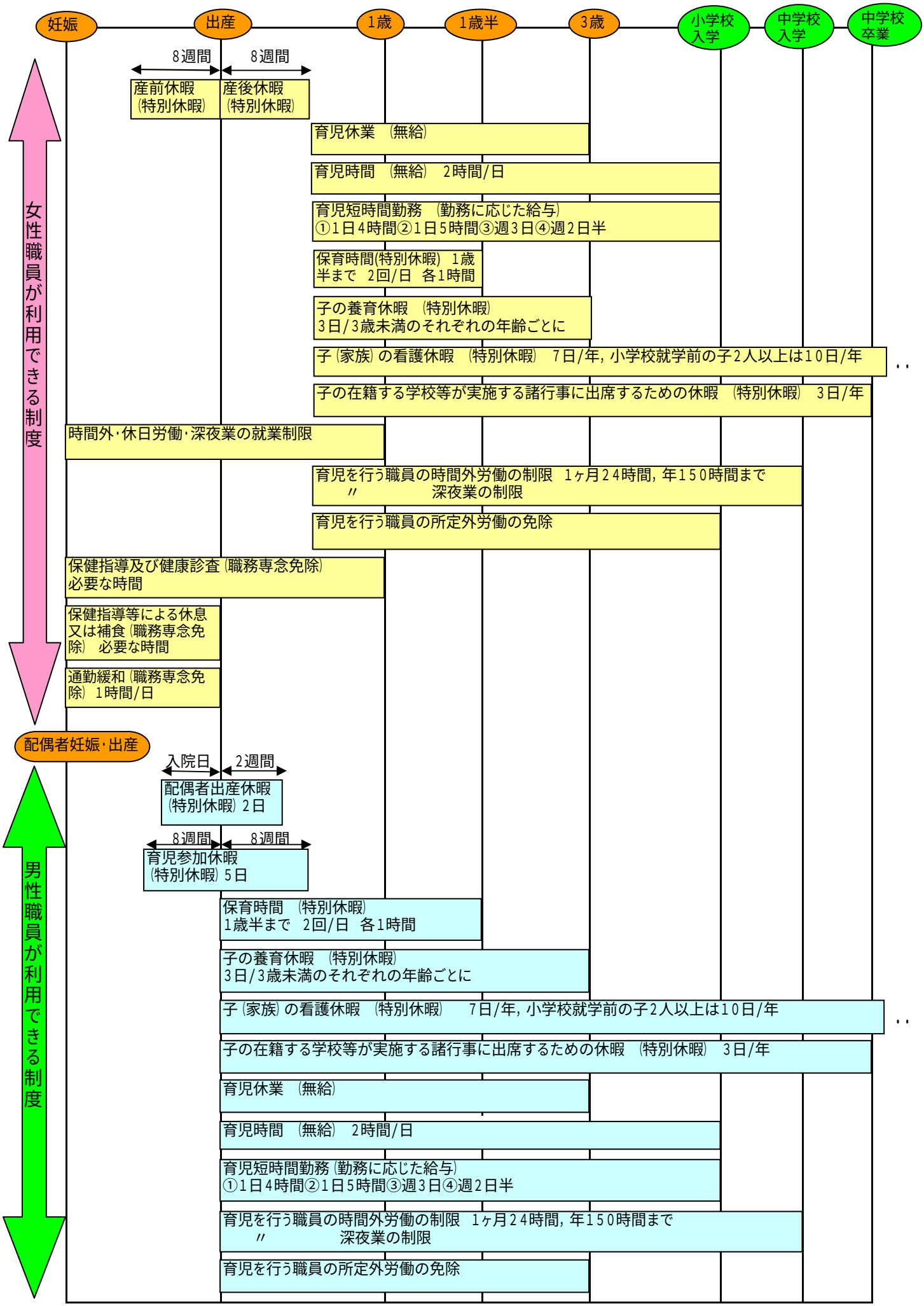出産・育児にかかわる休暇等の制度一覧