

## 統計表目次

### 統計表

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表1 回答事業所における各雇用形態の有無

1 段目：事業所数  
2 段目：総計(事業所数)に対する割合  
3 段目：男性のいる事業所、女性のいる事業所ごとの構成比

| 産業                   | 非正規従業員の雇用形態区分   |                  |                         |                 |                  |                 |                  |                         |                 |                  | (単位：社、%)        |                  |                         |                 |                  |                 |                  |                         |                 |                  |
|----------------------|-----------------|------------------|-------------------------|-----------------|------------------|-----------------|------------------|-------------------------|-----------------|------------------|-----------------|------------------|-------------------------|-----------------|------------------|-----------------|------------------|-------------------------|-----------------|------------------|
|                      | 男性のいる事業所        |                  |                         |                 |                  | 女性のいる事業所        |                  |                         |                 |                  | 男性のいる事業所        |                  |                         |                 |                  | 女性のいる事業所        |                  |                         |                 |                  |
|                      | 正規従業員<br>のいる事業所 | 非正規従業員<br>のいる事業所 | パートタイム<br>事業所<br>のいる事業所 | 派遣従業員<br>のいる事業所 | その他(無)の<br>いる事業所 | 正規従業員<br>のいる事業所 | 非正規従業員<br>のいる事業所 | パートタイム<br>事業所<br>のいる事業所 | 派遣従業員<br>のいる事業所 | その他(無)の<br>いる事業所 | 正規従業員<br>のいる事業所 | 非正規従業員<br>のいる事業所 | パートタイム<br>事業所<br>のいる事業所 | 派遣従業員<br>のいる事業所 | その他(無)の<br>いる事業所 | 正規従業員<br>のいる事業所 | 非正規従業員<br>のいる事業所 | パートタイム<br>事業所<br>のいる事業所 | 派遣従業員<br>のいる事業所 | その他(無)の<br>いる事業所 |
| 計                    | 509             | 498              | 419                     | 366             | 155              | 331             | 165              | 331                     | 83              | 179              | 485             | 475              | 296                     | 218             | 146              | 496             | 462              | 378                     | 344             | 21               |
|                      | 97.8%           | 97.8%            | 92.3%                   | 71.9%           | 32.4%            | 65.0%           | 32.4%            | 65.0%                   | 16.3%           | 35.2%            | 95.3%           | 93.3%            | 58.2%                   | 42.6%           | 28.7%            | 97.4%           | 93.1%            | 74.3%                   | 61.3%           | 14.3%            |
| 建設業                  | 57              | 57               | 33                      | 23              | 9                | 18              | 15               | 18                      | 0               | 14               | 57              | 57               | 23                      | 13              | 0                | 53              | 47               | 21                      | 19              | 5                |
|                      | 100.0%          | 100.0%           | 57.5%                   | 40.4%           | 15.5%            | 31.5%           | 26.2%            | 31.5%                   | 0.0%            | 24.6%            | 100.0%          | 100.0%           | 40.4%                   | 22.6%           | 0.0%             | 93.0%           | 82.5%            | 36.5%                   | 33.3%           | 8.8%             |
| 製造業                  | 100             | 98               | 85                      | 71              | 35               | 60              | 33               | 44                      | 33              | 44               | 97              | 96               | 63                      | 43              | 25               | 98              | 94               | 75                      | 66              | 30               |
|                      | 98.0%           | 98.0%            | 85.0%                   | 71.0%           | 35.0%            | 60.0%           | 33.0%            | 44.0%                   | 33.0%           | 44.0%            | 97.0%           | 96.0%            | 63.0%                   | 43.0%           | 25.0%            | 98.0%           | 94.0%            | 75.0%                   | 66.0%           | 31.0%            |
| 運輸・通信業、<br>電気・ガス・水道業 | 33              | 33               | 23                      | 16              | 7                | 14              | 7                | 14                      | 3               | 15               | 33              | 33               | 19                      | 10              | 1                | 31              | 31               | 19                      | 15              | 3                |
|                      | 100.0%          | 100.0%           | 69.7%                   | 48.5%           | 21.2%            | 42.0%           | 21.2%            | 42.0%                   | 9.1%            | 45.5%            | 100.0%          | 100.0%           | 57.6%                   | 30.3%           | 3.0%             | 93.9%           | 93.9%            | 57.6%                   | 45.5%           | 9.1%             |
| 卸売業・小売業              | 114             | 110              | 94                      | 84              | 38               | 74              | 38               | 74                      | 11              | 35               | 109             | 106              | 67                      | 48              | 5                | 114             | 100              | 85                      | 77              | 20               |
|                      | 96.5%           | 96.5%            | 82.5%                   | 73.7%           | 33.3%            | 64.9%           | 33.3%            | 74.0%                   | 9.6%            | 30.7%            | 95.6%           | 93.6%            | 67.0%                   | 48.0%           | 4.4%             | 100.0%          | 97.7%            | 74.0%                   | 67.5%           | 17.5%            |
| 金融業・保険業              | 18              | 18               | 13                      | 8               | 2                | 8               | 2                | 8                       | 3               | 9                | 18              | 18               | 8                       | 3               | 0                | 18              | 18               | 11                      | 7               | 5                |
|                      | 100.0%          | 100.0%           | 72.2%                   | 44.4%           | 11.1%            | 44.4%           | 11.1%            | 44.4%                   | 16.7%           | 50.0%            | 100.0%          | 100.0%           | 44.4%                   | 16.7%           | 0.0%             | 100.0%          | 100.0%           | 61.1%                   | 38.9%           | 16.7%            |
| サービス業                | 187             | 182              | 171                     | 164             | 74               | 157             | 74               | 157                     | 33              | 62               | 171             | 165              | 116                     | 101             | 14               | 182             | 172              | 167                     | 160             | 27               |
|                      | 97.3%           | 97.3%            | 94.5%                   | 89.7%           | 39.0%            | 84.0%           | 39.0%            | 84.0%                   | 17.6%           | 33.2%            | 91.4%           | 88.2%            | 62.0%                   | 54.0%           | 7.5%             | 97.3%           | 92.0%            | 89.3%                   | 85.6%           | 14.4%            |
|                      | 97.3%           | 97.3%            | 94.5%                   | 89.7%           | 39.0%            | 84.0%           | 39.0%            | 84.0%                   | 17.6%           | 33.2%            | 91.4%           | 88.2%            | 62.0%                   | 54.0%           | 7.5%             | 97.3%           | 92.0%            | 89.3%                   | 85.6%           | 14.4%            |
| 9人以下                 | 89              | 83               | 66                      | 59              | 14               | 52              | 14               | 52                      | 7               | 18               | 79              | 74               | 26                      | 20              | 1                | 84              | 67               | 62                      | 55              | 12               |
|                      | 95.3%           | 95.3%            | 74.2%                   | 66.3%           | 15.7%            | 59.4%           | 15.7%            | 59.4%                   | 7.9%            | 20.2%            | 98.5%           | 93.1%            | 29.5%                   | 22.5%           | 1.1%             | 94.1%           | 75.3%            | 69.7%                   | 61.8%           | 6.7%             |
| 10~29人               | 189             | 187              | 136                     | 113             | 38               | 96              | 38               | 96                      | 12              | 40               | 181             | 176              | 85                      | 54              | 9                | 185             | 173              | 113                     | 105             | 19               |
|                      | 98.9%           | 98.9%            | 72.0%                   | 59.8%           | 20.1%            | 50.8%           | 20.1%            | 50.8%                   | 6.3%            | 21.2%            | 95.8%           | 93.1%            | 45.0%                   | 28.6%           | 3.2%             | 97.9%           | 91.5%            | 59.8%                   | 55.6%           | 9.5%             |
| 30~49人               | 77              | 77               | 23                      | 65              | 33               | 61              | 33               | 61                      | 13              | 26               | 75              | 75               | 54                      | 40              | 2                | 76              | 72               | 64                      | 58              | 18               |
|                      | 100.0%          | 100.0%           | 29.9%                   | 85.7%           | 42.9%            | 79.2%           | 42.9%            | 79.2%                   | 16.9%           | 33.8%            | 97.4%           | 97.4%            | 70.1%                   | 51.9%           | 2.6%             | 98.7%           | 93.5%            | 83.1%                   | 75.3%           | 13.1%            |
| 50~99人               | 61              | 61               | 55                      | 50              | 27               | 48              | 27               | 48                      | 10              | 33               | 60              | 60               | 48                      | 37              | 6                | 61              | 61               | 59                      | 49              | 21               |
|                      | 100.0%          | 100.0%           | 91.8%                   | 82.0%           | 44.3%            | 78.7%           | 44.3%            | 78.7%                   | 16.4%           | 54.1%            | 99.4%           | 98.4%            | 78.7%                   | 60.7%           | 9.8%             | 100.0%          | 100.0%           | 98.5%                   | 80.3%           | 11.5%            |
| 100~299人             | 45              | 43               | 42                      | 40              | 25               | 38              | 25               | 38                      | 13              | 28               | 43              | 43               | 41                      | 32              | 12               | 42              | 42               | 39                      | 39              | 20               |
|                      | 95.6%           | 95.6%            | 93.3%                   | 88.0%           | 55.6%            | 84.4%           | 55.6%            | 84.4%                   | 28.9%           | 62.2%            | 95.6%           | 95.6%            | 91.1%                   | 71.1%           | 26.7%            | 93.3%           | 93.3%            | 86.7%                   | 86.7%           | 44.4%            |
| 300人以上               | 48              | 47               | 46                      | 38              | 28               | 36              | 28               | 36                      | 26              | 34               | 47              | 47               | 42                      | 35              | 16               | 48              | 47               | 46                      | 38              | 29               |
|                      | 97.9%           | 97.9%            | 95.8%                   | 79.2%           | 58.3%            | 75.0%           | 58.3%            | 75.0%                   | 66.3%           | 70.8%            | 97.9%           | 97.9%            | 87.5%                   | 72.9%           | 37.5%            | 100.0%          | 99.5%            | 95.3%                   | 79.2%           | 58.3%            |
| (平均)                 | 372             | 368              | 307                     | 269             | 123              | 243             | 123              | 243                     | 48              | 127              | 359             | 354              | 228                     | 163             | 26               | 364             | 348              | 270                     | 251             | 40               |
|                      | 98.9%           | 98.9%            | 82.5%                   | 72.4%           | 31.1%            | 65.3%           | 31.1%            | 65.3%                   | 12.0%           | 34.1%            | 96.5%           | 95.2%            | 61.3%                   | 43.8%           | 7.0%             | 97.8%           | 93.5%            | 72.0%                   | 67.5%           | 10.8%            |
| (平均)                 | 231             | 228              | 217                     | 194             | 113              | 183             | 113              | 183                     | 64              | 121              | 225             | 225              | 185                     | 144             | 39               | 227             | 222              | 203                     | 184             | 58               |
|                      | 96.7%           | 96.7%            | 93.5%                   | 84.0%           | 48.9%            | 79.2%           | 48.9%            | 79.2%                   | 27.7%           | 52.4%            | 97.4%           | 97.4%            | 80.1%                   | 62.3%           | 16.9%            | 96.3%           | 96.3%            | 87.9%                   | 79.7%           | 25.1%            |

※その他の非正規従業員…嘱託従業員、他企業からの出向従業員、臨時雇員、アルバイト等

表2 回答事業所における従業員の雇用形態別内訳

1段目：事業所数または人数  
 2段目：従業員数（総数）に対する割合  
 3段目：男女別従業員数（総数）に対する割合

(単位：社、人、%)

| 業 種                 | 回答<br>事業所数 | 従業員数<br>(総数) |        | 正 規<br>従業員 |        | 非正規<br>従業員 |        | パートタイ<br>ム労働者 |       | 1日およ<br>び1週<br>の所定労働<br>時間(日<br>数)が正<br>規従業員<br>と同じ者 |       | 1日また<br>は1週の<br>所定労働<br>時間(日<br>数)が正<br>規従業員<br>より短い<br>者 |       | 派遣<br>従業員 |       | その他<br>の労働<br>者 |       |       |       |       |      |       |       |      |      |
|---------------------|------------|--------------|--------|------------|--------|------------|--------|---------------|-------|------------------------------------------------------|-------|-----------------------------------------------------------|-------|-----------|-------|-----------------|-------|-------|-------|-------|------|-------|-------|------|------|
|                     |            |              |        |            |        |            |        |               |       |                                                      |       |                                                           |       |           |       |                 |       |       |       |       |      |       |       |      |      |
|                     |            | 男            | 女      | 男          | 女      | 男          | 女      | 男             | 女     | 男                                                    | 女     | 男                                                         | 女     | 男         | 女     | 男               | 女     |       |       |       |      |       |       |      |      |
| 計                   | 509        | 47,672       | 26,853 | 20,819     | 34,217 | 21,621     | 12,596 | 13,455        | 5,232 | 8,223                                                | 9,681 | 2,983                                                     | 6,698 | 3,030     | 1,414 | 1,616           | 1,569 | 5,082 | 1,151 | 558   | 593  | 2,623 | 1,691 | 932  |      |
|                     |            |              | 56.3%  | 43.7%      | 71.8%  | 28.2%      | 60.5%  | 28.2%         | 15.5% | 39.5%                                                | 20.3% | 6.3%                                                      | 14.1% | 6.4%      | 5.3%  | 7.8%            | 5.8%  | 5.5%  | 10.7% | 2.4%  | 1.2% | 1.2%  | 5.5%  | 3.5% | 2.0% |
| 建設業                 | 57         | 1,393        | 1,167  | 226        | 1,263  | 1,078      | 185    | 130           | 89    | 41                                                   | 62    | 30                                                        | 32    | 25        | 17    | 8               | 37    | 13    | 24    | 0     | 0    | 68    | 59    | 9    |      |
|                     |            |              | 83.8%  | 16.2%      | 90.7%  | 77.4%      | 22.6%  | 9.3%          | 6.4%  | 2.9%                                                 | 4.5%  | 2.2%                                                      | 2.3%  | 1.8%      | 1.2%  | 0.6%            | 2.7%  | 0.9%  | 1.7%  | 0.0%  | 0.0% | 4.9%  | 4.2%  | 0.6% |      |
| 製造業                 | 100        | 20,062       | 14,842 | 5,220      | 15,925 | 12,471     | 3,454  | 4,137         | 2,371 | 1,766                                                | 2,021 | 957                                                       | 1,064 | 1,285     | 721   | 564             | 736   | 235   | 500   | 923   | 507  | 1,193 | 907   | 286  |      |
|                     |            |              | 74.0%  | 26.0%      | 79.4%  | 62.2%      | 37.8%  | 20.6%         | 11.8% | 8.8%                                                 | 10.1% | 4.8%                                                      | 5.3%  | 6.4%      | 3.6%  | 2.8%            | 3.7%  | 1.2%  | 2.5%  | 4.6%  | 2.5% | 5.9%  | 4.5%  | 1.4% |      |
| 運輸・通信業<br>電気・ガス・水道業 | 33         | 3,001        | 2,251  | 760        | 2,150  | 1,816      | 334    | 851           | 435   | 416                                                  | 614   | 260                                                       | 354   | 145       | 100   | 45              | 469   | 160   | 309   | 8     | 2    | 229   | 173   | 56   |      |
|                     |            |              | 75.0%  | 25.0%      | 71.6%  | 80.7%      | 19.3%  | 28.4%         | 14.5% | 13.9%                                                | 20.5% | 8.7%                                                      | 11.8% | 4.8%      | 3.3%  | 1.5%            | 15.6% | 5.3%  | 10.3% | 0.3%  | 0.1% | 7.6%  | 5.8%  | 1.9% |      |
| 卸売業・小売業             | 114        | 4,082        | 2,229  | 1,853      | 2,395  | 1,616      | 745    | 1,687         | 593   | 1,104                                                | 1,248 | 333                                                       | 915   | 379       | 102   | 277             | 869   | 231   | 538   | 57    | 20   | 382   | 230   | 152  |      |
|                     |            |              | 54.6%  | 45.4%      | 58.7%  | 73.8%      | 26.2%  | 41.3%         | 14.3% | 27.0%                                                | 30.6% | 8.2%                                                      | 22.4% | 9.3%      | 2.5%  | 6.6%            | 21.3% | 5.7%  | 15.6% | 1.4%  | 0.5% | 9.4%  | 5.6%  | 3.7% |      |
| 金融業・保険業             | 18         | 982          | 326    | 656        | 686    | 303        | 383    | 296           | 23    | 273                                                  | 239   | 7                                                         | 231   | 8         | 4     | 4               | 230   | 3     | 227   | 11    | 0    | 47    | 16    | 31   |      |
|                     |            |              | 33.2%  | 66.8%      | 69.9%  | 30.9%      | 69.1%  | 30.1%         | 2.3%  | 27.6%                                                | 24.2% | 0.7%                                                      | 23.5% | 0.8%      | 0.4%  | 0.6%            | 23.4% | 0.3%  | 23.1% | 1.1%  | 0.0% | 4.8%  | 1.6%  | 4.7% |      |
| サービス業               | 187        | 18,152       | 6,009  | 12,114     | 11,798 | 4,307      | 7,491  | 6,354         | 1,731 | 4,623                                                | 5,498 | 1,396                                                     | 4,102 | 1,188     | 470   | 718             | 4,310 | 926   | 3,384 | 152   | 29   | 704   | 306   | 398  |      |
|                     |            |              | 33.3%  | 66.7%      | 65.0%  | 22.7%      | 77.3%  | 35.0%         | 9.5%  | 25.5%                                                | 30.3% | 7.7%                                                      | 22.6% | 6.5%      | 7.8%  | 5.9%            | 23.7% | 5.1%  | 18.6% | 0.9%  | 0.2% | 16.6% | 1.7%  | 2.2% |      |
| 9人以下                | 89         | 651          | 291    | 360        | 407    | 236        | 171    | 244           | 55    | 189                                                  | 188   | 32                                                        | 156   | 39        | 6     | 33              | 149   | 26    | 123   | 8     | 1    | 48    | 22    | 26   |      |
|                     |            |              | 44.7%  | 55.3%      | 62.5%  | 36.3%      | 63.7%  | 37.5%         | 8.4%  | 29.0%                                                | 28.9% | 1.9%                                                      | 24.0% | 6.0%      | 0.9%  | 5.1%            | 22.9% | 4.0%  | 18.9% | 1.3%  | 0.2% | 7.4%  | 3.4%  | 4.0% |      |
| 10～29人              | 189        | 3,587        | 1,978  | 1,609      | 2,685  | 1,733      | 952    | 902           | 245   | 657                                                  | 755   | 164                                                       | 591   | 139       | 46    | 93              | 616   | 118   | 498   | 35    | 16   | 112   | 65    | 47   |      |
|                     |            |              | 55.1%  | 44.9%      | 74.9%  | 48.3%      | 51.7%  | 25.1%         | 6.8%  | 18.3%                                                | 21.0% | 4.6%                                                      | 15.5% | 3.9%      | 1.3%  | 2.6%            | 17.2% | 3.3%  | 13.9% | 1.0%  | 0.4% | 3.1%  | 1.8%  | 1.3% |      |
| 30～49人              | 77         | 2,910        | 1,332  | 1,578      | 1,777  | 988        | 789    | 1,133         | 344   | 789                                                  | 846   | 226                                                       | 620   | 146       | 56    | 90              | 700   | 170   | 530   | 43    | 2    | 244   | 116   | 128  |      |
|                     |            |              | 45.8%  | 54.2%      | 61.1%  | 34.0%      | 65.9%  | 38.9%         | 11.8% | 27.1%                                                | 29.1% | 7.8%                                                      | 21.3% | 5.0%      | 1.9%  | 3.1%            | 24.1% | 5.8%  | 18.2% | 1.5%  | 0.1% | 8.4%  | 4.0%  | 4.4% |      |
| 50～99人              | 61         | 4,020        | 1,888  | 2,132      | 2,739  | 1,486      | 1,253  | 1,281         | 402   | 879                                                  | 995   | 269                                                       | 726   | 193       | 62    | 131             | 802   | 207   | 595   | 53    | 17   | 233   | 116   | 117  |      |
|                     |            |              | 47.0%  | 53.0%      | 68.1%  | 37.0%      | 63.0%  | 31.9%         | 10.0% | 21.9%                                                | 24.8% | 6.7%                                                      | 18.1% | 4.5%      | 1.5%  | 3.3%            | 20.0% | 5.1%  | 14.8% | 1.3%  | 0.4% | 5.8%  | 2.9%  | 2.9% |      |
| 100～299人            | 45         | 6,543        | 3,564  | 2,979      | 4,059  | 2,618      | 1,441  | 2,484         | 946   | 1,538                                                | 1,925 | 641                                                       | 1,264 | 400       | 141   | 256             | 1,525 | 497   | 1,028 | 89    | 46   | 470   | 259   | 211  |      |
|                     |            |              | 54.5%  | 45.5%      | 62.0%  | 40.0%      | 59.0%  | 38.0%         | 14.5% | 23.5%                                                | 29.4% | 9.8%                                                      | 19.6% | 6.1%      | 2.3%  | 3.9%            | 23.3% | 7.6%  | 15.7% | 1.4%  | 0.7% | 7.2%  | 4.0%  | 3.2% |      |
| 300人以上              | 48         | 29,961       | 17,800 | 12,161     | 22,500 | 14,500     | 7,990  | 7,411         | 3,240 | 4,171                                                | 4,972 | 1,551                                                     | 3,321 | 2,113     | 1,100 | 1,013           | 2,889 | 551   | 2,308 | 923   | 476  | 1,516 | 1,113 | 403  |      |
|                     |            |              | 59.4%  | 40.6%      | 75.3%  | 46.6%      | 26.7%  | 24.7%         | 10.8% | 13.9%                                                | 16.0% | 5.5%                                                      | 9.3%  | 7.1%      | 3.7%  | 3.4%            | 9.5%  | 1.8%  | 7.7%  | 3.1%  | 1.6% | 5.1%  | 3.3%  | 1.3% |      |
| (再掲)<br>10～299人     | 372        | 17,099       | 8,762  | 8,293      | 11,200 | 5,825      | 4,435  | 5,800         | 1,937 | 3,863                                                | 4,521 | 1,300                                                     | 3,221 | 878       | 308   | 570             | 3,643 | 992   | 2,651 | 220   | 81   | 1,059 | 556   | 503  |      |
|                     |            |              | 51.4%  | 48.6%      | 66.0%  | 40.0%      | 59.0%  | 34.0%         | 11.4% | 22.6%                                                | 26.5% | 7.6%                                                      | 18.9% | 5.1%      | 1.8%  | 3.3%            | 21.5% | 5.8%  | 15.9% | 1.3%  | 0.5% | 6.2%  | 3.3%  | 2.9% |      |
| (再掲)<br>30人以上       | 231        | 43,434       | 24,584 | 18,850     | 31,125 | 19,652     | 11,473 | 12,309        | 4,932 | 7,377                                                | 8,738 | 2,787                                                     | 5,951 | 2,852     | 1,362 | 1,490           | 5,886 | 1,425 | 4,461 | 1,088 | 541  | 2,463 | 1,804 | 859  |      |
|                     |            |              | 56.0%  | 44.0%      | 71.7%  | 45.2%      | 54.8%  | 28.3%         | 11.4% | 17.0%                                                | 20.1% | 6.4%                                                      | 13.7% | 6.6%      | 3.1%  | 3.4%            | 13.0% | 3.8%  | 10.3% | 2.6%  | 1.2% | 5.7%  | 3.7%  | 2.0% |      |

表3 回答事業所における従業員の雇用形態別内訳 (60歳以上)

1段目:事業所数または人数  
2段目:従業員数(総数)に対する割合  
3段目:男女別従業員数(総数)に対する割合

(単位:社、人、%)

|                      | 回答<br>事業所数 | 60歳以上の<br>従業員<br>(総数) |        | 正規<br>従業員<br>(60歳<br>以上) |       | パートタイ<br>ム労働者<br>(60歳以<br>上) |       | 1日および<br>1週の所定<br>労働時間<br>(日数)が<br>正規従業<br>員と同じ者<br>(60歳以上) |       | 1日または<br>1週の所定<br>労働時間<br>(日数)が<br>正規従業<br>員より短い<br>者<br>(60歳以上) |       | 派遣<br>従業員<br>(60歳以<br>上) |       | その他<br>の労働<br>者<br>(60歳以<br>上) |       |      |       |       |       |
|----------------------|------------|-----------------------|--------|--------------------------|-------|------------------------------|-------|-------------------------------------------------------------|-------|------------------------------------------------------------------|-------|--------------------------|-------|--------------------------------|-------|------|-------|-------|-------|
|                      |            | 男                     | 女      | 男                        | 女     | 男                            | 女     | 男                                                           | 女     | 男                                                                | 女     | 男                        | 女     | 男                              | 女     |      |       |       |       |
|                      |            | 人数                    | 割合     | 人数                       | 割合    | 人数                           | 割合    | 人数                                                          | 割合    | 人数                                                               | 割合    | 人数                       | 割合    | 人数                             | 割合    | 人数   | 割合    |       |       |
| 計                    | 509        | 5,753                 | 2,627  | 1,460                    | 457   | 2,170                        | 3,099 | 1,343                                                       | 1,756 | 916                                                              | 519   | 397                      | 2,183 | 824                            | 1,359 | 60   | 1,088 | 724   | 361   |
|                      |            | 3,126                 | 54.3%  | 1,600                    | 25.4% | 2,170                        | 37.7% | 3,099                                                       | 53.9% | 1,343                                                            | 23.3% | 1,756                    | 30.5% | 916                            | 14.3% | 519  | 9.0%  | 724   | 12.6% |
|                      |            | 233                   | 7.4%   | 194                      | 3.1%  | 27                           | 0.4%  | 27                                                          | 0.4%  | 15                                                               | 2.5%  | 2                        | 0.0%  | 2                              | 0.0%  | 0    | 0.0%  | 29    | 4.1%  |
|                      |            | 91.4%                 | 8.6%   | 76.1%                    | 23.5% | 21.2%                        | 10.6% | 9.8%                                                        | 0.8%  | 5.9%                                                             | 5.9%  | 0.0%                     | 4.7%  | 3.9%                           | 0.8%  | 0.0% | 13.3% | 11.4% | 2.0%  |
|                      |            | 100.0%                | 100.0% | 23.2%                    | 68.2% | 23.2%                        | 31.8% | 10.7%                                                       | 9.1%  | 6.4%                                                             | 6.4%  | 0.0%                     | 12.4% | 4.3%                           | 9.1%  | 0.0% | 22.7% | 12.4% | 22.7% |
| 建設業                  | 57         | 255                   | 8.6%   | 76.1%                    | 23.5% | 21.2%                        | 31.8% | 5.9%                                                        | 5.9%  | 4.7%                                                             | 3.9%  | 0.8%                     | 0.0%  | 0.0%                           | 0.0%  | 0    | 0.0%  | 34    | 5.1%  |
|                      |            | 870                   | 66.7%  | 183                      | 14.0% | 291                          | 45.6% | 28.3%                                                       | 42.4% | 30.2%                                                            | 25.7% | 18.3%                    | 11.1% | 16.7%                          | 2.1%  | 1.3% | 34.1% | 23.1% | 11.0% |
|                      |            | 33.3%                 | 10.0%  | 14.0%                    | 4.1%  | 28.3%                        | 42.4% | 30.2%                                                       | 25.7% | 30.2%                                                            | 25.7% | 16.7%                    | 2.1%  | 2.0%                           | 2.8%  | 0.0% | 33.2% | 23.1% | 11.0% |
| 製造業                  | 100        | 1,304                 | 45.7%  | 237                      | 17.4% | 380                          | 594   | 355                                                         | 224   | 131                                                              | 239   | 94                       | 28    | 17                             | 11    | 0    | 445   | 301   | 141   |
|                      |            | 80.1%                 | 61.9%  | 19.9%                    | 14.0% | 29.1%                        | 45.6% | 28.3%                                                       | 42.4% | 30.2%                                                            | 25.7% | 18.3%                    | 11.1% | 16.7%                          | 2.1%  | 1.3% | 34.1% | 23.1% | 11.0% |
|                      |            | 100.0%                | 100.0% | 14.0%                    | 12.4% | 75.0%                        | 87.6% | 42.4%                                                       | 51.8% | 15.1%                                                            | 10.1% | 10.1%                    | 2.1%  | 2.0%                           | 2.8%  | 0.0% | 33.2% | 23.1% | 11.0% |
| 運輸・通信業、<br>電気・ガス・水道業 | 33         | 397                   | 13.9%  | 85                       | 21.4% | 72                           | 177   | 55                                                          | 47    | 8                                                                | 122   | 0                        | 0     | 0                              | 0     | 0    | 135   | 123   | 12    |
|                      |            | 318                   | 80.1%  | 19.6%                    | 78.6% | 18.1%                        | 44.6% | 15.1%                                                       | 11.8% | 2.0%                                                             | 30.7% | 0.0%                     | 0.0%  | 0.0%                           | 0.0%  | 0.0% | 31.0% | 3.0%  | 12    |
|                      |            | 79                    | 19.9%  | 8.9%                     | 8.9%  | 11.1%                        | 36.8% | 10.1%                                                       | 14.3% | 10.1%                                                            | 22.0% | 0.0%                     | 0.0%  | 0.0%                           | 0.0%  | 0.0% | 38.7% | 15.2% | 12    |
| 卸売業・小売業              | 114        | 622                   | 21.9%  | 150                      | 47.2% | 247                          | 399   | 106                                                         | 47    | 59                                                               | 214   | 39                       | 15    | 24                             | 11    | 0    | 113   | 92    | 21    |
|                      |            | 357                   | 57.4%  | 24.1%                    | 75.9% | 36.2%                        | 51.4% | 17.0%                                                       | 7.9%  | 9.5%                                                             | 34.4% | 6.3%                     | 2.4%  | 3.9%                           | 1.8%  | 0    | 18.2% | 14.8% | 3.4%  |
|                      |            | 100.0%                | 100.0% | 30.6%                    | 15.1% | 69.2%                        | 84.9% | 67.9%                                                       | 39.2% | 22.3%                                                            | 13.2% | 4.2%                     | 9.1%  | 4.2%                           | 9.1%  | 0    | 25.8% | 25.8% | 7.9%  |
| 金融業・保険業              | 18         | 119                   | 4.2%   | 59                       | 49.6% | 16                           | 53    | 4                                                           | 4     | 0                                                                | 48    | 1                        | 0     | 1                              | 0     | 0    | 16    | 10    | 6     |
|                      |            | 31.9%                 | 18.5%  | 42.0%                    | 35.3% | 44.5%                        | 43.7% | 3.4%                                                        | 3.4%  | 0.0%                                                             | 40.3% | 0.8%                     | 0.0%  | 0.8%                           | 0.0%  | 0.8% | 13.4% | 8.4%  | 5.0%  |
|                      |            | 100.0%                | 100.0% | 57.9%                    | 34.6% | 65.4%                        | 65.4% | 15.8%                                                       | 56.3% | 10.5%                                                            | 26.3% | 5.3%                     | 0.0%  | 26.3%                          | 7.4%  | 5.3% | 26.3% | 26.3% | 5.0%  |
| サービス業                | 187        | 3,656                 | 12.8%  | 744                      | 20.3% | 1,433                        | 1,929 | 381                                                         | 182   | 199                                                              | 1,548 | 38                       | 24    | 14                             | 0     | 0    | 345   | 169   | 176   |
|                      |            | 1,310                 | 35.8%  | 431                      | 11.8% | 879                          | 1,433 | 1,243                                                       | 1,243 | 1,243                                                            | 50.7% | 1.2%                     | 0.8%  | 1.2%                           | 0     | 0    | 11.3% | 5.8%  | 5.8%  |
|                      |            | 42.9%                 | 57.1%  | 24.3%                    | 75.7% | 67.1%                        | 82.1% | 12.5%                                                       | 13.3% | 11.4%                                                            | 38.5% | 59.6%                    | 1.8%  | 1.8%                           | 0.8%  | 1.8% | 11.3% | 5.8%  | 5.8%  |
| 9人以下                 | 89         | 145                   | 5.1%   | 72                       | 49.7% | 37                           | 25.5% | 29                                                          | 20    | 8                                                                | 43    | 2                        | 1     | 1                              | 0     | 0    | 16    | 10    | 6     |
|                      |            | 68                    | 47.6%  | 49.7%                    | 33.1% | 25.5%                        | 37.9% | 20.0%                                                       | 8.3%  | 29.7%                                                            | 15.2% | 1.4%                     | 0.7%  | 1.4%                           | 0     | 0    | 11.0% | 6.9%  | 4.1%  |
|                      |            | 77                    | 53.1%  | 23                       | 15.7% | 43.3%                        | 60.0% | 48.3%                                                       | 4.7%  | 13.3%                                                            | 25.9% | 35.0%                    | 1.2%  | 1.2%                           | 0     | 0    | 11.8% | 11.8% | 10.0% |
| 10～29人               | 189        | 675                   | 23.8%  | 366                      | 54.2% | 141                          | 168   | 133                                                         | 32    | 23                                                               | 171   | 24                       | 13    | 11                             | 0     | 0    | 59    | 35    | 24    |
|                      |            | 37.8%                 | 54.2%  | 21.3%                    | 31.3% | 20.9%                        | 24.9% | 19.7%                                                       | 7.4%  | 9.0%                                                             | 25.3% | 3.6%                     | 1.9%  | 1.9%                           | 0     | 0    | 9.7%  | 9.7%  | 3.6%  |
|                      |            | 100.0%                | 100.0% | 34.1%                    | 50.9% | 33.6%                        | 55.9% | 52.2%                                                       | 7.8%  | 9.0%                                                             | 14.5% | 4.3%                     | 3.1%  | 3.1%                           | 0     | 0    | 8.3%  | 8.3%  | 9.4%  |
| 30～49人               | 77         | 664                   | 23.4%  | 225                      | 33.9% | 185                          | 254   | 194                                                         | 45    | 42                                                               | 236   | 6                        | 0     | 6                              | 0     | 0    | 110   | 56    | 54    |
|                      |            | 359                   | 54.1%  | 35                       | 15.7% | 323                          | 48.6% | 19.4%                                                       | 6.8%  | 6.3%                                                             | 35.5% | 0.9%                     | 0.0%  | 0.9%                           | 0     | 0    | 16.6% | 16.6% | 8.1%  |
|                      |            | 100.0%                | 100.0% | 16.7%                    | 24.4% | 51.8%                        | 73.3% | 35.9%                                                       | 12.8% | 13.8%                                                            | 23.4% | 0.9%                     | 0.0%  | 2.0%                           | 0     | 0    | 15.6% | 15.6% | 17.7% |
| 50～99人               | 61         | 795                   | 28.1%  | 188                      | 23.6% | 265                          | 342   | 56                                                          | 29    | 27                                                               | 390   | 12                       | 10    | 2                              | 0     | 0    | 199   | 98    | 61    |
|                      |            | 418                   | 52.6%  | 112                      | 14.1% | 33.3%                        | 43.0% | 19.7%                                                       | 3.8%  | 3.4%                                                             | 47.8% | 1.5%                     | 1.3%  | 0.3%                           | 0     | 0    | 20.0% | 12.3% | 7.7%  |
|                      |            | 17.4%                 | 21.9%  | 14.1%                    | 17.8% | 41.8%                        | 54.8% | 35.1%                                                       | 7.0%  | 7.0%                                                             | 31.7% | 1.5%                     | 0.3%  | 0.3%                           | 0     | 0    | 25.0% | 25.0% | 14.6% |
| 100～299人             | 45         | 1,175                 | 42.6%  | 215                      | 18.3% | 342                          | 436   | 157                                                         | 157   | 74                                                               | 606   | 18                       | 11    | 7                              | 0     | 0    | 175   | 111   | 64    |
|                      |            | 589                   | 50.1%  | 18.3%                    | 8.7%  | 43.0%                        | 65.3% | 36.9%                                                       | 13.7% | 12.6%                                                            | 51.6% | 1.5%                     | 0.9%  | 0.8%                           | 0     | 0    | 14.9% | 9.4%  | 5.4%  |
|                      |            | 49.9%                 | 42.6%  | 15.3%                    | 13.1% | 36.9%                        | 73.7% | 55.8%                                                       | 14.8% | 14.8%                                                            | 42.6% | 6.1%                     | 1.9%  | 1.9%                           | 0     | 0    | 18.3% | 18.3% | 10.9% |
| 300人以上               | 48         | 2,999                 | 100.0% | 394                      | 13.1% | 855                          | 1,292 | 605                                                         | 322   | 223                                                              | 747   | 44                       | 21    | 23                             | 0     | 0    | 569   | 414   | 155   |
|                      |            | 1,299                 | 43.3%  | 17.1%                    | 82.9% | 45.2%                        | 56.2% | 26.3%                                                       | 14.0% | 9.7%                                                             | 32.9% | 1.6%                     | 0.9%  | 1.6%                           | 0     | 0    | 24.7% | 16.0% | 6.7%  |
|                      |            | 56.6%                 | 43.5%  | 13.5%                    | 13.5% | 80.1%                        | 68.7% | 46.6%                                                       | 24.8% | 22.3%                                                            | 21.8% | 4.4%                     | 1.8%  | 2.3%                           | 0     | 0    | 31.9% | 31.9% | 15.8% |
| (再掲)<br>10～299人      | 372        | 3,309                 | 11.6%  | 994                      | 29.8% | 1,299                        | 1,752 | 712                                                         | 359   | 166                                                              | 1,393 | 60                       | 34    | 26                             | 0     | 0    | 503   | 300   | 203   |
|                      |            | 82.6%                 | 47.4%  | 30.2%                    | 21.0% | 38.3%                        | 52.9% | 21.5%                                                       | 5.0%  | 42.1%                                                            | 15.7% | 1.8%                     | 1.0%  | 1.5%                           | 0     | 0    | 15.2% | 9.1%  | 6.1%  |
|                      |            | 100.0%                | 100.0% | 40.8%                    | 19.0% | 60.8%                        | 81.0% | 40.9%                                                       | 11.1% | 10.6%                                                            | 29.8% | 55.8%                    | 2.0%  | 1.7%                           | 0     | 0    | 17.2% | 17.2% | 13.0% |
| (再掲)<br>30人以上        | 231        | 4,933                 | 17.2%  | 1,022                    | 20.7% | 1,966                        | 2,818 | 849                                                         | 463   | 366                                                              | 1,999 | 80                       | 42    | 36                             | 0     | 0    | 1,013 | 679   | 304   |
|                      |            | 2,621                 | 53.1%  | 20.7%                    | 13.7% | 39.3%                        | 57.1% | 24.8%                                                       | 7.4%  | 7.4%                                                             | 39.9% | 1.6%                     | 0.9%  | 0.8%                           | 0     | 0    | 20.5% | 13.8% | 6.8%  |
|                      |            | 100.0%                | 100.0% | 15.0%                    | 15.0% | 71.2%                        | 85.0% | 46.7%                                                       | 18.4% | 15.8%                                                            | 28.3% | 53.1%                    | 1.6%  | 1.6%                           | 0     | 0    | 25.5% | 25.5% | 14.4% |

表4 早期離職の状況

1段目：事業所数または採用者数もしくは離職者数  
 2段目：回答事業所数に対する割合  
 または、過去3年間の採用者数に対する割合  
 3段目：現在までに離職した者に対する割合

(単位：社、人、%)

|      |                      | 回答<br>事業所数 | 過去3年間に採用者<br>のあった事業所数 | 過去3年間の<br>採用者数 | 過去3年間に採用し<br>た者のうち、現在ま<br>でに離職した者 | うち、26歳以下の者 |
|------|----------------------|------------|-----------------------|----------------|-----------------------------------|------------|
| 計    |                      | 509        | 332                   | 6,559          | 1,359                             | 517        |
|      |                      |            | 65.2%                 |                | 20.7%                             | 7.9%       |
|      |                      |            |                       |                |                                   | 38.0%      |
| 産業   | 建設業                  | 57         | 47                    | 394            | 113                               | 33         |
|      |                      |            | 82.5%                 |                | 28.7%                             | 8.4%       |
|      |                      |            |                       |                |                                   | 29.2%      |
|      | 製造業                  | 100        | 76                    | 2,183          | 290                               | 145        |
|      |                      |            | 76.0%                 |                | 13.3%                             | 6.6%       |
|      |                      |            |                       |                |                                   | 50.0%      |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 27                    | 280            | 50                                | 13         |
|      |                      |            | 81.8%                 |                | 17.9%                             | 4.6%       |
|      |                      |            |                       |                |                                   | 26.0%      |
|      | 卸売業・小売業              | 114        | 62                    | 456            | 133                               | 101        |
|      |                      |            | 54.4%                 |                | 29.2%                             | 22.1%      |
|      |                      |            |                       |                |                                   | 75.9%      |
|      | 金融業・保険業              | 18         | 14                    | 170            | 63                                | 21         |
|      |                      |            | 77.8%                 |                | 37.1%                             | 12.4%      |
|      |                      |            |                       |                |                                   | 33.3%      |
|      | サービス業                | 187        | 106                   | 3,076          | 710                               | 204        |
|      |                      |            | 56.7%                 |                | 23.1%                             | 6.6%       |
|      |                      |            |                       |                |                                   | 28.7%      |
| 企業規模 | 9人以下                 | 89         | 29                    | 114            | 54                                | 25         |
|      |                      |            | 32.6%                 |                | 47.4%                             | 21.9%      |
|      |                      |            |                       |                |                                   | 46.3%      |
|      | 10～29人               | 189        | 121                   | 551            | 192                               | 70         |
|      |                      |            | 64.0%                 |                | 34.8%                             | 12.7%      |
|      |                      |            |                       |                |                                   | 36.5%      |
|      | 30～49人               | 77         | 51                    | 430            | 121                               | 50         |
|      |                      |            | 66.2%                 |                | 28.1%                             | 11.6%      |
|      |                      |            |                       |                |                                   | 41.3%      |
|      | 50～99人               | 61         | 51                    | 760            | 224                               | 76         |
|      |                      |            | 83.6%                 |                | 29.5%                             | 10.0%      |
|      |                      |            |                       |                |                                   | 33.9%      |
|      | 100～299人             | 45         | 36                    | 820            | 181                               | 67         |
|      |                      |            | 80.0%                 |                | 22.1%                             | 8.2%       |
|      |                      |            |                       |                |                                   | 37.0%      |
|      | 300人以上               | 48         | 44                    | 3,884          | 587                               | 229        |
|      |                      |            | 91.7%                 |                | 15.1%                             | 5.9%       |
|      |                      |            |                       |                |                                   | 39.0%      |
|      | (再掲)<br>10～299人      | 372        | 259                   | 2,561          | 718                               | 263        |
|      |                      |            | 69.6%                 |                | 28.0%                             | 10.3%      |
|      |                      |            |                       |                |                                   | 36.6%      |
|      | (再掲)<br>30人以上        | 231        | 182                   | 5,894          | 1,113                             | 422        |
|      |                      |            | 78.8%                 |                | 18.9%                             | 7.2%       |
|      |                      |            |                       |                |                                   | 37.9%      |

表5-1 女性管理職の状況

1段目:事業所数または管理職者数

2段目:管理職者数に対する女性管理職者の割合

(単位:社、人、%)

|      |                      | 回答事業所数 | 管理職者の人数 | うち、女性管理職者の人数 |
|------|----------------------|--------|---------|--------------|
| 計    |                      | 509    | 3,907   | 598<br>15.3% |
| 産業   | 建設業                  | 57     | 250     | 29<br>11.6%  |
|      | 製造業                  | 100    | 1,417   | 72<br>5.1%   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33     | 211     | 8<br>3.8%    |
|      | 卸売業・小売業              | 114    | 527     | 75<br>14.2%  |
|      | 金融業・保険業              | 18     | 137     | 16<br>11.7%  |
|      | サービス業                | 187    | 1,365   | 398<br>29.2% |
| 企業規模 | 9人以下                 | 89     | 135     | 32<br>23.7%  |
|      | 10～29人               | 189    | 557     | 122<br>21.9% |
|      | 30～49人               | 77     | 313     | 64<br>20.4%  |
|      | 50～99人               | 61     | 440     | 69<br>15.7%  |
|      | 100～299人             | 45     | 527     | 62<br>11.8%  |
|      | 300人以上               | 48     | 1,935   | 249<br>12.9% |
|      | (再掲)<br>10～299人      | 372    | 1,837   | 317<br>17.3% |
|      | (再掲)<br>30人以上        | 231    | 3,215   | 444<br>13.8% |

表5-2 女性リーダーの状況

1段目:事業所数またはリーダーの人数

2段目:リーダーの人数に対する女性リーダーの割合

(単位:社、人、%)

|      |                      | 回答事業所数 | リーダーの人数 | うち、女性リーダーの人数   |
|------|----------------------|--------|---------|----------------|
| 計    |                      | 509    | 5,640   | 1,388<br>24.6% |
| 産業   | 建設業                  | 57     | 185     | 17<br>9.2%     |
|      | 製造業                  | 100    | 2,598   | 206<br>7.9%    |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33     | 436     | 27<br>6.2%     |
|      | 卸売業・小売業              | 114    | 510     | 136<br>26.7%   |
|      | 金融業・保険業              | 18     | 107     | 56<br>52.3%    |
|      | サービス業                | 187    | 1,804   | 946<br>52.4%   |
| 企業規模 | 9人以下                 | 89     | 56      | 17<br>30.4%    |
|      | 10～29人               | 189    | 424     | 155<br>36.6%   |
|      | 30～49人               | 77     | 299     | 129<br>43.1%   |
|      | 50～99人               | 61     | 441     | 167<br>37.9%   |
|      | 100～299人             | 45     | 860     | 235<br>27.3%   |
|      | 300人以上               | 48     | 3,560   | 685<br>19.2%   |
|      | (再掲)<br>10～299人      | 372    | 2,024   | 686<br>33.9%   |
|      | (再掲)<br>30人以上        | 231    | 5,160   | 1,216<br>23.6% |



表5-3 平均勤続年数の状況

(正規従業員)

(単位:社、年)

|      |                      | 回答事業所数 | 男性従業員 | 女性従業員 |
|------|----------------------|--------|-------|-------|
| 計    |                      | 509    | 12    | 11    |
| 産業   | 建設業                  | 57     | 15    | 12    |
|      | 製造業                  | 100    | 13    | 12    |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33     | 13    | 16    |
|      | 卸売業・小売業              | 114    | 14    | 11    |
|      | 金融業・保険業              | 18     | 13    | 13    |
|      | サービス業                | 187    | 12    | 10    |
| 企業規模 | 9人以下                 | 89     | 14    | 14    |
|      | 10～29人               | 189    | 12    | 11    |
|      | 30～49人               | 77     | 11    | 10    |
|      | 50～99人               | 61     | 11    | 10    |
|      | 100～299人             | 45     | 12    | 9     |
|      | 300人以上               | 48     | 14    | 12    |
|      | (再掲)<br>10～299人      | 372    | 12    | 10    |
|      | (再掲)<br>30人以上        | 231    | 12    | 10    |

表6 就業規則の作成の有無

1段目：事業所数

2段目：回答事業所数に対する割合

(単位：社、%)

|      |                      | 回答<br>事業所数 | 就業規則を作成<br>している | 就業規則を作成<br>していない | 無回答  |
|------|----------------------|------------|-----------------|------------------|------|
| 計    |                      | 509        | 490             | 14               | 5    |
|      |                      |            | 96.3%           | 2.8%             | 1.0% |
| 産業   | 建設業                  | 57         | 54              | 3                | 0    |
|      |                      |            | 94.7%           | 5.3%             | 0.0% |
|      | 製造業                  | 100        | 98              | 1                | 1    |
|      |                      |            | 98.0%           | 1.0%             | 1.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 33              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | 卸売業・小売業              | 114        | 108             | 5                | 1    |
|      |                      |            | 94.7%           | 4.4%             | 0.9% |
|      | 金融業・保険業              | 18         | 18              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | サービス業                | 187        | 179             | 5                | 3    |
|      |                      |            | 95.7%           | 2.7%             | 1.6% |
| 企業規模 | 9人以下                 | 89         | 74              | 11               | 4    |
|      |                      |            | 83.1%           | 12.4%            | 4.5% |
|      | 10～29人               | 189        | 185             | 3                | 1    |
|      |                      |            | 97.9%           | 1.6%             | 0.5% |
|      | 30～49人               | 77         | 77              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | 50～99人               | 61         | 61              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | 100～299人             | 45         | 45              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | 300人以上               | 48         | 48              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | (再掲)<br>10～299人      | 372        | 368             | 3                | 1    |
|      |                      |            | 98.9%           | 0.8%             | 0.3% |
|      | (再掲)<br>30人以上        | 231        | 231             | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |

表7 週休制の状況

1段目:事業所数

2段目:回答事業所数に対する週休制の形態の割合

(正規従業員)

(単位:社、%)

|      |                          | 回答<br>事業所数 | 週休<br>1日制   | 週休<br>1日半制 | 何らかの<br>週休<br>2日制 | 完全<br>週休<br>2日制 | その他の<br>週休<br>2日制 | その他<br>(週休3日<br>制、3勤3<br>休など) | 変形<br>休日制<br>(4週4<br>休) | 無回答        |
|------|--------------------------|------------|-------------|------------|-------------------|-----------------|-------------------|-------------------------------|-------------------------|------------|
| 計    |                          | 509        | 19<br>3.7%  | 17<br>3.3% | 432<br>84.9%      | 150<br>29.5%    | 282<br>55.4%      | 7<br>1.4%                     | 23<br>4.5%              | 11<br>2.2% |
| 産業   | 建設業                      | 57         | 1<br>1.8%   | 2<br>3.5%  | 49<br>86.0%       | 6<br>10.5%      | 43<br>75.4%       | 0<br>0.0%                     | 5<br>8.8%               | 0<br>0.0%  |
|      | 製造業                      | 100        | 1<br>1.0%   | 3<br>3.0%  | 90<br>90.0%       | 24<br>24.0%     | 66<br>66.0%       | 1<br>1.0%                     | 2<br>2.0%               | 3<br>3.0%  |
|      | 運輸・通信業、<br>電気・ガス・水道<br>業 | 33         | 4<br>12.1%  | 0<br>0.0%  | 27<br>81.8%       | 12<br>36.4%     | 15<br>45.5%       | 0<br>0.0%                     | 2<br>6.1%               | 0<br>0.0%  |
|      | 卸売業・小売業                  | 114        | 6<br>5.3%   | 7<br>6.1%  | 91<br>79.8%       | 27<br>23.7%     | 64<br>56.1%       | 2<br>1.8%                     | 4<br>3.5%               | 4<br>3.5%  |
|      | 金融業・保険業                  | 18         | 0<br>0.0%   | 0<br>0.0%  | 18<br>100.0%      | 16<br>88.9%     | 2<br>11.1%        | 0<br>0.0%                     | 0<br>0.0%               | 0<br>0.0%  |
|      | サービス業                    | 187        | 7<br>3.7%   | 5<br>2.7%  | 157<br>84.0%      | 65<br>34.8%     | 92<br>49.2%       | 4<br>2.1%                     | 10<br>5.3%              | 4<br>2.1%  |
| 企業規模 | 9人以下                     | 89         | 10<br>11.2% | 4<br>4.5%  | 63<br>70.8%       | 23<br>25.8%     | 40<br>44.9%       | 0<br>0.0%                     | 4<br>4.5%               | 8<br>9.0%  |
|      | 10～29人                   | 189        | 4<br>2.1%   | 7<br>3.7%  | 162<br>85.7%      | 51<br>27.0%     | 111<br>58.7%      | 3<br>1.6%                     | 11<br>5.8%              | 2<br>1.1%  |
|      | 30～49人                   | 77         | 2<br>2.6%   | 3<br>3.9%  | 67<br>87.0%       | 19<br>24.7%     | 48<br>62.3%       | 1<br>1.3%                     | 4<br>5.2%               | 0<br>0.0%  |
|      | 50～99人                   | 61         | 2<br>3.3%   | 1<br>1.6%  | 55<br>90.2%       | 16<br>26.2%     | 39<br>63.9%       | 2<br>3.3%                     | 1<br>1.6%               | 0<br>0.0%  |
|      | 100～299人                 | 45         | 1<br>2.2%   | 2<br>4.4%  | 40<br>88.9%       | 12<br>26.7%     | 28<br>62.2%       | 0<br>0.0%                     | 2<br>4.4%               | 0<br>0.0%  |
|      | 300人以上                   | 48         | 0<br>0.0%   | 0<br>0.0%  | 45<br>93.8%       | 29<br>60.4%     | 16<br>33.3%       | 1<br>2.1%                     | 1<br>2.1%               | 1<br>2.1%  |
|      | (再掲)<br>10～299人          | 372        | 9<br>2.4%   | 13<br>3.5% | 324<br>87.1%      | 98<br>26.3%     | 226<br>60.8%      | 6<br>1.6%                     | 18<br>4.8%              | 2<br>0.5%  |
|      | (再掲)<br>30人以上            | 231        | 5<br>2.2%   | 6<br>2.6%  | 207<br>89.6%      | 76<br>32.9%     | 131<br>56.7%      | 4<br>1.7%                     | 8<br>3.5%               | 1<br>0.4%  |

表8 所定外労働(残業)の状況

(正規従業員)

(単位:社、時間)

|      |                      | 1人当たり所定外労働の状況(年計) |          |
|------|----------------------|-------------------|----------|
|      |                      | 回答事業所数            | 所定外労働時間数 |
| 計    |                      | 432               | 115.94   |
| 産業   | 建設業                  | 48                | 194.20   |
|      | 製造業                  | 88                | 123.88   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 27                | 115.20   |
|      | 卸売業・小売業              | 99                | 93.90    |
|      | 金融業・保険業              | 14                | 41.44    |
|      | サービス業                | 156               | 192.50   |
| 企業規模 | 9人以下                 | 69                | 123.14   |
|      | 10～29人               | 163               | 117.85   |
|      | 30～49人               | 64                | 105.67   |
|      | 50～99人               | 54                | 96.10    |
|      | 100～299人             | 41                | 124.65   |
|      | 300人以上               | 41                | 129.67   |
|      | (再掲)<br>10～299人      | 322               | 112.64   |
|      | (再掲)<br>30人以上        | 200               | 88.89    |

表9 恒常的な所定外労働(残業)削減のための取組 (複数回答)

1段目:事業所数  
2段目:回答事業所数に対する割合  
3段目:取組をしている事業所での取組内容の割合(複数回答)

(正規従業員)

(単位:社、%)

|      |                      | 回答<br>事業所数 | 取組を<br>している | 業務量や<br>内容に<br>見合った<br>人員配置を<br>工夫 | 業務の効率<br>を上げるた<br>めの人材育<br>成を実施 | 業務内容<br>の共有化 | 残業の事<br>前申請の<br>徹底 | 変形労働<br>時間制の<br>導入 | フレックス<br>タイム制の<br>導入 | 裁量労働<br>制の導入 | 管理者に<br>対する研<br>修・教育 | 残業削減<br>のための取<br>組目標設<br>定 | ノー残業<br>デー等の<br>実施 | 残業を削減<br>した管理者<br>を評価する<br>制度の導<br>入 | その他※  | 特になし  | 無回答   |
|------|----------------------|------------|-------------|------------------------------------|---------------------------------|--------------|--------------------|--------------------|----------------------|--------------|----------------------|----------------------------|--------------------|--------------------------------------|-------|-------|-------|
| 計    |                      | 509        | 420         | 303                                | 150                             | 214          | 155                | 169                | 55                   | 26           | 88                   | 66                         | 85                 | 24                                   | 44    | 71    | 18    |
|      |                      |            | 82.5%       | 59.6%                              | 29.5%                           | 42.0%        | 30.5%              | 33.2%              | 10.8%                | 5.1%         | 17.3%                | 13.0%                      | 16.7%              | 4.7%                                 | 8.6%  | 13.9% | 3.5%  |
|      |                      |            |             | 72.1%                              | 35.7%                           | 51.0%        | 36.9%              | 40.2%              | 13.1%                | 6.2%         | 21.0%                | 15.7%                      | 20.2%              | 5.7%                                 | 10.5% |       |       |
| 産業   | 建設業                  | 57         | 48          | 28                                 | 14                              | 15           | 7                  | 13                 | 2                    | 2            | 6                    | 5                          | 5                  | 2                                    | 3     | 9     | 0     |
|      |                      |            | 84.2%       | 49.1%                              | 24.6%                           | 26.3%        | 12.3%              | 22.8%              | 3.5%                 | 3.5%         | 10.5%                | 8.8%                       | 8.8%               | 3.5%                                 | 5.3%  | 15.8% | 0.0%  |
|      |                      |            |             | 58.3%                              | 29.2%                           | 31.3%        | 14.6%              | 27.1%              | 4.2%                 | 4.2%         | 12.5%                | 10.4%                      | 10.4%              | 4.2%                                 | 6.3%  |       |       |
|      | 製造業                  | 100        | 86          | 62                                 | 37                              | 48           | 42                 | 31                 | 19                   | 5            | 14                   | 22                         | 24                 | 3                                    | 10    | 11    | 3     |
|      |                      |            | 86.0%       | 62.0%                              | 37.0%                           | 48.0%        | 42.0%              | 31.0%              | 19.0%                | 5.0%         | 14.0%                | 22.0%                      | 24.0%              | 3.0%                                 | 10.0% | 11.0% | 3.0%  |
|      |                      |            |             | 72.1%                              | 43.0%                           | 55.6%        | 48.8%              | 36.0%              | 22.1%                | 5.8%         | 16.3%                | 25.6%                      | 27.9%              | 3.5%                                 | 11.6% |       |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 27          | 21                                 | 8                               | 11           | 7                  | 12                 | 5                    | 2            | 7                    | 7                          | 8                  | 1                                    | 2     | 5     | 1     |
|      |                      |            | 81.8%       | 63.6%                              | 24.2%                           | 33.3%        | 21.2%              | 36.4%              | 15.2%                | 6.1%         | 21.2%                | 21.2%                      | 24.2%              | 3.0%                                 | 6.1%  | 15.2% | 3.0%  |
|      |                      |            |             | 77.8%                              | 29.6%                           | 40.7%        | 25.9%              | 44.4%              | 18.5%                | 7.4%         | 25.9%                | 25.9%                      | 29.6%              | 3.7%                                 | 7.4%  |       |       |
| 企業規模 | 卸売業・小売業              | 114        | 89          | 66                                 | 27                              | 50           | 32                 | 41                 | 10                   | 10           | 24                   | 18                         | 19                 | 8                                    | 11    | 18    | 7     |
|      |                      |            | 78.1%       | 57.9%                              | 23.7%                           | 43.9%        | 28.1%              | 36.0%              | 8.8%                 | 8.8%         | 21.1%                | 15.8%                      | 16.7%              | 7.0%                                 | 9.6%  | 15.8% | 6.1%  |
|      |                      |            |             | 74.2%                              | 30.3%                           | 56.2%        | 36.0%              | 46.1%              | 11.2%                | 11.2%        | 27.0%                | 20.2%                      | 21.3%              | 9.0%                                 | 12.4% |       |       |
|      | 金融業・保険業              | 18         | 15          | 7                                  | 9                               | 7            | 9                  | 1                  | 2                    | 0            | 4                    | 2                          | 7                  | 3                                    | 0     | 3     | 0     |
|      |                      |            | 83.3%       | 38.9%                              | 50.0%                           | 38.9%        | 50.0%              | 5.6%               | 11.1%                | 0.0%         | 22.2%                | 11.1%                      | 38.9%              | 16.7%                                | 0.0%  | 16.7% | 0.0%  |
|      |                      |            |             | 46.7%                              | 60.0%                           | 46.7%        | 60.0%              | 6.7%               | 13.3%                | 0.0%         | 26.7%                | 13.3%                      | 46.7%              | 20.0%                                | 0.0%  |       |       |
|      | サービス業                | 187        | 155         | 119                                | 55                              | 83           | 58                 | 71                 | 17                   | 7            | 33                   | 12                         | 22                 | 7                                    | 18    | 25    | 7     |
|      |                      |            | 82.9%       | 63.6%                              | 29.4%                           | 44.4%        | 31.0%              | 38.0%              | 9.1%                 | 3.7%         | 17.6%                | 6.4%                       | 11.8%              | 3.7%                                 | 9.6%  | 13.4% | 3.7%  |
|      |                      |            |             | 76.8%                              | 35.5%                           | 53.5%        | 37.4%              | 45.8%              | 11.0%                | 4.5%         | 21.3%                | 7.7%                       | 14.2%              | 4.5%                                 | 11.6% |       |       |
| 企業規模 | 9人以下                 | 89         | 50          | 47                                 | 17                              | 20           | 15                 | 21                 | 12                   | 11           | 11                   | 10                         | 10                 | 9                                    | 13    | 29    | 10    |
|      |                      |            | 56.2%       | 52.8%                              | 19.1%                           | 22.5%        | 16.9%              | 23.6%              | 13.5%                | 12.4%        | 12.4%                | 11.2%                      | 11.2%              | 10.1%                                | 14.6% | 32.6% | 11.2% |
|      |                      |            |             | 94.0%                              | 34.0%                           | 40.0%        | 30.0%              | 42.0%              | 24.0%                | 22.0%        | 22.0%                | 20.0%                      | 20.0%              | 18.0%                                | 26.0% |       |       |
|      | 10～29人               | 189        | 155         | 105                                | 49                              | 76           | 45                 | 49                 | 12                   | 9            | 21                   | 17                         | 22                 | 7                                    | 15    | 29    | 5     |
|      |                      |            | 82.0%       | 56.1%                              | 25.9%                           | 40.2%        | 24.3%              | 25.9%              | 6.3%                 | 4.8%         | 11.1%                | 9.0%                       | 11.6%              | 3.7%                                 | 7.9%  | 15.3% | 2.6%  |
|      |                      |            |             | 68.4%                              | 31.6%                           | 49.0%        | 29.7%              | 31.6%              | 7.7%                 | 5.8%         | 13.5%                | 11.0%                      | 14.2%              | 4.5%                                 | 9.7%  |       |       |
|      | 30～49人               | 77         | 65          | 52                                 | 18                              | 31           | 29                 | 34                 | 9                    | 4            | 13                   | 9                          | 9                  | 3                                    | 7     | 9     | 3     |
|      |                      |            | 84.4%       | 67.5%                              | 23.4%                           | 40.3%        | 37.7%              | 44.2%              | 11.7%                | 5.2%         | 16.9%                | 11.7%                      | 11.7%              | 3.9%                                 | 9.1%  | 11.7% | 3.9%  |
|      |                      |            |             | 80.0%                              | 27.7%                           | 47.7%        | 44.8%              | 52.3%              | 13.8%                | 6.2%         | 20.0%                | 13.8%                      | 13.8%              | 4.6%                                 | 10.8% |       |       |
|      | 50～99人               | 61         | 58          | 36                                 | 22                              | 32           | 19                 | 29                 | 5                    | 0            | 13                   | 10                         | 7                  | 2                                    | 5     | 3     | 0     |
|      |                      |            | 95.1%       | 59.0%                              | 36.1%                           | 52.5%        | 31.1%              | 47.5%              | 8.2%                 | 0.0%         | 21.3%                | 16.4%                      | 11.5%              | 3.3%                                 | 8.2%  | 4.9%  | 0.0%  |
|      |                      |            |             | 62.1%                              | 37.9%                           | 55.2%        | 32.8%              | 50.0%              | 8.6%                 | 0.0%         | 22.4%                | 17.2%                      | 12.1%              | 3.4%                                 | 8.6%  |       |       |
|      | 100～299人             | 45         | 45          | 31                                 | 16                              | 25           | 20                 | 16                 | 3                    | 0            | 12                   | 5                          | 15                 | 0                                    | 3     | 9     | 0     |
|      |                      |            | 100.0%      | 68.9%                              | 35.6%                           | 55.6%        | 44.4%              | 35.6%              | 6.7%                 | 0.0%         | 26.7%                | 11.1%                      | 33.3%              | 0.0%                                 | 6.7%  | 0.0%  | 0.0%  |
|      |                      |            |             | 68.9%                              | 35.6%                           | 55.6%        | 44.4%              | 35.6%              | 6.7%                 | 0.0%         | 26.7%                | 11.1%                      | 33.3%              | 0.0%                                 | 6.7%  |       |       |
|      | 300人以上               | 48         | 47          | 31                                 | 28                              | 30           | 25                 | 29                 | 14                   | 2            | 18                   | 15                         | 22                 | 3                                    | 1     | 1     | 0     |
|      |                      |            | 97.9%       | 64.6%                              | 58.3%                           | 62.5%        | 54.2%              | 61.7%              | 29.2%                | 4.2%         | 37.5%                | 31.3%                      | 45.8%              | 6.3%                                 | 2.1%  | 2.1%  | 0.0%  |
|      |                      |            |             | 66.0%                              | 59.6%                           | 63.8%        | 55.3%              | 42.6%              | 29.8%                | 4.3%         | 38.3%                | 31.9%                      | 46.8%              | 6.4%                                 | 2.1%  |       |       |
|      | (再掲)<br>10～299人      | 372        | 323         | 225                                | 105                             | 164          | 114                | 128                | 29                   | 13           | 59                   | 41                         | 53                 | 12                                   | 30    | 41    | 8     |
|      |                      |            | 86.8%       | 60.5%                              | 28.2%                           | 44.1%        | 30.6%              | 34.4%              | 7.8%                 | 3.5%         | 15.9%                | 11.0%                      | 14.2%              | 3.2%                                 | 8.1%  | 11.0% | 2.2%  |
|      |                      |            |             | 69.7%                              | 32.5%                           | 50.8%        | 35.3%              | 39.6%              | 9.0%                 | 4.0%         | 18.3%                | 12.7%                      | 16.4%              | 3.7%                                 | 9.3%  |       |       |
|      | (再掲)<br>300人以上       | 231        | 215         | 150                                | 84                              | 118          | 94                 | 99                 | 31                   | 6            | 56                   | 39                         | 53                 | 8                                    | 16    | 13    | 3     |
|      |                      |            | 93.1%       | 64.9%                              | 36.4%                           | 51.1%        | 40.7%              | 42.9%              | 13.4%                | 2.6%         | 24.2%                | 16.9%                      | 22.9%              | 3.5%                                 | 6.9%  | 5.6%  | 1.3%  |
|      |                      |            |             | 69.8%                              | 39.1%                           | 54.9%        | 43.7%              | 46.0%              | 14.4%                | 2.8%         | 26.0%                | 18.1%                      | 24.7%              | 3.7%                                 | 7.4%  |       |       |

※その他…定時雇社の呼びかけ、消灯時間を設定、設備投資 等

表10 年次有給休暇の状況

(正規従業員)

(単位:社、日、%)

|      |                      | 年次有給休暇の状況(1人当たり) |            |            |       |
|------|----------------------|------------------|------------|------------|-------|
|      |                      | 回答<br>事業所数       | 平均<br>付与日数 | 平均<br>取得日数 | 取得率   |
| 計    |                      | 486              | 18.4       | 10.1       | 54.9% |
| 産業   | 建設業                  | 56               | 16.4       | 7.3        | 44.2% |
|      | 製造業                  | 94               | 19.2       | 12.3       | 64.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32               | 19.6       | 13.0       | 66.7% |
|      | 卸売業・小売業              | 110              | 17.6       | 6.2        | 35.0% |
|      | 金融業・保険業              | 17               | 10.3       | 5.9        | 57.6% |
|      | サービス業                | 177              | 17.6       | 7.8        | 44.1% |
| 企業規模 | 9人以下                 | 81               | 14.7       | 7.1        | 48.3% |
|      | 10～29人               | 181              | 17.0       | 7.3        | 42.9% |
|      | 30～49人               | 74               | 17.2       | 7.7        | 44.6% |
|      | 50～99人               | 61               | 17.3       | 6.8        | 39.4% |
|      | 100～299人             | 43               | 16.9       | 7.1        | 42.3% |
|      | 300人以上               | 46               | 19.1       | 11.7       | 61.2% |
|      | (再掲)<br>10～299人      | 359              | 17.1       | 7.2        | 42.3% |
|      | (再掲)<br>30人以上        | 224              | 17.6       | 8.3        | 47.3% |

表11 年次有給休暇取得促進のための取組（複数回答）

（正規従業員）

（単位：社、％）

|      |                       | 回答<br>事業所数 | 取組を<br>している | 年または<br>月初めに<br>休暇取得<br>計画書を作成 | 計画的<br>付与制度<br>の導入 | 「年次取得<br>促進月間」<br>等の実施 | 時間・半日<br>単位等の<br>分割付与<br>の導入 | 所属<br>管理者、<br>監督者等の<br>率先取得 | 年次取得を<br>促進した管<br>理者を評価<br>する仕組み<br>の導入 | 研修や<br>掲示、<br>通知など<br>による<br>普及啓発 | 業務内容の<br>共有化等業<br>務を相互補<br>完できる体<br>制づくり | その他※  | 特になし  | 無回答   |
|------|-----------------------|------------|-------------|--------------------------------|--------------------|------------------------|------------------------------|-----------------------------|-----------------------------------------|-----------------------------------|------------------------------------------|-------|-------|-------|
| 計    |                       | 509        | 384         | 125                            | 159                | 66                     | 293                          | 71                          | 32                                      | 102                               | 112                                      | 49    | 99    | 26    |
|      |                       |            | 75.4%       | 24.6%                          | 31.2%              | 13.0%                  | 57.6%                        | 13.9%                       | 6.3%                                    | 20.0%                             | 22.0%                                    | 9.6%  | 19.4% | 5.1%  |
| 産業   | 建設業                   | 57         | 41          | 12                             | 16                 | 6                      | 25                           | 8                           | 2                                       | 12                                | 8                                        | 5     | 14    | 2     |
|      |                       |            | 71.9%       | 21.1%                          | 28.1%              | 10.5%                  | 43.9%                        | 14.0%                       | 3.5%                                    | 21.1%                             | 14.0%                                    | 8.8%  | 24.6% | 3.5%  |
|      |                       |            |             | 29.3%                          | 39.0%              | 14.6%                  | 61.0%                        | 19.5%                       | 4.9%                                    | 29.3%                             | 19.5%                                    | 12.2% |       |       |
|      | 製造業                   | 100        | 76          | 24                             | 36                 | 13                     | 65                           | 12                          | 3                                       | 16                                | 17                                       | 8     | 18    | 6     |
|      |                       |            | 76.0%       | 24.0%                          | 36.0%              | 13.0%                  | 65.0%                        | 12.0%                       | 3.0%                                    | 16.0%                             | 17.0%                                    | 8.0%  | 18.0% | 6.0%  |
|      |                       |            |             | 31.6%                          | 47.4%              | 17.1%                  | 85.5%                        | 15.8%                       | 3.9%                                    | 21.1%                             | 22.4%                                    | 10.5% |       |       |
|      | 運輸・通信業、<br>電気・ガス・水道業  | 33         | 26          | 7                              | 11                 | 5                      | 23                           | 3                           | 1                                       | 6                                 | 6                                        | 2     | 6     | 1     |
|      |                       |            | 78.8%       | 21.2%                          | 33.3%              | 15.2%                  | 69.7%                        | 9.1%                        | 3.0%                                    | 18.2%                             | 18.2%                                    | 6.1%  | 18.2% | 3.0%  |
|      |                       |            |             | 26.9%                          | 42.3%              | 19.2%                  | 88.5%                        | 11.5%                       | 3.8%                                    | 23.1%                             | 23.1%                                    | 7.7%  |       |       |
|      | 卸売業・小売業               | 114        | 83          | 32                             | 37                 | 17                     | 54                           | 21                          | 10                                      | 23                                | 32                                       | 12    | 27    | 4     |
|      |                       |            | 72.8%       | 28.1%                          | 32.5%              | 14.9%                  | 47.4%                        | 18.4%                       | 8.8%                                    | 20.2%                             | 28.1%                                    | 10.5% | 23.7% | 3.5%  |
|      |                       |            |             | 38.6%                          | 44.6%              | 20.5%                  | 65.1%                        | 25.3%                       | 12.0%                                   | 27.7%                             | 38.6%                                    | 14.5% |       |       |
| 企業規模 | 9人以下                  | 18         | 16          | 11                             | 6                  | 4                      | 11                           | 3                           | 4                                       | 5                                 | 4                                        | 1     | 1     | 1     |
|      |                       |            | 88.9%       | 61.1%                          | 33.3%              | 22.2%                  | 61.1%                        | 16.7%                       | 22.2%                                   | 27.8%                             | 22.2%                                    | 5.6%  | 5.6%  | 5.6%  |
|      |                       |            |             | 68.8%                          | 37.5%              | 25.0%                  | 68.8%                        | 18.8%                       | 25.0%                                   | 31.3%                             | 25.0%                                    | 6.3%  |       |       |
|      | サービス業                 | 187        | 142         | 39                             | 53                 | 21                     | 115                          | 24                          | 12                                      | 40                                | 45                                       | 21    | 33    | 12    |
|      |                       |            | 75.9%       | 20.9%                          | 28.3%              | 11.2%                  | 61.5%                        | 12.8%                       | 6.4%                                    | 21.4%                             | 24.1%                                    | 11.2% | 17.6% | 6.4%  |
|      |                       |            |             | 27.5%                          | 37.3%              | 14.8%                  | 81.0%                        | 16.9%                       | 8.5%                                    | 28.2%                             | 31.7%                                    | 14.8% |       |       |
|      | 10～29人                | 89         | 35          | 23                             | 22                 | 23                     | 39                           | 17                          | 16                                      | 18                                | 28                                       | 18    | 44    | 10    |
|      |                       |            | 39.3%       | 25.8%                          | 24.7%              | 25.8%                  | 43.8%                        | 19.1%                       | 18.0%                                   | 20.2%                             | 31.5%                                    | 20.2% | 49.4% | 11.2% |
|      |                       |            |             | 65.7%                          | 62.9%              | 65.7%                  | 111.4%                       | 48.6%                       | 45.7%                                   | 51.4%                             | 80.0%                                    | 51.4% |       |       |
|      | 30～49人                | 189        | 144         | 35                             | 55                 | 21                     | 105                          | 23                          | 8                                       | 27                                | 39                                       | 16    | 37    | 8     |
|      |                       |            | 76.2%       | 18.5%                          | 29.1%              | 11.1%                  | 55.6%                        | 12.2%                       | 4.2%                                    | 14.3%                             | 20.6%                                    | 8.5%  | 19.6% | 4.2%  |
|      |                       |            |             | 24.3%                          | 38.2%              | 14.6%                  | 72.9%                        | 16.0%                       | 2.0%                                    | 18.8%                             | 27.1%                                    | 11.1% |       |       |
|      | 50～99人                | 77         | 63          | 19                             | 27                 | 8                      | 42                           | 9                           | 2                                       | 14                                | 15                                       | 8     | 10    | 4     |
|      |                       |            | 81.8%       | 24.7%                          | 35.1%              | 10.4%                  | 54.5%                        | 11.7%                       | 2.6%                                    | 18.2%                             | 19.5%                                    | 10.4% | 13.0% | 5.2%  |
|      |                       |            |             | 30.2%                          | 42.9%              | 12.7%                  | 66.7%                        | 14.3%                       | 3.2%                                    | 22.2%                             | 23.8%                                    | 12.7% |       |       |
|      | 100～299人              | 61         | 55          | 10                             | 21                 | 3                      | 36                           | 6                           | 2                                       | 9                                 | 14                                       | 3     | 6     | 0     |
|      |                       |            | 90.2%       | 16.4%                          | 34.4%              | 4.9%                   | 59.0%                        | 9.8%                        | 3.3%                                    | 14.8%                             | 23.0%                                    | 4.9%  | 9.8%  | 0.0%  |
|      |                       |            |             | 18.2%                          | 38.2%              | 5.5%                   | 65.5%                        | 10.9%                       | 3.6%                                    | 16.4%                             | 25.5%                                    | 5.5%  |       |       |
|      | 300人以上                | 45         | 42          | 14                             | 14                 | 4                      | 33                           | 6                           | 0                                       | 14                                | 6                                        | 3     | 1     | 2     |
|      |                       |            | 93.3%       | 31.1%                          | 31.1%              | 8.9%                   | 73.3%                        | 13.3%                       | 0.0%                                    | 31.1%                             | 13.3%                                    | 6.7%  | 2.2%  | 4.4%  |
|      |                       |            |             | 33.3%                          | 33.3%              | 9.5%                   | 78.6%                        | 14.3%                       | 0.0%                                    | 33.3%                             | 14.3%                                    | 7.1%  |       |       |
|      | (再掲)<br>10～299人       | 48         | 45          | 24                             | 20                 | 7                      | 38                           | 10                          | 4                                       | 20                                | 10                                       | 1     | 1     | 2     |
|      |                       |            | 93.8%       | 50.0%                          | 41.7%              | 14.6%                  | 79.2%                        | 20.8%                       | 8.3%                                    | 41.7%                             | 20.8%                                    | 2.1%  | 2.1%  | 4.2%  |
|      |                       |            |             | 53.3%                          | 44.4%              | 15.6%                  | 84.4%                        | 22.2%                       | 8.9%                                    | 44.4%                             | 22.2%                                    | 2.2%  |       |       |
|      | (再掲)<br>30人以上         | 372        | 304         | 78                             | 117                | 36                     | 216                          | 44                          | 12                                      | 64                                | 74                                       | 30    | 54    | 14    |
|      |                       |            | 81.7%       | 21.0%                          | 31.5%              | 9.7%                   | 58.1%                        | 11.8%                       | 3.2%                                    | 17.2%                             | 19.9%                                    | 8.1%  | 14.5% | 3.8%  |
|      |                       |            |             | 25.7%                          | 38.5%              | 11.8%                  | 71.1%                        | 14.5%                       | 3.9%                                    | 21.1%                             | 24.3%                                    | 9.9%  |       |       |
|      | ※その他…長期休暇にあわせた取得を促進 等 | 231        | 205         | 67                             | 82                 | 22                     | 149                          | 31                          | 8                                       | 57                                | 45                                       | 15    | 18    | 8     |
|      |                       |            | 88.7%       | 29.0%                          | 35.5%              | 9.5%                   | 64.5%                        | 13.4%                       | 3.5%                                    | 24.7%                             | 19.5%                                    | 6.5%  | 7.8%  | 3.5%  |
|      |                       |            |             | 32.7%                          | 40.0%              | 10.7%                  | 72.7%                        | 15.1%                       | 3.9%                                    | 27.8%                             | 22.0%                                    | 7.3%  |       |       |

※その他…長期休暇にあわせた取得を促進 等

表12 パートタイム労働者を雇用する理由(複数回答)

1段目：事業所数  
2段目：回答事業所数に対する割合

|            |                      | (単位：社、%)                          |                                           |                                        |                                         |                                |                               |                               |                |                    |             |
|------------|----------------------|-----------------------------------|-------------------------------------------|----------------------------------------|-----------------------------------------|--------------------------------|-------------------------------|-------------------------------|----------------|--------------------|-------------|
| 回答<br>事業所数 | 新たな事業分野に<br>進出するため   | 正規従業員として<br>雇いたい人材が<br>採用できなかったため | 業績回復などによる<br>業務増加に伴う<br>既存従業員の<br>負担軽減のため | 一日・週・季節等、<br>定例的な仕事の<br>繁忙期に<br>対応するため | 急な受注増加など、<br>一時的・臨時的な<br>繁忙期に<br>対応するため | 育児・介護休業等<br>による正規従業員の<br>代替のため | 高齢者の定年後の<br>勤務延長または<br>再雇用のため | 特別な技能、資格を<br>有する人材を<br>確保するため | 人件費を<br>抑制するため | 社会保険料負担を<br>抑制するため | その他※        |
| 計          | 366<br>3.0%          | 11<br>3.0%                        | 121<br>33.1%                              | 58<br>15.8%                            | 134<br>36.6%                            | 53<br>14.5%                    | 52<br>14.2%                   | 137<br>37.4%                  | 81<br>22.1%    | 119<br>32.5%       | 39<br>10.7% |
| 産 業        | 建設業                  | 23<br>0.0%                        | 2<br>8.7%                                 | 4<br>17.4%                             | 6<br>26.1%                              | 3<br>13.0%                     | 0<br>0.0%                     | 8<br>34.8%                    | 2<br>8.7%      | 5<br>21.7%         | 0<br>0.0%   |
|            | 製造業                  | 71<br>2.8%                        | 20<br>28.2%                               | 15<br>21.1%                            | 18<br>25.4%                             | 11<br>15.5%                    | 4<br>5.6%                     | 26<br>36.6%                   | 14<br>19.7%    | 16<br>22.5%        | 6<br>9.9%   |
|            | 運輸・通信業、<br>電気・ガス・水道業 | 16<br>6.3%                        | 4<br>25.0%                                | 1<br>6.3%                              | 6<br>37.5%                              | 2<br>12.5%                     | 0<br>0.0%                     | 4<br>25.0%                    | 1<br>6.3%      | 5<br>31.3%         | 1<br>3.7%   |
|            | 卸売業・小売業              | 84<br>2.4%                        | 26<br>31.0%                               | 10<br>11.9%                            | 39<br>46.4%                             | 16<br>19.0%                    | 8<br>9.5%                     | 26<br>31.0%                   | 14<br>16.7%    | 33<br>39.3%        | 10<br>11.9% |
|            | 金融業・保険業              | 8<br>0.0%                         | 1<br>12.5%                                | 0<br>0.0%                              | 4<br>50.0%                              | 2<br>25.0%                     | 1<br>12.5%                    | 4<br>50.0%                    | 2<br>25.0%     | 4<br>50.0%         | 0<br>0.0%   |
| 企 業 規 模    | サービス業                | 164<br>3.7%                       | 68<br>41.5%                               | 28<br>17.1%                            | 61<br>37.2%                             | 19<br>11.6%                    | 39<br>23.8%                   | 69<br>42.1%                   | 48<br>29.3%    | 56<br>34.1%        | 21<br>12.8% |
|            | 9人以下                 | 59<br>1.7%                        | 15<br>25.4%                               | 8<br>13.6%                             | 18<br>30.5%                             | 13<br>22.0%                    | 2<br>3.4%                     | 11<br>18.6%                   | 14<br>23.7%    | 21<br>35.6%        | 13<br>22.0% |
|            | 10～29人               | 113<br>2.7%                       | 32<br>28.3%                               | 11<br>9.7%                             | 40<br>35.4%                             | 14<br>12.4%                    | 11<br>9.7%                    | 37<br>32.7%                   | 22<br>19.5%    | 39<br>34.5%        | 9<br>8.0%   |
|            | 30～49人               | 66<br>0.0%                        | 23<br>34.8%                               | 11<br>16.7%                            | 26<br>39.4%                             | 12<br>18.2%                    | 9<br>13.6%                    | 25<br>37.9%                   | 15<br>22.7%    | 25<br>37.9%        | 7<br>10.6%  |
|            | 50～99人               | 50<br>6.0%                        | 24<br>48.0%                               | 10<br>20.0%                            | 15<br>30.0%                             | 2<br>4.0%                      | 14<br>28.0%                   | 26<br>52.0%                   | 8<br>16.0%     | 13<br>26.0%        | 3<br>6.0%   |
| (再掲)       | 100～299人             | 40<br>5.0%                        | 14<br>35.0%                               | 9<br>22.5%                             | 16<br>40.0%                             | 5<br>12.5%                     | 7<br>17.5%                    | 17<br>42.5%                   | 9<br>22.5%     | 7<br>17.5%         | 2<br>5.0%   |
|            | 300人以上               | 38<br>5.3%                        | 13<br>34.2%                               | 9<br>23.7%                             | 19<br>50.0%                             | 7<br>18.4%                     | 9<br>23.7%                    | 21<br>55.3%                   | 13<br>34.2%    | 14<br>36.8%        | 4<br>10.5%  |
|            | (再掲)                 | 269<br>3.0%                       | 93<br>34.6%                               | 41<br>15.2%                            | 97<br>36.1%                             | 33<br>12.3%                    | 41<br>15.2%                   | 105<br>39.0%                  | 54<br>20.1%    | 84<br>31.2%        | 21<br>7.8%  |
| (再掲)       | 10～299人              | 194<br>7.7%                       | 74<br>38.1%                               | 39<br>20.1%                            | 76<br>39.2%                             | 26<br>13.4%                    | 39<br>20.1%                   | 89<br>45.9%                   | 45<br>23.2%    | 59<br>30.4%        | 16<br>8.2%  |
|            | 30人以上                | 3.6%                              | 38.1%                                     | 20.1%                                  | 39.2%                                   | 13.4%                          | 20.1%                         | 45.9%                         | 23.2%          | 30.4%              | 8.2%        |

※その他…本人の希望、短時間で終了する業務のため 等



表13 派遣従業員を雇用する理由(複数回答)

1段目:事業所数  
2段目:回答事業所数に対する割合

(単位:社、%)

|                      | 回答<br>事業所数 | 新たな事業分野に<br>進出するため | 正統従業員として<br>雇いたい人材が<br>採用できなかったため | 業績回復などによる<br>業務量増加に伴う<br>既存従業員の<br>負担軽減のため | 一日・週・季節等、<br>定例的な仕事の<br>繁忙期に<br>対応するため | 急な受注増加など、<br>一時的・臨時的な<br>繁忙期に<br>対応するため | 育児・介護休業等<br>による正規従業員の<br>代替のため | 高齢者の定年後の<br>職務延長または<br>再雇用のため | 特別な技能、資格を<br>有する人材を<br>確保するため | 人件費を<br>抑制するため | 社会保険料負担を<br>抑制するため | その他※       |
|----------------------|------------|--------------------|-----------------------------------|--------------------------------------------|----------------------------------------|-----------------------------------------|--------------------------------|-------------------------------|-------------------------------|----------------|--------------------|------------|
| 計                    | 83         | 2<br>2.4%          | 24<br>28.9%                       | 15<br>18.1%                                | 19<br>22.9%                            | 21<br>25.3%                             | 24<br>28.9%                    | 3<br>3.6%                     | 5<br>7.2%                     | 12<br>14.5%    | 5<br>6.0%          | 2<br>2.4%  |
| 産業                   |            |                    |                                   |                                            |                                        |                                         |                                |                               |                               |                |                    |            |
| 建設業                  | 0          | 0<br>0.0%          | 0<br>0.0%                         | 0<br>0.0%                                  | 0<br>0.0%                              | 0<br>0.0%                               | 0<br>0.0%                      | 0<br>0.0%                     | 0<br>0.0%                     | 0<br>0.0%      | 0<br>0.0%          | 0<br>0.0%  |
| 製造業                  | 33         | 1<br>3.0%          | 8<br>24.2%                        | 11<br>33.3%                                | 9<br>27.3%                             | 14<br>42.4%                             | 11<br>33.3%                    | 1<br>3.0%                     | 2<br>6.1%                     | 5<br>15.2%     | 1<br>3.0%          | 0<br>0.0%  |
| 運輸・通信業、<br>電気・ガス・水道業 | 3          | 0<br>0.0%          | 0<br>0.0%                         | 0<br>0.0%                                  | 1<br>33.3%                             | 1<br>33.3%                              | 1<br>33.3%                     | 0<br>0.0%                     | 0<br>0.0%                     | 1<br>33.3%     | 0<br>0.0%          | 0<br>0.0%  |
| 卸売業・小売業              | 11         | 0<br>0.0%          | 2<br>18.2%                        | 2<br>18.2%                                 | 3<br>27.3%                             | 2<br>18.2%                              | 2<br>18.2%                     | 1<br>9.1%                     | 0<br>0.0%                     | 1<br>9.1%      | 0<br>0.0%          | 0<br>0.0%  |
| 金融業・保険業              | 3          | 0<br>0.0%          | 0<br>0.0%                         | 0<br>0.0%                                  | 1<br>33.3%                             | 1<br>33.3%                              | 1<br>33.3%                     | 1<br>33.3%                    | 0<br>0.0%                     | 1<br>33.3%     | 0<br>0.0%          | 0<br>0.0%  |
| サービス業                | 33         | 1<br>3.0%          | 14<br>42.4%                       | 2<br>6.1%                                  | 5<br>15.2%                             | 3<br>9.1%                               | 9<br>27.3%                     | 0<br>0.0%                     | 4<br>12.1%                    | 4<br>12.1%     | 4<br>12.1%         | 2<br>6.1%  |
| 企業規模                 |            |                    |                                   |                                            |                                        |                                         |                                |                               |                               |                |                    |            |
| 9人以下                 | 7          | 0<br>0.0%          | 3<br>42.9%                        | 0<br>0.0%                                  | 0<br>0.0%                              | 0<br>0.0%                               | 0<br>0.0%                      | 0<br>0.0%                     | 1<br>14.3%                    | 1<br>14.3%     | 1<br>14.3%         | 1<br>14.3% |
| 10~29人               | 12         | 0<br>0.0%          | 3<br>25.0%                        | 0<br>0.0%                                  | 2<br>16.7%                             | 1<br>8.3%                               | 2<br>16.7%                     | 0<br>0.0%                     | 2<br>16.7%                    | 1<br>8.3%      | 1<br>8.3%          | 0<br>0.0%  |
| 30~49人               | 13         | 0<br>0.0%          | 2<br>15.4%                        | 1<br>7.7%                                  | 2<br>15.4%                             | 4<br>30.8%                              | 3<br>23.1%                     | 0<br>0.0%                     | 1<br>7.7%                     | 1<br>7.7%      | 0<br>0.0%          | 1<br>7.7%  |
| 50~99人               | 10         | 1<br>10.0%         | 5<br>50.0%                        | 1<br>10.0%                                 | 4<br>40.0%                             | 3<br>30.0%                              | 3<br>30.0%                     | 0<br>0.0%                     | 1<br>10.0%                    | 3<br>30.0%     | 2<br>20.0%         | 0<br>0.0%  |
| 100~299人             | 13         | 0<br>0.0%          | 3<br>23.1%                        | 4<br>30.8%                                 | 2<br>15.4%                             | 2<br>15.4%                              | 6<br>46.2%                     | 0<br>0.0%                     | 0<br>0.0%                     | 1<br>7.7%      | 0<br>0.0%          | 0<br>0.0%  |
| 300人以上               | 28         | 1<br>3.6%          | 8<br>28.6%                        | 9<br>32.1%                                 | 9<br>30.0%                             | 11<br>39.3%                             | 10<br>35.7%                    | 3<br>10.7%                    | 1<br>3.6%                     | 5<br>17.9%     | 1<br>3.6%          | 0<br>0.0%  |
| (再掲)                 | 48         | 1<br>2.1%          | 13<br>27.1%                       | 6<br>12.5%                                 | 10<br>20.8%                            | 10<br>20.8%                             | 14<br>29.2%                    | 0<br>0.0%                     | 4<br>8.3%                     | 6<br>12.5%     | 3<br>6.3%          | 1<br>2.1%  |
| (再掲)                 | 64         | 2<br>3.1%          | 18<br>28.1%                       | 15<br>23.4%                                | 17<br>26.6%                            | 20<br>31.3%                             | 22<br>34.4%                    | 3<br>4.7%                     | 3<br>4.7%                     | 10<br>15.6%    | 3<br>4.7%          | 1<br>1.6%  |

※その他…人材派遣業を営んでいるため等

表14 パートタイム労働者に対する処遇(複数回答)

1 項目：事業所数  
2 項目：回答事業所数に対する割合(複数回答)  
(単位：社、%)

|         | 回答<br>事業所数           | 社会保険への<br>加入 |              | 年次有給休暇の<br>付与 |              | 賞与(一時金)<br>の支給 |            | 退職金の支給      |            | 諸手当の支給<br>(通勤手当・住居手<br>当等) |           | 昇進・昇給制度<br>の導入 |            | 能力給・人事評価制<br>度の導入 |            | 正規従業員への<br>転換制度の導入 |            | 職業訓練・研修の<br>機会の付与 |            | 福利厚生制度<br>の導入 |            |
|---------|----------------------|--------------|--------------|---------------|--------------|----------------|------------|-------------|------------|----------------------------|-----------|----------------|------------|-------------------|------------|--------------------|------------|-------------------|------------|---------------|------------|
|         |                      | 対応<br>している   | 対応を<br>検討    | 対応<br>している    | 対応を<br>検討    | 対応<br>している     | 対応を<br>検討  | 対応<br>している  | 対応を<br>検討  | 対応<br>している                 | 対応を<br>検討 | 対応<br>している     | 対応を<br>検討  | 対応<br>している        | 対応を<br>検討  | 対応<br>している         | 対応を<br>検討  | 対応<br>している        | 対応を<br>検討  | 対応<br>している    | 対応を<br>検討  |
| 計       | 366                  | 247<br>67.5% | 8<br>2.2%    | 267<br>73.0%  | 13<br>3.6%   | 196<br>53.6%   | 18<br>4.9% | 45<br>12.3% | 30<br>8.2% | 269<br>73.5%               | 8<br>2.2% | 133<br>36.3%   | 27<br>7.4% | 102<br>27.9%      | 27<br>7.4% | 174<br>47.5%       | 27<br>7.4% | 95<br>26.0%       | 21<br>5.7% | 166<br>45.4%  | 14<br>3.8% |
| 産 業     | 建設業                  | 23<br>6.3%   | 17<br>4.7%   | 0<br>0.0%     | 16<br>4.4%   | 16<br>4.4%     | 0<br>0.0%  | 3<br>0.8%   | 3<br>0.8%  | 17<br>4.7%                 | 0<br>0.0% | 5<br>1.4%      | 3<br>0.8%  | 7<br>1.9%         | 2<br>0.6%  | 6<br>1.7%          | 1<br>0.3%  | 4<br>1.1%         | 2<br>0.6%  | 7<br>1.9%     | 1<br>0.3%  |
|         | 製造業                  | 71<br>19.4%  | 45<br>12.3%  | 2<br>0.5%     | 57<br>15.6%  | 44<br>12.2%    | 0<br>0.0%  | 7<br>1.9%   | 6<br>1.7%  | 54<br>14.8%                | 1<br>0.3% | 29<br>7.9%     | 5<br>1.4%  | 18<br>5.0%        | 5<br>1.4%  | 34<br>9.3%         | 4<br>1.1%  | 13<br>3.6%        | 4<br>1.1%  | 42<br>11.5%   | 0<br>0.0%  |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 16<br>4.4%   | 13<br>3.6%   | 0<br>0.0%     | 15<br>4.1%   | 9<br>2.5%      | 2<br>0.6%  | 0<br>0.0%   | 2<br>0.6%  | 15<br>4.1%                 | 1<br>0.3% | 4<br>1.1%      | 3<br>0.8%  | 5<br>1.4%         | 2<br>0.6%  | 6<br>1.7%          | 2<br>0.6%  | 4<br>1.1%         | 1<br>0.3%  | 9<br>2.5%     | 1<br>0.3%  |
|         | 卸売業・小売業              | 84<br>23.0%  | 56<br>15.3%  | 3<br>0.8%     | 51<br>14.0%  | 30<br>8.2%     | 5<br>1.4%  | 6<br>1.7%   | 5<br>1.4%  | 51<br>14.0%                | 2<br>0.6% | 33<br>9.0%     | 5<br>1.4%  | 18<br>5.0%        | 6<br>1.7%  | 30<br>8.2%         | 7<br>1.9%  | 10<br>2.8%        | 6<br>1.7%  | 30<br>8.2%    | 3<br>0.8%  |
|         | 金融業・保険業              | 8<br>2.2%    | 8<br>2.2%    | 0<br>0.0%     | 8<br>2.2%    | 4<br>1.1%      | 2<br>0.6%  | 0<br>0.0%   | 2<br>0.6%  | 9<br>2.5%                  | 0<br>0.0% | 1<br>0.3%      | 3<br>0.8%  | 1<br>0.3%         | 3<br>0.8%  | 6<br>1.7%          | 2<br>0.6%  | 5<br>1.4%         | 2<br>0.6%  | 4<br>1.1%     | 2<br>0.6%  |
|         | サービス業                | 164<br>44.8% | 108<br>29.5% | 3<br>0.8%     | 120<br>32.8% | 93<br>25.4%    | 9<br>2.5%  | 29<br>8.0%  | 12<br>3.3% | 123<br>33.6%               | 4<br>1.1% | 61<br>16.7%    | 8<br>2.2%  | 53<br>14.5%       | 9<br>2.5%  | 92<br>25.1%        | 11<br>3.0% | 59<br>16.1%       | 6<br>1.7%  | 74<br>20.2%   | 7<br>1.9%  |
| 企 業 規 模 | 9人以下                 | 59<br>16.1%  | 27<br>7.4%   | 1<br>0.3%     | 23<br>6.3%   | 27<br>7.4%     | 2<br>0.6%  | 10<br>2.8%  | 5<br>1.4%  | 36<br>9.8%                 | 1<br>0.3% | 14<br>3.8%     | 4<br>1.1%  | 14<br>3.8%        | 5<br>1.4%  | 12<br>3.3%         | 7<br>1.9%  | 6<br>1.7%         | 5<br>1.4%  | 13<br>3.6%    | 3<br>0.8%  |
|         | 10～29人               | 113<br>30.9% | 70<br>19.1%  | 4<br>1.1%     | 69<br>18.9%  | 55<br>15.0%    | 5<br>1.4%  | 15<br>4.1%  | 10<br>2.8% | 80<br>22.1%                | 2<br>0.6% | 40<br>10.9%    | 9<br>2.5%  | 28<br>7.7%        | 7<br>1.9%  | 42<br>11.5%        | 9<br>2.5%  | 20<br>5.5%        | 8<br>2.2%  | 37<br>10.1%   | 3<br>0.8%  |
|         | 30～49人               | 66<br>18.0%  | 43<br>11.7%  | 2<br>0.6%     | 52<br>14.2%  | 40<br>10.9%    | 3<br>0.8%  | 5<br>1.4%   | 8<br>2.2%  | 44<br>12.0%                | 1<br>0.3% | 28<br>7.7%     | 3<br>0.8%  | 13<br>3.6%        | 4<br>1.1%  | 30<br>8.2%         | 8<br>2.2%  | 13<br>3.6%        | 3<br>0.8%  | 25<br>6.8%    | 8<br>2.2%  |
|         | 50～99人               | 50<br>13.7%  | 36<br>9.8%   | 1<br>0.3%     | 46<br>12.6%  | 32<br>8.7%     | 2<br>0.6%  | 7<br>1.9%   | 2<br>0.6%  | 42<br>11.5%                | 1<br>0.3% | 21<br>5.7%     | 3<br>0.8%  | 16<br>4.4%        | 2<br>0.6%  | 33<br>9.0%         | 1<br>0.3%  | 17<br>4.7%        | 2<br>0.6%  | 31<br>8.5%    | 0<br>0.0%  |
|         | 100～299人             | 40<br>10.9%  | 33<br>9.0%   | 0<br>0.0%     | 38<br>10.4%  | 18<br>5.0%     | 5<br>1.4%  | 0<br>0.0%   | 3<br>0.8%  | 30<br>8.2%                 | 2<br>0.6% | 12<br>3.3%     | 6<br>1.7%  | 14<br>3.8%        | 5<br>1.4%  | 28<br>7.7%         | 1<br>0.3%  | 13<br>3.6%        | 1<br>0.3%  | 25<br>6.8%    | 0<br>0.0%  |
|         | 300人以上               | 38<br>10.4%  | 38<br>10.4%  | 0<br>0.0%     | 39<br>10.6%  | 24<br>6.6%     | 1<br>0.3%  | 8<br>2.2%   | 2<br>0.6%  | 37<br>10.1%                | 1<br>0.3% | 18<br>5.0%     | 2<br>0.6%  | 17<br>4.7%        | 4<br>1.1%  | 29<br>7.9%         | 1<br>0.3%  | 26<br>7.2%        | 2<br>0.6%  | 35<br>9.6%    | 0<br>0.0%  |
|         | (再掲)<br>10～299人      | 269<br>73.5% | 182<br>50.0% | 7<br>1.9%     | 205<br>56.0% | 145<br>39.6%   | 15<br>4.1% | 27<br>7.4%  | 23<br>6.3% | 196<br>53.6%               | 6<br>1.7% | 101<br>27.6%   | 21<br>5.7% | 71<br>19.4%       | 18<br>5.0% | 133<br>36.3%       | 19<br>5.2% | 63<br>17.2%       | 14<br>3.8% | 118<br>32.2%  | 11<br>3.0% |
|         | (再掲)<br>300人以上       | 194<br>53.3% | 150<br>41.0% | 3<br>0.8%     | 175<br>47.8% | 114<br>31.2%   | 11<br>3.0% | 20<br>5.5%  | 15<br>4.1% | 153<br>41.8%               | 5<br>1.4% | 79<br>21.6%    | 14<br>3.8% | 60<br>16.4%       | 15<br>4.1% | 120<br>32.8%       | 11<br>3.0% | 69<br>18.8%       | 8<br>2.2%  | 116<br>31.7%  | 8<br>2.2%  |

表15 非正規従業員の正規従業員への転換実績

1段目：事業所数または過去3年以内に正規従業員に転換した労働者数  
2段目：回答事業所数に対する割合

| (単位:社、%)   |                     |                        |              |              |              |            |                        |             |             |             |            |                        |            |             |             |
|------------|---------------------|------------------------|--------------|--------------|--------------|------------|------------------------|-------------|-------------|-------------|------------|------------------------|------------|-------------|-------------|
| パートタイマー    |                     |                        |              | 派遣労働者        |              |            |                        | その他         |             |             |            |                        |            |             |             |
| 回答事業<br>所数 | 転換制度<br>あり          | 転換した人<br>数(過去3<br>年以内) | 転換制度<br>なし   | 無回答          | 回答事業<br>所数   | 転換制度<br>あり | 転換した人<br>数(過去3<br>年以内) | 転換制度<br>なし  | 無回答         | 回答事業<br>所数  | 転換制度<br>あり | 転換した人<br>数(過去3<br>年以内) | 転換制度<br>なし | 無回答         |             |
| 計          | 366                 | 145<br>39.6%           | 346          | 205<br>56.0% | 16<br>4.4%   | 83         | 26<br>31.3%            | 85          | 47<br>56.6% | 10<br>12.0% | 179        | 33<br>18.4%            | 1047       | 97<br>54.2% | 49<br>27.4% |
| 産業         | 建設業                 | 23                     | 1<br>4.3%    | 0            | 21<br>91.3%  | 1<br>4.3%  | 0                      | 0           | 0           | 0           | 14         | 3<br>21.4%             | 6          | 9<br>64.3%  | 2<br>14.3%  |
|            | 製造業                 | 71                     | 29<br>40.8%  | 101          | 39<br>54.9%  | 3<br>4.2%  | 33                     | 17<br>51.5% | 15<br>45.5% | 1           | 44         | 11<br>25.0%            | 925        | 19<br>43.2% | 14<br>31.8% |
|            | 運輸・通信業<br>電気・ガス・水道業 | 16                     | 3<br>18.8%   | 12           | 12<br>75.0%  | 1<br>6.3%  | 3                      | 1<br>33.3%  | 2<br>66.7%  | 0           | 15         | 3<br>20.0%             | 46         | 11<br>73.3% | 1<br>6.7%   |
|            | 卸売業・小売業             | 84                     | 29<br>34.5%  | 42           | 50<br>59.5%  | 5<br>6.0%  | 11                     | 3<br>27.3%  | 6<br>54.5%  | 2           | 35         | 4<br>11.4%             | 4          | 22<br>62.9% | 9<br>25.7%  |
|            | 金融業・保険業             | 8                      | 3<br>37.5%   | 2            | 5<br>62.5%   | 0<br>0.0%  | 3                      | 0<br>0.0%   | 3<br>100.0% | 0           | 9          | 0<br>0.0%              | 0          | 4<br>44.4%  | 5<br>55.6%  |
| サービス業      | 164                 | 80<br>48.8%            | 189          | 78<br>47.6%  | 6<br>3.7%    | 33         | 5<br>15.2%             | 15          | 21<br>63.6% | 7<br>21.2%  | 62         | 12<br>19.4%            | 66         | 32<br>51.6% | 18<br>29.0% |
| 企業規模       | 9人以下                | 59                     | 8<br>13.6%   | 9            | 47<br>79.7%  | 4<br>6.8%  | 7                      | 1<br>14.3%  | 6<br>85.7%  | 0           | 18         | 1<br>5.6%              | 7          | 10<br>55.6% | 7<br>38.9%  |
|            | 10～29人              | 113                    | 32<br>28.3%  | 37           | 77<br>68.1%  | 4<br>3.5%  | 12                     | 2<br>16.7%  | 8<br>66.7%  | 2<br>16.7%  | 40         | 5<br>12.5%             | 7          | 28<br>70.0% | 7<br>17.5%  |
|            | 30～49人              | 66                     | 25<br>37.9%  | 33           | 35<br>53.0%  | 6<br>9.1%  | 13                     | 5<br>38.5%  | 6<br>46.2%  | 2<br>15.4%  | 26         | 6<br>23.1%             | 5          | 12<br>46.2% | 8<br>30.8%  |
|            | 50～99人              | 50                     | 28<br>56.0%  | 63           | 22<br>44.0%  | 0<br>0.0%  | 10                     | 4<br>40.0%  | 6<br>60.0%  | 0           | 33         | 2<br>6.1%              | 2          | 22<br>66.7% | 9<br>27.3%  |
|            | 100～299人            | 40                     | 26<br>65.0%  | 52           | 13<br>32.5%  | 1<br>2.5%  | 13                     | 7<br>53.8%  | 6<br>46.2%  | 0           | 28         | 7<br>25.0%             | 23         | 12<br>42.9% | 9<br>32.1%  |
|            | 300人以上              | 38                     | 26<br>68.4%  | 152          | 11<br>28.9%  | 1<br>2.6%  | 28                     | 7<br>25.0%  | 15<br>53.6% | 6<br>21.4%  | 34         | 12<br>35.3%            | 1003       | 13<br>38.2% | 9<br>26.5%  |
|            | (再掲)                | 269                    | 111<br>41.3% | 185          | 147<br>54.6% | 11<br>4.1% | 48                     | 18<br>37.5% | 26<br>54.2% | 4<br>8.3%   | 127        | 20<br>15.7%            | 37         | 74<br>58.3% | 33<br>26.0% |
| 10～299人    | 194                 | 105<br>54.1%           | 300          | 81<br>41.8%  | 8<br>4.1%    | 64         | 23<br>35.9%            | 76          | 33<br>51.6% | 8<br>12.5%  | 121        | 27<br>22.3%            | 1033       | 59<br>48.8% | 35<br>28.9% |
| 30人以上      |                     |                        |              |              |              |            |                        |             |             |             |            |                        |            |             |             |

表16-1 育児休業制度の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:育児休業制度規定がある事業所での利用できる期間の割合

(正規従業員)

(単位:社、%)

|      | 回答<br>事業所数           | 規定<br>あり | 子が1歳                | 子が1歳                              | 子が2歳  | 子が3歳  | 子が3歳  | うち<br>法規定<br>以上<br>計 | 規定<br>なし | 無回答   |
|------|----------------------|----------|---------------------|-----------------------------------|-------|-------|-------|----------------------|----------|-------|
|      |                      |          | (特別の<br>場合2<br>歳)未満 | 2ヶ月未<br>満(パ<br>パ・ママ<br>育休プ<br>ラス) |       |       |       |                      |          |       |
| 計    | 498                  | 413      | 213                 | 109                               | 63    | 22    | 6     | 91                   | 62       | 23    |
|      |                      | 82.9%    | 42.8%               | 21.9%                             | 12.7% | 4.4%  | 1.2%  | 18.3%                | 12.4%    | 4.6%  |
|      |                      |          | 51.6%               | 26.4%                             | 15.3% | 5.3%  | 1.5%  | 22.0%                |          |       |
| 産業   | 建設業                  | 57       | 43                  | 27                                | 7     | 7     | 1     | 9                    | 12       | 2     |
|      |                      |          | 75.4%               | 47.4%                             | 12.3% | 12.3% | 1.8%  | 15.8%                | 21.1%    | 3.5%  |
|      |                      |          | 62.8%               | 16.3%                             | 16.3% | 2.3%  | 2.3%  | 20.9%                |          |       |
|      | 製造業                  | 98       | 84                  | 38                                | 28    | 11    | 6     | 18                   | 13       | 1     |
|      |                      |          | 85.7%               | 38.8%                             | 28.6% | 11.2% | 6.1%  | 18.4%                | 13.3%    | 1.0%  |
|      |                      |          | 45.2%               | 33.3%                             | 13.1% | 7.1%  | 1.2%  | 21.4%                |          |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33       | 30                  | 15                                | 8     | 5     | 2     | 7                    | 2        | 1     |
|      |                      |          | 90.9%               | 45.5%                             | 24.2% | 15.2% | 6.1%  | 21.2%                | 6.1%     | 3.0%  |
|      |                      |          | 50.0%               | 26.7%                             | 16.7% | 6.7%  | 0.0%  | 23.3%                |          |       |
|      | 卸売業・小売業              | 110      | 85                  | 51                                | 23    | 9     | 2     | 11                   | 14       | 11    |
|      |                      |          | 77.3%               | 46.4%                             | 20.9% | 8.2%  | 1.8%  | 10.0%                | 12.7%    | 10.0% |
|      |                      |          | 60.0%               | 27.1%                             | 10.6% | 2.4%  | 0.0%  | 12.9%                |          |       |
| 企業規模 | 金融業・保険業              | 18       | 18                  | 6                                 | 4     | 4     | 3     | 8                    | 0        | 0     |
|      |                      |          | 100.0%              | 33.3%                             | 22.2% | 22.2% | 16.7% | 44.4%                | 0.0%     | 0.0%  |
|      |                      |          | 33.3%               | 22.2%                             | 22.2% | 16.7% | 5.6%  | 44.4%                |          |       |
|      | サービス業                | 182      | 153                 | 76                                | 39    | 27    | 8     | 38                   | 21       | 8     |
|      |                      |          | 84.1%               | 41.8%                             | 21.4% | 14.8% | 4.4%  | 20.9%                | 11.5%    | 4.4%  |
|      |                      |          | 49.7%               | 25.5%                             | 17.6% | 5.2%  | 2.0%  | 24.8%                |          |       |
|      | 9人以下                 | 83       | 40                  | 32                                | 4     | 3     | 1     | 4                    | 30       | 13    |
|      |                      |          | 48.2%               | 38.6%                             | 4.8%  | 3.6%  | 1.2%  | 4.8%                 | 36.1%    | 15.7% |
|      |                      |          | 80.0%               | 10.0%                             | 7.5%  | 2.5%  | 0.0%  | 10.0%                |          |       |
|      | 10～29人               | 187      | 152                 | 94                                | 36    | 15    | 6     | 22                   | 26       | 9     |
|      |                      |          | 81.3%               | 50.3%                             | 19.3% | 8.0%  | 3.2%  | 11.8%                | 13.9%    | 4.8%  |
|      |                      |          | 61.8%               | 23.7%                             | 9.9%  | 3.9%  | 0.7%  | 14.5%                |          |       |
|      | 30～49人               | 77       | 72                  | 43                                | 12    | 14    | 2     | 17                   | 4        | 1     |
|      |                      |          | 93.5%               | 55.8%                             | 15.6% | 18.2% | 2.6%  | 22.1%                | 5.2%     | 1.3%  |
|      |                      |          | 59.7%               | 16.7%                             | 19.4% | 2.8%  | 1.4%  | 23.6%                |          |       |
|      | 50～99人               | 61       | 61                  | 25                                | 21    | 12    | 2     | 15                   | 0        | 0     |
|      |                      |          | 100.0%              | 41.0%                             | 34.4% | 19.7% | 3.3%  | 24.6%                | 0.0%     | 0.0%  |
|      |                      |          | 41.0%               | 34.4%                             | 19.7% | 3.3%  | 1.6%  | 24.6%                |          |       |
|      | 100～299人             | 43       | 41                  | 14                                | 19    | 8     | 0     | 8                    | 2        | 0     |
|      |                      |          | 95.3%               | 32.6%                             | 44.2% | 18.6% | 0.0%  | 18.6%                | 4.7%     | 0.0%  |
|      |                      |          | 34.1%               | 46.3%                             | 19.5% | 0.0%  | 0.0%  | 19.5%                |          |       |
|      | 300人以上               | 47       | 47                  | 5                                 | 17    | 11    | 11    | 25                   | 0        | 0     |
|      |                      |          | 100.0%              | 10.6%                             | 36.2% | 23.4% | 23.4% | 53.2%                | 0.0%     | 0.0%  |
|      |                      |          | 10.6%               | 36.2%                             | 23.4% | 23.4% | 6.4%  | 53.2%                |          |       |
|      | (再掲)<br>10～299人      | 368      | 326                 | 176                               | 88    | 49    | 10    | 62                   | 32       | 10    |
|      |                      |          | 88.6%               | 47.8%                             | 23.9% | 13.3% | 2.7%  | 16.8%                | 8.7%     | 2.7%  |
|      |                      |          | 54.0%               | 27.0%                             | 15.0% | 3.1%  | 0.9%  | 19.0%                |          |       |
|      | (再掲)<br>30人以上        | 228      | 221                 | 87                                | 69    | 45    | 15    | 65                   | 6        | 1     |
|      |                      |          | 96.9%               | 38.2%                             | 30.3% | 19.7% | 6.6%  | 28.5%                | 2.6%     | 0.4%  |
|      |                      |          | 39.4%               | 31.2%                             | 20.4% | 6.8%  | 2.3%  | 29.4%                |          |       |

表16-2 育児休業制度の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:育児休業制度規定がある事業所での利用できる期間の割合

(パートタイム労働者)

(単位:社、%)

|      | 回答<br>事業所数           | 規定<br>あり     | 子が1歳<br>(特別の<br>場合2<br>歳)未満 | 子が1歳<br>2ヶ月未<br>満(パ<br>パ・ママ<br>育休プ<br>ラス) | 子が2歳<br>未満  |            |            | うち<br>法規定<br>以上<br>計 | 規定<br>なし    | 無回答         |
|------|----------------------|--------------|-----------------------------|-------------------------------------------|-------------|------------|------------|----------------------|-------------|-------------|
|      |                      |              |                             |                                           | 子が2歳<br>未満  | 子が3歳<br>未満 | 子が3歳<br>以上 |                      |             |             |
| 計    | 366                  | 198<br>54.1% | 95<br>26.0%                 | 63<br>17.2%                               | 30<br>8.2%  | 8<br>2.2%  | 2<br>0.5%  | 40<br>10.9%          | 77<br>21.0% | 91<br>24.9% |
| 産業   | 建設業                  | 23<br>17.4%  | 4<br>8.7%                   | 2<br>8.7%                                 | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%  | 0<br>0.0%            | 9<br>39.1%  | 10<br>43.5% |
|      | 製造業                  | 71<br>59.2%  | 42<br>23.9%                 | 17<br>23.9%                               | 6<br>8.5%   | 2<br>2.8%  | 0<br>0.0%  | 8<br>11.3%           | 14<br>19.7% | 15<br>21.1% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 16<br>43.8%  | 7<br>18.8%                  | 3<br>18.8%                                | 1<br>6.3%   | 0<br>0.0%  | 0<br>0.0%  | 1<br>6.3%            | 4<br>25.0%  | 5<br>31.3%  |
|      | 卸売業・小売業              | 84<br>45.2%  | 38<br>26.2%                 | 22<br>14.3%                               | 3<br>3.6%   | 1<br>1.2%  | 0<br>0.0%  | 4<br>4.8%            | 21<br>25.0% | 25<br>29.8% |
|      | 金融業・保険業              | 8<br>75.0%   | 6<br>25.0%                  | 2<br>12.5%                                | 2<br>25.0%  | 1<br>12.5% | 0<br>0.0%  | 3<br>37.5%           | 0<br>0.0%   | 2<br>25.0%  |
|      | サービス業                | 164<br>61.6% | 101<br>29.9%                | 49<br>17.1%                               | 18<br>11.0% | 4<br>2.4%  | 2<br>1.2%  | 24<br>14.6%          | 29<br>17.7% | 34<br>20.7% |
| 企業規模 | 9人以下                 | 59<br>23.7%  | 14<br>18.6%                 | 11<br>1.7%                                | 1<br>1.7%   | 1<br>1.7%  | 0<br>0.0%  | 2<br>3.4%            | 25<br>42.4% | 20<br>33.9% |
|      | 10~29人               | 113<br>39.8% | 45<br>23.9%                 | 27<br>10.6%                               | 12<br>5.3%  | 6<br>0.0%  | 0<br>0.0%  | 6<br>5.3%            | 25<br>22.1% | 43<br>38.1% |
|      | 30~49人               | 66<br>60.6%  | 40<br>39.4%                 | 26<br>12.1%                               | 8<br>7.6%   | 5<br>1.5%  | 1<br>0.0%  | 6<br>9.1%            | 14<br>21.2% | 12<br>18.2% |
|      | 50~99人               | 50<br>66.0%  | 33<br>32.0%                 | 16<br>20.0%                               | 10<br>8.0%  | 4<br>4.0%  | 2<br>2.0%  | 7<br>14.0%           | 8<br>16.0%  | 9<br>18.0%  |
|      | 100~299人             | 40<br>72.5%  | 29<br>27.5%                 | 11<br>32.5%                               | 13<br>12.5% | 5<br>0.0%  | 0<br>0.0%  | 5<br>12.5%           | 5<br>12.5%  | 6<br>15.0%  |
|      | 300人以上               | 38<br>97.4%  | 37<br>10.5%                 | 4<br>50.0%                                | 9<br>23.7%  | 4<br>10.5% | 1<br>2.6%  | 14<br>36.8%          | 0<br>0.0%   | 1<br>2.6%   |
|      | (再掲)<br>10~299人      | 269<br>54.6% | 147<br>29.7%                | 80<br>16.0%                               | 20<br>7.4%  | 3<br>1.1%  | 1<br>0.4%  | 24<br>8.9%           | 52<br>19.3% | 70<br>26.0% |
|      | (再掲)<br>30人以上        | 194<br>71.6% | 139<br>29.4%                | 57<br>25.8%                               | 23<br>11.9% | 7<br>3.6%  | 2<br>1.0%  | 32<br>16.5%          | 27<br>13.9% | 28<br>14.4% |
|      |                      |              |                             |                                           |             |            |            |                      |             |             |

表17 育児休業の取得状況(平成30年度中に出産した者又は配偶者が出産した者のうち、令和元年7月31日までに育児休業を開始した者(開始予定の申し出をしている者を含む)の割合)

1段目:事業所数または出産者、育児休業取得者、育児休業取得者人数  
2段目:出産者人数に対する割合  
(単位:社、人、%)

|                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 男 性         |       |       |            |       |       | 女 性    |       |        |            |       |        |
|----------------------|--------------------|---------------------|-------------|-------|-------|------------|-------|-------|--------|-------|--------|------------|-------|--------|
|                      |                    |                     | (配偶者が)出産した者 |       |       | 育児休業を開始した者 |       |       | 出産した者  |       |        | 育児休業を開始した者 |       |        |
|                      |                    |                     | 正規          | パート   | 計     | 正規         | パート   | 計     | 正規     | パート   | 計      | 正規         | パート   | 計      |
| 計                    | 498                | 366                 | 685         | 14    | 699   | 41         | 4     | 45    | 302    | 0     | 302    | 447        | 60    | 507    |
|                      |                    |                     | 6.0%        | 28.6% | 6.4%  | 44.1%      | 8     | 43.2% | 565    | 77    | 642    | 91.6%      | 77.0% | 89.7%  |
| 建設業                  | 57                 | 23                  | 17          | 0     | 17    | 1          | 0     | 1     | 3      | 0     | 3      | 3          | 0     | 3      |
|                      |                    |                     | 5.9%        | 0.0%  | 5.9%  | 47.1%      | 4.3%  | 47.1% | 100.0% | 0.0%  | 100.0% | 100.0%     | 0.0%  | 100.0% |
| 製造業                  | 98                 | 71                  | 463         | 14    | 477   | 26         | 4     | 30    | 220    | 0     | 220    | 91         | 9     | 100    |
|                      |                    |                     | 5.6%        | 28.6% | 6.3%  | 47.5%      | 46.1% | 46.1% | 104    | 10    | 114    | 96.8%      | 90.0% | 96.2%  |
| 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 39          | 0     | 39    | 1          | 0     | 1     | 12     | 2     | 14     | 10         | 0     | 10     |
|                      |                    |                     | 2.6%        | 0.0%  | 2.6%  | 69.2%      | 6.3%  | 69.2% | 100.0% | 0.0%  | 100.0% | 100.0%     | 0.0%  | 100.0% |
| 卸売業・小売業              | 110                | 84                  | 34          | 0     | 34    | 3          | 0     | 3     | 39     | 14    | 53     | 24         | 10    | 34     |
|                      |                    |                     | 8.8%        | 0.0%  | 8.8%  | 20.6%      | 20.6% | 20.6% | 61.5%  | 71.4% | 64.2%  | 61.5%      | 71.4% | 64.2%  |
| 金融業・保険業              | 18                 | 8                   | 4           | 0     | 4     | 1          | 0     | 1     | 9      | 0     | 9      | 6          | 0     | 6      |
|                      |                    |                     | 25.0%       | 0.0%  | 25.0% | 25.0%      | 25.0% | 25.0% | 66.7%  | 0.0%  | 66.7%  | 66.7%      | 0.0%  | 66.7%  |
| サービス業                | 182                | 164                 | 128         | 0     | 128   | 9          | 0     | 9     | 333    | 51    | 384    | 313        | 41    | 354    |
|                      |                    |                     | 7.0%        | 0.0%  | 7.0%  | 30.5%      | 30.5% | 30.5% | 94.0%  | 80.4% | 92.2%  | 94.0%      | 80.4% | 92.2%  |
| 9人以下                 | 83                 | 59                  | 5           | 0     | 5     | 1          | 0     | 1     | 5      | 1     | 6      | 4          | 0     | 4      |
|                      |                    |                     | 20.0%       | 0.0%  | 20.0% | 0.0%       | 0.0%  | 0.0%  | 80.0%  | 0.0%  | 80.0%  | 80.0%      | 0.0%  | 80.0%  |
| 10～29人               | 187                | 113                 | 21          | 0     | 21    | 2          | 0     | 2     | 31     | 11    | 42     | 21         | 6     | 27     |
|                      |                    |                     | 9.5%        | 0.0%  | 9.5%  | 47.6%      | 47.6% | 47.6% | 67.7%  | 54.5% | 64.3%  | 67.7%      | 54.5% | 64.3%  |
| 30～49人               | 77                 | 66                  | 14          | 0     | 14    | 3          | 0     | 3     | 24     | 9     | 33     | 18         | 5     | 23     |
|                      |                    |                     | 21.4%       | 0.0%  | 21.4% | 28.6%      | 28.6% | 28.6% | 75.0%  | 55.6% | 69.7%  | 75.0%      | 55.6% | 69.7%  |
| 50～99人               | 61                 | 50                  | 28          | 0     | 28    | 2          | 0     | 2     | 42     | 9     | 51     | 38         | 8     | 46     |
|                      |                    |                     | 7.1%        | 0.0%  | 7.1%  | 17.9%      | 17.9% | 17.9% | 90.5%  | 88.9% | 90.2%  | 90.5%      | 88.9% | 90.2%  |
| 100～299人             | 43                 | 40                  | 52          | 0     | 52    | 3          | 0     | 3     | 54     | 6     | 60     | 43         | 4     | 47     |
|                      |                    |                     | 5.8%        | 0.0%  | 5.8%  | 40.4%      | 40.4% | 40.4% | 79.6%  | 66.7% | 78.3%  | 79.6%      | 66.7% | 78.3%  |
| 300人以上               | 47                 | 38                  | 565         | 14    | 579   | 30         | 4     | 34    | 332    | 41    | 373    | 323        | 37    | 360    |
|                      |                    |                     | 5.3%        | 28.6% | 5.9%  | 46.4%      | 46.4% | 46.4% | 97.3%  | 90.2% | 96.5%  | 97.3%      | 90.2% | 96.5%  |
| (再掲)                 | 368                | 269                 | 115         | 0     | 115   | 10         | 0     | 10    | 151    | 35    | 186    | 120        | 23    | 143    |
|                      |                    |                     | 8.7%        | 0.0%  | 8.7%  | 34.8%      | 34.8% | 34.8% | 79.5%  | 65.7% | 76.9%  | 79.5%      | 65.7% | 76.9%  |
| 10～299人              | 228                | 194                 | 659         | 14    | 673   | 38         | 4     | 42    | 452    | 65    | 517    | 422        | 54    | 476    |
|                      |                    |                     | 5.8%        | 28.6% | 6.2%  | 44.3%      | 44.3% | 44.3% | 93.4%  | 83.1% | 92.1%  | 93.4%      | 83.1% | 92.1%  |
| 30人以上                |                    |                     |             |       |       |            |       |       |        |       |        |            |       |        |
|                      |                    |                     |             |       |       |            |       |       |        |       |        |            |       |        |

1段目:事業所数または育児休業取得者数  
2段目:育児休業取得者の利用期間別割合

(單位: 人, %)

(單位: 人, %)

1 段目:事業所数または育児休業取得者数  
2 段目:育児休業取得者の利用期間別割合

(男性)

(單位:社、人、%)



1段目:事業所数または育児休業取得者数  
2段目:育児休業取得者の利用期間別割合

(单位:法人%)

| 業種                   | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 計        |           |           |           |           |           |            |            |            |            | 正 規        |          |           |           |           |           |           |            |            |            | パート        |            |          |           |           |           |           |           |            |            | 労働者 |            |            |            |    |    |   |   |   |
|----------------------|--------------------|---------------------|----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|----------|-----------|-----------|-----------|-----------|-----------|------------|------------|-----|------------|------------|------------|----|----|---|---|---|
|                      |                    |                     | 合 計      |           |           |           |           |           |            |            |            |            | 正 規        |          |           |           |           |           |           |            |            |            | パート        |            |          |           |           |           |           |           |            |            |     |            |            |            |    |    |   |   |   |
|                      |                    |                     | 5日<br>未満 | 2週間<br>未満 | 1ヵ月<br>未満 | 3ヵ月<br>未満 | 6ヵ月<br>未満 | 8ヵ月<br>未満 | 10ヵ月<br>未満 | 12ヵ月<br>未満 | 18ヵ月<br>未満 | 24ヵ月<br>未満 | 36ヵ月<br>以上 | 5日<br>未満 | 2週間<br>未満 | 1ヵ月<br>未満 | 3ヵ月<br>未満 | 6ヵ月<br>未満 | 8ヵ月<br>未満 | 10ヵ月<br>未満 | 12ヵ月<br>未満 | 18ヵ月<br>未満 | 24ヵ月<br>未満 | 36ヵ月<br>以上 | 5日<br>未満 | 2週間<br>未満 | 1ヵ月<br>未満 | 3ヵ月<br>未満 | 6ヵ月<br>未満 | 8ヵ月<br>未満 | 10ヵ月<br>未満 | 12ヵ月<br>未満 |     | 18ヵ月<br>未満 | 24ヵ月<br>未満 | 36ヵ月<br>以上 |    |    |   |   |   |
| 計                    | 402                | 344                 | 481      | 0         | 0         | 0         | 4         | 10        | 17         | 62         | 209        | 123        | 16         | 4        | 6         | 429       | 0         | 0         | 0         | 2          | 9          | 12         | 59         | 214        | 110      | 16        | 3         | 4         | 52        | 0         | 0          | 0          | 2   | 1          | 5          | 3          | 25 | 13 | 0 | 1 | 2 |
| 建設業                  | 47                 | 19                  | 1        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0          | 0          | 0          | 0        | 1         | 0         | 0         | 0         | 0         | 0          | 0          | 0          | 0          | 0          | 0        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0   | 0          | 0          | 0          | 0  | 0  | 0 | 0 |   |
| 製造業                  | 94                 | 66                  | 87       | 0         | 0         | 0         | 2         | 3         | 11         | 32         | 37         | 2          | 0          | 0        | 76        | 0         | 0         | 0         | 0         | 2          | 2          | 9          | 27         | 34         | 2        | 0         | 0         | 11        | 0         | 0         | 0          | 0          | 0   | 1          | 2          | 5          | 3  | 0  | 0 | 0 |   |
| 運輸・通運業、<br>電気・ガス・水道業 | 31                 | 15                  | 7        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 2          | 1          | 4          | 0        | 0         | 5         | 0         | 0         | 0         | 0          | 0          | 0          | 2          | 1          | 3        | 0         | 0         | 0         | 1         | 0         | 0          | 0          | 0   | 0          | 0          | 1          | 0  | 0  | 0 | 0 |   |
| 卸売業・小売業              | 100                | 77                  | 32       | 0         | 0         | 0         | 0         | 3         | 0          | 16         | 9          | 0          | 2          | 2        | 23        | 0         | 0         | 0         | 0         | 0          | 2          | 0          | 11         | 8          | 0        | 1         | 1         | 9         | 0         | 0         | 0          | 0          | 0   | 1          | 0          | 5          | 1  | 0  | 1 | 1 |   |
| 金融業・保険業              | 18                 | 7                   | 12       | 0         | 0         | 0         | 0         | 2         | 0          | 5          | 4          | 1          | 0          | 0        | 12        | 0         | 0         | 0         | 0         | 0          | 2          | 0          | 5          | 4          | 1        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0   | 0          | 0          | 0          | 0  | 0  | 0 | 0 |   |
| サービス業                | 172                | 160                 | 242      | 0         | 0         | 0         | 4         | 8         | 9          | 49         | 185        | 68         | 13         | 2        | 4         | 311       | 0         | 0         | 0         | 2          | 7          | 6          | 48         | 170        | 60       | 13        | 2         | 3         | 31        | 0         | 0          | 0          | 2   | 1          | 3          | 1          | 15 | 8  | 0 | 0 | 1 |
| 9人以下                 | 67                 | 55                  | 7        | 0         | 0         | 0         | 0         | 1         | 0          | 3          | 2          | 0          | 1          | 0        | 2         | 0         | 0         | 0         | 0         | 0          | 0          | 1          | 15         | 4          | 1        | 0         | 0         | 5         | 0         | 0         | 0          | 0          | 0   | 1          | 0          | 2          | 1  | 0  | 1 | 0 |   |
| 10～29人               | 173                | 105                 | 23       | 0         | 0         | 0         | 1         | 1         | 1          | 12         | 6          | 1          | 0          | 1        | 15        | 0         | 0         | 0         | 0         | 1          | 1          | 5          | 5          | 1          | 0        | 1         | 0         | 7         | 0         | 0         | 0          | 0          | 0   | 0          | 0          | 6          | 1  | 0  | 0 | 0 |   |
| 30～49人               | 72                 | 58                  | 27       | 0         | 0         | 0         | 1         | 4         | 3          | 9          | 6          | 2          | 0          | 1        | 21        | 0         | 0         | 0         | 0         | 3          | 3          | 6          | 6          | 2          | 0        | 1         | 6         | 0         | 0         | 0         | 0          | 1          | 1   | 0          | 3          | 0          | 0  | 0  | 0 | 0 |   |
| 50～99人               | 61                 | 49                  | 30       | 0         | 0         | 0         | 0         | 0         | 1          | 16         | 13         | 0          | 0          | 0        | 26        | 0         | 0         | 0         | 0         | 0          | 0          | 1          | 14         | 0          | 0        | 0         | 4         | 0         | 0         | 0         | 0          | 0          | 0   | 0          | 2          | 2          | 0  | 0  | 0 | 0 |   |
| 100～299人             | 42                 | 39                  | 34       | 0         | 0         | 0         | 1         | 1         | 4          | 10         | 16         | 1          | 0          | 1        | 32        | 0         | 0         | 0         | 0         | 1          | 4          | 10         | 15         | 1          | 0        | 0         | 2         | 0         | 0         | 0         | 0          | 0          | 0   | 0          | 0          | 1          | 0  | 0  | 1 | 1 |   |
| 300人以上               | 47                 | 38                  | 360      | 0         | 0         | 0         | 3         | 7         | 10         | 59         | 199        | 80         | 12         | 3        | 332       | 0         | 0         | 0         | 2         | 7          | 7          | 50         | 177        | 72         | 12       | 3         | 2         | 28        | 0         | 0         | 0          | 1          | 0   | 3          | 12         | 8          | 0  | 0  | 1 | 1 |   |
| (平均)                 | 348                | 251                 | 114      | 0         | 0         | 0         | 1         | 3         | 6          | 9          | 47         | 41         | 4          | 0        | 3         | 95        | 0         | 0         | 0         | 2          | 5          | 9          | 36         | 37         | 4        | 0         | 2         | 19        | 0         | 0         | 0          | 1          | 1   | 1          | 0          | 11         | 4  | 0  | 0 | 1 |   |
| 10～299人              |                    |                     |          | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0          | 0          | 0          | 0        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0          | 0          | 0          | 0        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0   | 0          | 0          | 0          | 0  | 0  | 0 | 0 |   |
| 30人以上                | 222                | 184                 | 451      | 0         | 0         | 0         | 4         | 9         | 15         | 61         | 224        | 115        | 15         | 3        | 5         | 411       | 0         | 0         | 0         | 2          | 8          | 11         | 58         | 207        | 104      | 15        | 3         | 3         | 40        | 0         | 0          | 0          | 2   | 1          | 4          | 3          | 17 | 11 | 0 | 0 | 2 |
| 30人以上                |                    |                     |          | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0          | 0          | 0          | 0        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0          | 0          | 0          | 0        | 0         | 0         | 0         | 0         | 0         | 0          | 0          | 0   | 0          | 0          | 0          | 0  | 0  | 0 | 0 |   |

表19-1 育児休業制度を取得する際の課題(複数回答)

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:課題があると回答した事業所数に対する割合(複数回答)

(男性)

(単位:社、%)

| 単位：社、人 |                      |              |                   |                         |                                                  |                                           |                                                  |                                          |                                 |                                               |                      |                    |              |             |
|--------|----------------------|--------------|-------------------|-------------------------|--------------------------------------------------|-------------------------------------------|--------------------------------------------------|------------------------------------------|---------------------------------|-----------------------------------------------|----------------------|--------------------|--------------|-------------|
|        | 回答<br>事業所数           | 課題が<br>ある    | 休業後の復<br>職率が低い    | 休業中・復<br>職後の能力<br>維持が困難 | 代替要員の<br>採用や教育<br>等に費用が<br>かかり、企<br>業の負担が<br>大きい | 代替要員で<br>は遂行でき<br>ない業務内<br>容であり、代<br>替が困難 | 対象となる<br>従業員が育<br>児休業制度<br>についてよ<br>く分かって<br>いない | 上司・同僚<br>など、他の<br>従業員の理<br>解を得るの<br>が難しい | 収入が減る<br>ので、本人<br>が取得した<br>がらない | 昇進・昇給<br>への影響を<br>心配して、<br>本人が取得<br>しがらな<br>い | その他                  | 特になし               | 無回答          |             |
| 計      | 509                  | 236<br>46.4% | 3<br>0.6%<br>1.3% | 14<br>2.8%<br>5.9%      | 125<br>24.6%<br>53.0%                            | 71<br>13.9%<br>30.1%                      | 38<br>7.5%<br>16.1%                              | 66<br>13.0%<br>28.0%                     | 92<br>18.1%<br>39.0%            | 24<br>4.7%<br>10.2%                           | 12<br>2.4%<br>5.1%   | 175<br>34.4%       | 98<br>19.3%  |             |
| 産業     | 建設業                  | 57           | 31<br>54.4%       | 0<br>0.0%               | 1<br>1.8%<br>0.0%                                | 15<br>26.3%<br>48.4%                      | 10<br>17.5%<br>32.3%                             | 6<br>10.5%<br>19.4%                      | 10<br>17.5%<br>32.3%            | 16<br>28.1%<br>51.6%                          | 2<br>3.5%<br>6.5%    | 1<br>1.8%<br>3.2%  | 20<br>35.1%  | 6<br>10.5%  |
|        | 製造業                  | 100          | 60<br>60.0%       | 0<br>0.0%               | 4<br>4.0%<br>0.0%                                | 28<br>28.0%<br>6.7%                       | 22<br>22.0%<br>46.7%                             | 10<br>10.0%<br>36.7%                     | 15<br>15.0%<br>25.0%            | 20<br>20.0%<br>33.3%                          | 5<br>5.0%<br>8.3%    | 3<br>3.0%<br>5.0%  | 31<br>31.0%  | 9<br>9.0%   |
|        | 運輸・通信業、<br>電気・ガス・水道業 | 33           | 13<br>39.4%       | 0<br>0.0%               | 0<br>0.0%                                        | 3<br>9.1%<br>23.1%                        | 5<br>15.2%<br>38.5%                              | 2<br>6.1%<br>15.4%                       | 1<br>3.0%<br>7.7%               | 8<br>24.2%<br>61.5%                           | 2<br>6.1%<br>15.4%   | 1<br>3.0%<br>7.7%  | 16<br>48.5%  | 4<br>12.1%  |
|        | 卸売業・小売業              | 114          | 57<br>50.0%       | 1<br>0.9%<br>1.8%       | 5<br>4.4%<br>8.8%                                | 36<br>31.6%<br>63.2%                      | 17<br>14.9%<br>29.8%                             | 11<br>9.6%<br>19.3%                      | 19<br>16.7%<br>33.3%            | 18<br>15.8%<br>31.6%                          | 7<br>6.1%<br>12.3%   | 3<br>2.6%<br>5.3%  | 22<br>19.3%  | 35<br>30.7% |
|        | 金融業・保険業              | 18           | 6<br>33.3%        | 0<br>0.0%               | 1<br>5.6%<br>16.7%                               | 3<br>16.7%<br>50.0%                       | 1<br>5.6%<br>16.7%                               | 0<br>0.0%                                | 2<br>11.1%<br>33.3%             | 2<br>11.1%<br>33.3%                           | 2<br>11.1%<br>33.3%  | 0<br>0.0%          | 11<br>61.1%  | 1<br>5.6%   |
|        | サービス業                | 187          | 69<br>36.9%       | 2<br>1.1%<br>2.9%       | 3<br>1.6%<br>4.3%                                | 40<br>21.4%<br>58.0%                      | 16<br>8.6%<br>23.2%                              | 9<br>4.8%<br>13.0%                       | 19<br>10.2%<br>27.5%            | 28<br>15.0%<br>40.6%                          | 6<br>3.2%<br>8.7%    | 4<br>2.1%<br>5.8%  | 75<br>40.1%  | 43<br>23.0% |
| 企業規模   | 9人以下                 | 89           | 23<br>25.8%       | 2<br>2.2%<br>8.7%       | 1<br>1.1%<br>4.3%                                | 15<br>16.9%<br>65.2%                      | 9<br>10.1%<br>39.1%                              | 2<br>2.2%<br>8.7%                        | 0<br>0.0%                       | 4<br>4.5%<br>17.4%                            | 0<br>0.0%            | 3<br>3.4%<br>13.0% | 32<br>36.0%  | 34<br>38.2% |
|        | 10～29人               | 189          | 87<br>46.0%       | 1<br>0.5%<br>1.1%       | 5<br>2.6%<br>5.7%                                | 54<br>28.6%<br>62.1%                      | 32<br>16.9%<br>36.8%                             | 9<br>4.8%<br>10.3%                       | 19<br>10.1%<br>21.8%            | 25<br>13.2%<br>28.7%                          | 2<br>1.1%<br>2.3%    | 3<br>1.6%<br>3.4%  | 65<br>34.4%  | 37<br>19.6% |
|        | 30～49人               | 77           | 38<br>49.4%       | 0<br>0.0%               | 1<br>1.3%<br>2.6%                                | 22<br>28.6%<br>57.9%                      | 10<br>13.0%<br>26.3%                             | 10<br>13.0%<br>26.3%                     | 14<br>18.2%<br>36.8%            | 15<br>19.5%<br>39.5%                          | 3<br>3.9%<br>7.9%    | 2<br>2.6%<br>5.3%  | 25<br>32.5%  | 14<br>18.2% |
|        | 50～99人               | 61           | 32<br>52.5%       | 0<br>0.0%               | 4<br>6.6%<br>12.5%                               | 14<br>23.0%<br>43.8%                      | 12<br>19.7%<br>37.5%                             | 8<br>13.1%<br>25.0%                      | 8<br>13.1%<br>25.0%             | 13<br>21.3%<br>40.6%                          | 5<br>8.2%<br>15.6%   | 2<br>3.3%<br>6.3%  | 22<br>36.1%  | 7<br>11.5%  |
|        | 100～299人             | 45           | 27<br>60.0%       | 0<br>0.0%               | 1<br>2.2%<br>3.7%                                | 13<br>28.9%<br>48.1%                      | 3<br>6.7%<br>11.1%                               | 4<br>8.9%<br>14.8%                       | 11<br>24.4%<br>40.7%            | 15<br>33.3%<br>55.6%                          | 4<br>8.9%<br>14.8%   | 1<br>2.2%<br>3.7%  | 14<br>31.1%  | 4<br>8.9%   |
|        | 300人以上               | 48           | 29<br>60.4%       | 0<br>0.0%               | 2<br>4.2%<br>6.9%                                | 7<br>14.6%<br>24.1%                       | 5<br>10.4%<br>17.2%                              | 5<br>10.4%<br>17.2%                      | 14<br>29.2%<br>48.3%            | 20<br>41.7%<br>69.0%                          | 10<br>20.8%<br>34.5% | 1<br>2.1%<br>3.4%  | 17<br>35.4%  | 2<br>4.2%   |
|        | (再掲)<br>10～299人      | 372          | 184<br>49.5%      | 1<br>0.3%<br>0.5%       | 11<br>3.0%<br>6.0%                               | 103<br>27.7%<br>56.0%                     | 57<br>15.3%<br>31.0%                             | 31<br>8.3%<br>16.8%                      | 52<br>14.0%<br>28.3%            | 68<br>18.3%<br>37.0%                          | 14<br>3.8%<br>7.6%   | 8<br>2.2%<br>4.3%  | 126<br>33.9% | 62<br>16.7% |
|        | (再掲)<br>30人以上        | 231          | 126<br>54.5%      | 0<br>0.0%               | 8<br>3.5%<br>6.3%                                | 56<br>24.2%<br>44.4%                      | 30<br>13.0%<br>23.8%                             | 27<br>11.7%<br>21.4%                     | 47<br>20.3%<br>37.3%            | 63<br>27.3%<br>50.0%                          | 22<br>9.5%<br>17.5%  | 6<br>2.6%<br>4.8%  | 78<br>33.8%  | 27<br>11.7% |

表19-2 育児休業制度を取得する際の課題(複数回答)

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:課題があると回答した事業所数に対する割合(複数回答)

(女性)

(単位:社、%)

|      |                      | 回答<br>事業所数 | 課題が<br>ある | 休業後の復<br>職率が低い | 休業中・復<br>職後の能力<br>維持が困難 | 代替要員の<br>採用や教育<br>等に費用が<br>かかり、企<br>業の負担が<br>大きい | 代替要員で<br>は遂行でき<br>ない業務内<br>容であり、代<br>替が困難 | 対象となる<br>従業員が育<br>児休業制度<br>についてよ<br>く分かって<br>いない | 上司・同僚<br>など、他の<br>従業員の理<br>解を得るの<br>が難しい | 収入が減少<br>するので、本<br>人が取得し<br>たがらない | 昇進・昇給<br>への影響を<br>心配して、<br>本人が取得<br>したがない | その他   | 特になし  | 無回答   |
|------|----------------------|------------|-----------|----------------|-------------------------|--------------------------------------------------|-------------------------------------------|--------------------------------------------------|------------------------------------------|-----------------------------------|-------------------------------------------|-------|-------|-------|
| 計    |                      | 509        | 201       | 35             | 34                      | 127                                              | 52                                        | 18                                               | 12                                       | 16                                | 3                                         | 12    | 224   | 84    |
|      |                      |            | 39.5%     | 6.9%           | 6.7%                    | 25.0%                                            | 10.2%                                     | 3.5%                                             | 2.4%                                     | 3.1%                              | 0.6%                                      | 2.4%  | 44.0% | 16.5% |
|      |                      |            |           | 17.4%          | 16.9%                   | 63.2%                                            | 25.9%                                     | 9.0%                                             | 6.0%                                     | 8.0%                              | 1.5%                                      | 6.0%  |       |       |
| 産業   | 建設業                  | 57         | 16        | 5              | 3                       | 9                                                | 4                                         | 1                                                | 0                                        | 1                                 | 0                                         | 0     | 29    | 12    |
|      |                      |            | 28.1%     | 8.8%           | 5.3%                    | 15.8%                                            | 7.0%                                      | 1.8%                                             | 0.0%                                     | 1.8%                              | 0.0%                                      | 0.0%  | 50.9% | 21.1% |
|      |                      |            |           | 31.3%          | 18.8%                   | 56.3%                                            | 25.0%                                     | 6.3%                                             | 0.0%                                     | 6.3%                              | 0.0%                                      | 0.0%  |       |       |
|      | 製造業                  | 100        | 35        | 5              | 5                       | 20                                               | 8                                         | 6                                                | 2                                        | 3                                 | 0                                         | 4     | 54    | 11    |
|      |                      |            | 35.0%     | 5.0%           | 5.0%                    | 20.0%                                            | 8.0%                                      | 6.0%                                             | 2.0%                                     | 3.0%                              | 0.0%                                      | 4.0%  | 54.0% | 11.0% |
|      |                      |            |           | 14.3%          | 14.3%                   | 57.1%                                            | 22.9%                                     | 17.1%                                            | 5.7%                                     | 8.6%                              | 0.0%                                      | 11.4% |       |       |
| 企業規模 | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 7         | 1              | 2                       | 3                                                | 2                                         | 0                                                | 0                                        | 0                                 | 1                                         | 1     | 19    | 7     |
|      |                      |            | 21.2%     | 3.0%           | 6.1%                    | 9.1%                                             | 6.1%                                      | 0.0%                                             | 0.0%                                     | 0.0%                              | 3.0%                                      | 3.0%  | 57.6% | 21.2% |
|      |                      |            |           | 14.3%          | 28.6%                   | 42.9%                                            | 28.6%                                     | 0.0%                                             | 0.0%                                     | 0.0%                              | 14.3%                                     | 14.3% |       |       |
|      | 卸売業・小売業              | 114        | 52        | 7              | 7                       | 38                                               | 15                                        | 7                                                | 6                                        | 4                                 | 2                                         | 3     | 32    | 30    |
|      |                      |            | 45.6%     | 6.1%           | 6.1%                    | 33.3%                                            | 13.2%                                     | 6.1%                                             | 5.3%                                     | 3.5%                              | 1.8%                                      | 2.6%  | 28.1% | 26.3% |
|      |                      |            |           | 13.5%          | 13.5%                   | 73.1%                                            | 28.6%                                     | 13.5%                                            | 11.5%                                    | 7.7%                              | 3.8%                                      | 5.8%  |       |       |
| 企業規模 | 金融業・保険業              | 18         | 8         | 1              | 3                       | 6                                                | 0                                         | 0                                                | 0                                        | 0                                 | 0                                         | 0     | 9     | 1     |
|      |                      |            | 44.4%     | 5.6%           | 16.7%                   | 33.3%                                            | 0.0%                                      | 0.0%                                             | 0.0%                                     | 0.0%                              | 0.0%                                      | 0.0%  | 50.0% | 5.6%  |
|      |                      |            |           | 12.5%          | 37.5%                   | 75.0%                                            | 0.0%                                      | 0.0%                                             | 0.0%                                     | 0.0%                              | 0.0%                                      | 0.0%  |       |       |
|      | サービス業                | 187        | 83        | 16             | 14                      | 51                                               | 23                                        | 4                                                | 4                                        | 8                                 | 0                                         | 4     | 81    | 23    |
|      |                      |            | 44.4%     | 8.6%           | 7.5%                    | 27.3%                                            | 12.3%                                     | 2.1%                                             | 2.1%                                     | 4.3%                              | 0.0%                                      | 2.1%  | 43.3% | 12.3% |
|      |                      |            |           | 19.3%          | 16.9%                   | 61.4%                                            | 27.7%                                     | 4.8%                                             | 4.8%                                     | 9.6%                              | 0.0%                                      | 4.8%  |       |       |
| 企業規模 | 9人以下                 | 89         | 30        | 4              | 3                       | 19                                               | 8                                         | 2                                                | 2                                        | 3                                 | 0                                         | 4     | 34    | 25    |
|      |                      |            | 33.7%     | 4.5%           | 3.4%                    | 21.3%                                            | 9.0%                                      | 2.2%                                             | 2.2%                                     | 3.4%                              | 0.0%                                      | 4.5%  | 38.2% | 28.1% |
|      |                      |            |           | 13.3%          | 10.0%                   | 63.3%                                            | 26.7%                                     | 6.7%                                             | 6.7%                                     | 10.0%                             | 0.0%                                      | 13.3% |       |       |
|      | 10~29人               | 189        | 79        | 20             | 10                      | 47                                               | 21                                        | 7                                                | 2                                        | 4                                 | 1                                         | 2     | 71    | 39    |
|      |                      |            | 41.8%     | 10.6%          | 5.3%                    | 24.9%                                            | 11.1%                                     | 3.7%                                             | 1.1%                                     | 2.1%                              | 0.5%                                      | 1.1%  | 37.6% | 20.6% |
|      |                      |            |           | 25.3%          | 12.7%                   | 59.5%                                            | 26.6%                                     | 8.9%                                             | 2.5%                                     | 5.1%                              | 1.3%                                      | 2.5%  |       |       |
|      | 30~49人               | 77         | 34        | 6              | 8                       | 22                                               | 12                                        | 4                                                | 3                                        | 3                                 | 0                                         | 2     | 35    | 8     |
|      |                      |            | 44.2%     | 7.8%           | 10.4%                   | 28.6%                                            | 15.6%                                     | 5.2%                                             | 3.9%                                     | 3.9%                              | 0.0%                                      | 2.6%  | 45.5% | 10.4% |
|      |                      |            |           | 17.6%          | 23.5%                   | 64.7%                                            | 35.3%                                     | 11.8%                                            | 8.8%                                     | 8.8%                              | 0.0%                                      | 5.9%  |       |       |
|      | 50~99人               | 61         | 29        | 4              | 5                       | 14                                               | 9                                         | 3                                                | 3                                        | 3                                 | 2                                         | 3     | 28    | 4     |
|      |                      |            | 47.5%     | 6.6%           | 8.2%                    | 23.0%                                            | 14.8%                                     | 4.9%                                             | 4.9%                                     | 4.9%                              | 3.3%                                      | 4.9%  | 45.9% | 6.6%  |
|      |                      |            |           | 13.8%          | 17.2%                   | 48.3%                                            | 31.0%                                     | 10.3%                                            | 10.3%                                    | 10.3%                             | 6.9%                                      | 10.3% |       |       |
| 企業規模 | 100~299人             | 45         | 16        | 1              | 2                       | 15                                               | 1                                         | 1                                                | 1                                        | 0                                 | 0                                         | 1     | 24    | 5     |
|      |                      |            | 35.6%     | 2.2%           | 4.4%                    | 33.3%                                            | 2.2%                                      | 2.2%                                             | 2.2%                                     | 0.0%                              | 0.0%                                      | 2.2%  | 53.3% | 11.1% |
|      |                      |            |           | 6.3%           | 12.5%                   | 93.8%                                            | 6.3%                                      | 6.3%                                             | 6.3%                                     | 0.0%                              | 0.0%                                      | 6.3%  |       |       |
|      | 300人以上               | 48         | 13        | 0              | 6                       | 10                                               | 1                                         | 1                                                | 1                                        | 3                                 | 0                                         | 0     | 32    | 3     |
|      |                      |            | 27.1%     | 0.0%           | 12.5%                   | 20.8%                                            | 2.1%                                      | 2.1%                                             | 2.1%                                     | 6.3%                              | 0.0%                                      | 0.0%  | 66.7% | 6.3%  |
|      |                      |            |           | 0.0%           | 46.2%                   | 76.9%                                            | 7.7%                                      | 7.7%                                             | 7.7%                                     | 23.1%                             | 0.0%                                      | 0.0%  |       |       |
| 企業規模 | (再掲)<br>10~299人      | 372        | 158       | 31             | 25                      | 98                                               | 43                                        | 15                                               | 9                                        | 10                                | 3                                         | 8     | 153   | 56    |
|      |                      |            | 42.5%     | 8.3%           | 6.7%                    | 26.3%                                            | 11.6%                                     | 4.0%                                             | 2.4%                                     | 2.7%                              | 0.8%                                      | 2.2%  | 42.5% | 15.1% |
| 企業規模 | (再掲)<br>30人以上        | 231        | 92        | 11             | 21                      | 61                                               | 23                                        | 9                                                | 8                                        | 9                                 | 2                                         | 6     | 119   | 20    |
|      |                      |            | 39.8%     | 4.8%           | 9.1%                    | 26.4%                                            | 10.0%                                     | 3.9%                                             | 3.5%                                     | 3.9%                              | 0.9%                                      | 2.6%  | 51.5% | 8.7%  |
|      |                      |            |           | 12.0%          | 22.8%                   | 66.3%                                            | 25.0%                                     | 9.8%                                             | 8.7%                                     | 9.8%                              | 2.2%                                      | 6.5%  |       |       |

表20 妊娠または出産により退職した女性労働者

1段目：事業所数または人数

2段目：出産した者に対する出産後退職者の割合  
(単位：社、人、%)

|         | 回答<br>事業所数<br>(正規)   | 回答<br>事業所数<br>(パート) | 正規従業員         |                    |                    | パートタイム労働者 |               |                    |                    |    |
|---------|----------------------|---------------------|---------------|--------------------|--------------------|-----------|---------------|--------------------|--------------------|----|
|         |                      |                     | 出産した者<br>(※1) | 出産前<br>退職者<br>(※2) | 出産後<br>退職者<br>(※3) | 計         | 出産した者<br>(※1) | 出産前<br>退職者<br>(※2) | 出産後<br>退職者<br>(※3) | 計  |
| 計       | 462                  | 344                 | 488           | 7                  | 8<br>1.6%          | 15        | 77            | 6                  | 9<br>11.7%         | 15 |
| 産 業     | 建設業                  | 47                  | 19            | 3                  | 0<br>0.0%          | 0         | 0             | 0                  | 0<br>0.0%          | 0  |
|         | 製造業                  | 94                  | 66            | 94                 | 0<br>0.0%          | 0         | 10            | 0                  | 2<br>20.0%         | 2  |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 31                  | 15            | 10                 | 0<br>0.0%          | 0         | 2             | 0                  | 0<br>0.0%          | 0  |
|         | 卸売業・小売業              | 100                 | 77            | 39                 | 2<br>2.6%          | 3         | 14            | 2                  | 2<br>14.3%         | 4  |
|         | 金融業・保険業              | 18                  | 7             | 9                  | 0<br>0.0%          | 0         | 0             | 0                  | 0<br>0.0%          | 0  |
|         | サービス業                | 172                 | 160           | 333                | 5<br>2.1%          | 12        | 51            | 4                  | 5<br>9.8%          | 9  |
| 企 業 規 模 | 9人以下                 | 67                  | 55            | 5                  | 0<br>0.0%          | 0         | 1             | 1                  | 1<br>100.0%        | 2  |
|         | 10～29人               | 173                 | 105           | 31                 | 1<br>0.0%          | 1         | 11            | 0                  | 2<br>18.2%         | 2  |
|         | 30～49人               | 72                  | 58            | 24                 | 0<br>8.3%          | 2         | 9             | 1                  | 0<br>0.0%          | 1  |
|         | 50～99人               | 61                  | 49            | 42                 | 1<br>7.1%          | 4         | 9             | 1                  | 1<br>11.1%         | 2  |
|         | 100～299人             | 42                  | 39            | 54                 | 1<br>3.7%          | 3         | 6             | 1                  | 0<br>0.0%          | 1  |
|         | 300人以上               | 47                  | 38            | 332                | 4<br>0.3%          | 5         | 41            | 2                  | 5<br>12.2%         | 7  |
|         | (再掲)<br>10～299人      | 348                 | 251           | 151                | 3<br>4.6%          | 10        | 35            | 3                  | 3<br>8.6%          | 6  |
|         | (再掲)<br>30人以上        | 222                 | 184           | 452                | 6<br>1.8%          | 14        | 65            | 5                  | 6<br>9.2%          | 11 |

※1 出産した者とは、平成30年4月1日から令和元年3月31日の間、在職中に出産した者をいう。

※2 出産前退職者とは、平成30年4月1日から令和元年3月31日までに出産予定であった者のうち、出産前に退職した者をいう。

※3 出産後退職者とは、平成30年4月1日から令和元年3月31日までに出産した者のうち、出産後令和元年7月31日までの間に退職した者をいう。

表21-1 育児・介護による退職者の再雇用制度の有無

1段目：事業所数

2段目：回答事業所数に対する割合

3段目：制度あり(なし)事業所に対する割合

(単位：社、%)

|      |                      | 回答<br>事業所数 | 再雇用<br>制度あり | 正規従業員<br>として再<br>雇用する | 正規従業員<br>に準じて<br>再雇用す<br>る | パートタイ<br>ム労働者<br>として再雇用<br>する | 再雇用<br>制度なし  | 慣行とし<br>てある  | 制度・慣<br>行ともな<br>いが今後<br>検討した<br>い | 制度・慣<br>行もなく<br>今後検討<br>する予定<br>がない | 無回答         |
|------|----------------------|------------|-------------|-----------------------|----------------------------|-------------------------------|--------------|--------------|-----------------------------------|-------------------------------------|-------------|
| 計    |                      | 509        | 75<br>14.7% | 51<br>10.0%           | 19<br>3.7%                 | 5<br>1.0%                     | 366<br>71.9% | 108<br>21.2% | 172<br>33.8%                      | 86<br>16.9%                         | 68<br>13.4% |
| 産業   | 建設業                  | 57         | 6<br>10.5%  | 4<br>7.0%             | 2<br>3.5%                  | 0<br>0.0%                     | 42<br>73.7%  | 8<br>14.0%   | 22<br>38.6%                       | 12<br>21.1%                         | 9<br>15.8%  |
|      | 製造業                  | 100        | 14<br>14.0% | 12<br>12.0%           | 2<br>2.0%                  | 0<br>0.0%                     | 78<br>78.0%  | 17<br>17.0%  | 46<br>46.0%                       | 15<br>15.0%                         | 8<br>8.0%   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 5<br>15.2%  | 4<br>12.1%            | 1<br>3.0%                  | 0<br>0.0%                     | 25<br>75.8%  | 6<br>18.2%   | 12<br>36.4%                       | 7<br>21.2%                          | 3<br>9.1%   |
|      | 卸売業・小売業              | 114        | 21<br>18.4% | 13<br>11.4%           | 5<br>4.4%                  | 3<br>2.6%                     | 73<br>64.0%  | 28<br>24.6%  | 31<br>27.2%                       | 14<br>12.3%                         | 20<br>17.5% |
|      | 金融業・保険業              | 18         | 5<br>27.8%  | 4<br>22.2%            | 1<br>5.6%                  | 0<br>0.0%                     | 11<br>61.1%  | 0<br>0.0%    | 8<br>44.4%                        | 3<br>16.7%                          | 2<br>11.1%  |
|      | サービス業                | 187        | 24<br>12.8% | 14<br>7.5%            | 8<br>4.3%                  | 2<br>1.1%                     | 137<br>73.3% | 49<br>26.2%  | 53<br>28.3%                       | 35<br>18.7%                         | 26<br>13.9% |
| 企業規模 | 9人以下                 | 89         | 8<br>9.0%   | 4<br>4.5%             | 1<br>1.1%                  | 3<br>3.4%                     | 57<br>64.0%  | 15<br>16.9%  | 29<br>32.6%                       | 13<br>14.6%                         | 24<br>27.0% |
|      | 10～29人               | 189        | 34<br>18.0% | 24<br>12.7%           | 8<br>4.2%                  | 2<br>1.1%                     | 129<br>68.3% | 26<br>13.8%  | 73<br>38.6%                       | 30<br>15.9%                         | 26<br>13.8% |
|      | 30～49人               | 77         | 12<br>15.6% | 7<br>9.1%             | 5<br>6.5%                  | 0<br>0.0%                     | 54<br>70.1%  | 20<br>26.0%  | 20<br>26.0%                       | 14<br>18.2%                         | 11<br>14.3% |
|      | 50～99人               | 61         | 9<br>14.8%  | 5<br>8.2%             | 4<br>6.6%                  | 0<br>0.0%                     | 50<br>82.0%  | 24<br>39.3%  | 14<br>23.0%                       | 12<br>19.7%                         | 2<br>3.3%   |
|      | 100～299人             | 45         | 1<br>2.2%   | 1<br>2.2%             | 0<br>0.0%                  | 0<br>0.0%                     | 42<br>93.3%  | 14<br>31.1%  | 22<br>48.9%                       | 6<br>13.3%                          | 2<br>4.4%   |
|      | 300人以上               | 48         | 11<br>22.9% | 10<br>20.8%           | 1<br>2.1%                  | 0<br>0.0%                     | 34<br>70.8%  | 9<br>18.8%   | 14<br>29.2%                       | 11<br>22.9%                         | 3<br>6.3%   |
|      | (再掲)<br>10～299人      | 372        | 56<br>15.1% | 37<br>9.9%            | 17<br>4.6%                 | 2<br>0.5%                     | 275<br>73.9% | 84<br>22.6%  | 129<br>34.7%                      | 62<br>16.7%                         | 41<br>11.0% |
|      | (再掲)<br>30人以上        | 231        | 33<br>14.3% | 23<br>10.0%           | 10<br>4.3%                 | 0<br>0.0%                     | 180<br>77.9% | 67<br>29.0%  | 70<br>30.3%                       | 43<br>18.6%                         | 18<br>7.8%  |

表21-2 育児・介護による退職者の再雇用実績の有無

1段目:事業所数  
2段目:回答事業所数に対する割合

(単位:社、%)

|      | 回答事業所数<br>(再雇用制度のある<br>事業所と慣行として<br>ある事業所の計) | 昨年度実績あり     | 本年度実績あり   | 本年度再雇用予定  | 昨年度以降<br>実績(予定)なし | 無回答         |
|------|----------------------------------------------|-------------|-----------|-----------|-------------------|-------------|
| 計    | 242                                          | 13<br>5.4%  | 5<br>2.1% | 3<br>1.2% | 143<br>59.1%      | 78<br>32.2% |
| 産業   | 建設業                                          | 20<br>0.0%  | 0<br>0.0% | 0<br>0.0% | 15<br>75.0%       | 5<br>25.0%  |
|      | 製造業                                          | 39<br>0.0%  | 0<br>0.0% | 0<br>0.0% | 26<br>66.7%       | 13<br>33.3% |
|      | 運輸・通信業、<br>電気・ガス・水道業                         | 13<br>0.0%  | 0<br>0.0% | 0<br>0.0% | 8<br>61.5%        | 5<br>38.5%  |
|      | 卸売業・小売業                                      | 69<br>5.8%  | 4<br>1.4% | 1<br>1.4% | 42<br>60.9%       | 21<br>30.4% |
|      | 金融業・保険業                                      | 6<br>0.0%   | 0<br>0.0% | 0<br>0.0% | 5<br>83.3%        | 1<br>16.7%  |
|      | サービス業                                        | 95<br>9.5%  | 4<br>4.2% | 2<br>2.1% | 47<br>49.5%       | 33<br>34.7% |
|      |                                              |             |           |           |                   |             |
| 企業規模 | 9人以下                                         | 38<br>2.6%  | 0<br>0.0% | 0<br>0.0% | 20<br>52.6%       | 17<br>44.7% |
|      | 10～29人                                       | 86<br>7.0%  | 2<br>2.3% | 0<br>0.0% | 51<br>59.3%       | 27<br>31.4% |
|      | 30～49人                                       | 42<br>0.0%  | 1<br>2.4% | 0<br>0.0% | 26<br>61.9%       | 15<br>35.7% |
|      | 50～99人                                       | 36<br>5.6%  | 1<br>2.8% | 1<br>2.8% | 24<br>66.7%       | 8<br>22.2%  |
|      | 100～299人                                     | 17<br>17.6% | 0<br>0.0% | 1<br>5.9% | 8<br>47.1%        | 5<br>29.4%  |
|      | 300人以上                                       | 23<br>4.3%  | 1<br>4.3% | 1<br>4.3% | 14<br>60.9%       | 6<br>26.1%  |
|      | (再掲)                                         |             |           |           |                   |             |
|      | 10～299人                                      | 181<br>6.1% | 4<br>2.2% | 2<br>1.1% | 109<br>60.2%      | 55<br>30.4% |
|      | (再掲)                                         |             |           |           |                   |             |
|      | 30人以上                                        | 118<br>5.1% | 3<br>2.5% | 3<br>2.5% | 72<br>61.0%       | 34<br>28.8% |

表22-1 介護休業制度の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:介護休業制度規定がある事業所での利用できる期間の割合

(正規従業員)

(単位:社、%)

正統企業員)

(単位:社、%)

|                 |                      | 回答<br>事業所数   | 規定<br>あり     | 通算<br>93日<br>まで | 93日を<br>超え<br>6ヵ月未<br>満 | 6ヵ月       | 6ヵ月を<br>超え<br>1年未満 | 1年         | 1年<br>を超える<br>期間 | 期間の<br>限度はなく<br>必要日数<br>取得可 | うち<br>法規定<br>以上計 | 規定<br>なし    | 無回答         |
|-----------------|----------------------|--------------|--------------|-----------------|-------------------------|-----------|--------------------|------------|------------------|-----------------------------|------------------|-------------|-------------|
| 計               |                      | 498          | 384<br>77.1% | 326<br>65.5%    | 13<br>2.6%              | 5<br>1.0% | 5<br>1.0%          | 17<br>3.4% | 7<br>1.4%        | 11<br>2.2%                  | 58<br>11.6%      | 80<br>16.1% | 34<br>6.8%  |
|                 |                      |              |              | 84.9%           | 3.4%                    | 1.3%      | 1.3%               | 4.4%       | 1.8%             | 2.9%                        | 15.1%            |             |             |
| 産業              | 建設業                  | 57           | 39<br>68.4%  | 32<br>56.1%     | 1<br>1.8%               | 0<br>0.0% | 1<br>1.8%          | 3<br>5.3%  | 0<br>0.0%        | 2<br>3.5%                   | 7<br>12.3%       | 13<br>22.8% | 5<br>8.8%   |
|                 |                      |              |              | 82.1%           | 2.6%                    | 0.0%      | 2.6%               | 7.7%       | 0.0%             | 5.1%                        | 17.9%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 製造業                  | 98           | 83<br>84.7%  | 71<br>72.4%     | 2<br>2.0%               | 1<br>1.0% | 0<br>0.0%          | 7<br>7.1%  | 0<br>0.0%        | 2<br>2.0%                   | 12<br>12.2%      | 10<br>10.2% | 5<br>5.1%   |
|                 |                      |              |              | 85.5%           | 2.4%                    | 1.2%      | 0.0%               | 8.4%       | 0.0%             | 2.4%                        | 14.5%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 33           | 27<br>81.8%  | 21<br>63.6%     | 0<br>0.0%               | 1<br>3.0% | 0<br>0.0%          | 2<br>6.1%  | 3<br>9.1%        | 0<br>0.0%                   | 6<br>18.2%       | 4<br>12.1%  | 2<br>6.1%   |
|                 |                      |              |              | 77.8%           | 0.0%                    | 3.7%      | 0.0%               | 7.4%       | 11.1%            | 0.0%                        | 22.2%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 卸売業・小売業              | 110          | 77<br>70.0%  | 62<br>56.4%     | 3<br>2.7%               | 0<br>0.0% | 1<br>0.9%          | 3<br>2.7%  | 3<br>2.7%        | 5<br>4.5%                   | 15<br>13.6%      | 24<br>21.8% | 9<br>8.2%   |
|                 |                      |              |              | 80.5%           | 3.9%                    | 0.0%      | 1.3%               | 3.9%       | 3.9%             | 6.5%                        | 19.5%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 金融業・保険業              | 18           | 16<br>88.9%  | 11<br>61.1%     | 1<br>5.6%               | 0<br>0.0% | 1<br>5.6%          | 2<br>11.1% | 1<br>5.6%        | 0<br>0.0%                   | 5<br>27.8%       | 1<br>5.6%   | 1<br>5.6%   |
|                 |                      |              |              | 68.8%           | 6.3%                    | 0.0%      | 6.3%               | 12.5%      | 6.3%             | 0.0%                        | 31.3%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | サービス業                | 182          | 142<br>78.0% | 129<br>70.9%    | 6<br>3.3%               | 3<br>1.6% | 2<br>1.1%          | 0<br>0.0%  | 0<br>0.0%        | 2<br>1.1%                   | 13<br>7.1%       | 28<br>15.4% | 12<br>6.6%  |
|                 |                      |              |              | 90.8%           | 4.2%                    | 2.1%      | 1.4%               | 0.0%       | 0.0%             | 1.4%                        | 9.2%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| 企業規模            | 9人以下                 | 83           | 31<br>37.3%  | 27<br>32.5%     | 2<br>2.4%               | 0<br>0.0% | 0<br>0.0%          | 1<br>1.2%  | 0<br>0.0%        | 1<br>1.2%                   | 4<br>4.8%        | 36<br>43.4% | 16<br>19.3% |
|                 |                      |              |              | 87.1%           | 6.5%                    | 0.0%      | 0.0%               | 3.2%       | 0.0%             | 3.2%                        | 12.9%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 10～29人               | 187          | 140<br>74.9% | 122<br>65.2%    | 3<br>1.6%               | 2<br>1.1% | 2<br>1.1%          | 4<br>2.1%  | 0<br>0.0%        | 7<br>3.7%                   | 18<br>9.6%       | 35<br>18.7% | 12<br>6.4%  |
|                 |                      |              |              | 87.1%           | 2.1%                    | 1.4%      | 1.4%               | 2.9%       | 0.0%             | 5.0%                        | 12.9%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 30～49人               | 77           | 67<br>87.0%  | 57<br>74.0%     | 4<br>5.2%               | 0<br>0.0% | 1<br>1.3%          | 1<br>1.3%  | 2<br>2.6%        | 2<br>2.6%                   | 10<br>13.0%      | 6<br>7.8%   | 4<br>5.2%   |
|                 |                      |              |              | 85.1%           | 6.0%                    | 0.0%      | 1.5%               | 1.5%       | 3.0%             | 3.0%                        | 14.9%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 50～99人               | 61           | 59<br>96.7%  | 54<br>88.5%     | 1<br>1.6%               | 1<br>1.6% | 0<br>0.0%          | 2<br>3.3%  | 0<br>0.0%        | 1<br>1.6%                   | 5<br>8.2%        | 2<br>3.3%   | 0<br>0.0%   |
|                 |                      |              |              | 91.5%           | 1.7%                    | 1.7%      | 0.0%               | 3.4%       | 0.0%             | 1.7%                        | 8.5%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 100～299人             | 43           | 42<br>97.7%  | 39<br>90.7%     | 2<br>4.7%               | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0%  | 1<br>2.3%        | 0<br>0.0%                   | 3<br>7.0%        | 1<br>2.3%   | 0<br>0.0%   |
|                 |                      |              |              | 92.9%           | 4.8%                    | 0.0%      | 0.0%               | 0.0%       | 2.4%             | 0.0%                        | 7.1%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 300人以上               | 47           | 45<br>95.7%  | 27<br>57.4%     | 1<br>2.1%               | 2<br>4.3% | 2<br>4.3%          | 9<br>19.1% | 4<br>8.5%        | 0<br>0.0%                   | 18<br>38.3%      | 0<br>0.0%   | 2<br>4.3%   |
|                 |                      |              |              | 60.0%           | 2.2%                    | 4.4%      | 4.4%               | 20.0%      | 8.9%             | 0.0%                        | 40.0%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| (再掲)<br>10～299人 | 368                  | 308<br>83.7% | 272<br>73.9% | 10<br>2.7%      | 3<br>0.8%               | 3<br>0.8% | 7<br>1.9%          | 3<br>0.8%  | 10<br>2.7%       | 36<br>9.8%                  | 44<br>12.0%      | 16<br>4.3%  |             |
|                 |                      |              | 88.3%        | 3.2%            | 1.0%                    | 1.0%      | 2.3%               | 1.0%       | 3.2%             | 11.7%                       |                  |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| (再掲)<br>30人以上   | 228                  | 213<br>93.4% | 177<br>77.6% | 8<br>3.5%       | 3<br>1.3%               | 3<br>1.3% | 12<br>5.3%         | 7<br>3.1%  | 3<br>1.3%        | 36<br>15.8%                 | 9<br>3.9%        | 6<br>2.6%   |             |
|                 |                      |              | 83.1%        | 3.8%            | 1.4%                    | 1.4%      | 5.6%               | 3.3%       | 1.4%             | 16.9%                       |                  |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |

表22-2 介護休業制度の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:介護休業制度規定がある事業所での利用できる期間の割合

(パートタイム労働者)

(単位:社、%)

|      | 回答<br>事業所数           | 規定<br>あり     | 通算<br>93日<br>まで | 93日を<br>超え<br>6ヵ月未<br>満 | 6ヵ月       | 6ヵ月を<br>超え<br>1年未満 | 1年         | 1年<br>を超える<br>期間 | 期間の<br>限度はなく<br>必要日数<br>取得可 | うち<br>法規定<br>以上計 | 規定<br>なし    | 無回答         |
|------|----------------------|--------------|-----------------|-------------------------|-----------|--------------------|------------|------------------|-----------------------------|------------------|-------------|-------------|
|      |                      |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| 計    | 366                  | 212<br>57.9% | 185<br>50.5%    | 9<br>2.5%               | 2<br>0.5% | 0<br>0.0%          | 7<br>1.9%  | 2<br>0.5%        | 7<br>1.9%                   | 27<br>7.4%       | 85<br>23.2% | 69<br>18.9% |
|      |                      |              | 87.3%           | 4.2%                    | 0.9%      | 0.0%               | 3.3%       | 0.9%             | 3.3%                        | 12.7%            |             |             |
| 産業   | 建設業                  | 23<br>26.1%  | 5<br>21.7%      | 0<br>0.0%               | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0%  | 0<br>0.0%        | 1<br>4.3%                   | 1<br>4.3%        | 7<br>30.4%  | 10<br>43.5% |
|      |                      |              | 83.3%           | 0.0%                    | 0.0%      | 0.0%               | 0.0%       | 0.0%             | 16.7%                       | 16.7%            |             |             |
|      | 製造業                  | 71<br>66.2%  | 39<br>54.9%     | 1<br>1.4%               | 0<br>0.0% | 0<br>0.0%          | 5<br>7.0%  | 0<br>0.0%        | 2<br>2.8%                   | 8<br>11.3%       | 13<br>18.3% | 11<br>15.5% |
|      |                      |              | 83.0%           | 2.1%                    | 0.0%      | 0.0%               | 10.6%      | 0.0%             | 4.3%                        | 17.0%            |             |             |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 16<br>50.0%  | 8<br>50.0%      | 0<br>0.0%               | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0%  | 0<br>0.0%        | 0<br>0.0%                   | 0<br>0.0%        | 3<br>18.8%  | 5<br>31.3%  |
|      |                      |              | 100.0%          | 0.0%                    | 0.0%      | 0.0%               | 0.0%       | 0.0%             | 0.0%                        | 0.0%             |             |             |
| 企業規模 | 卸売業・小売業              | 84<br>50.0%  | 34<br>40.5%     | 3<br>3.6%               | 0<br>0.0% | 0<br>0.0%          | 2<br>2.4%  | 2<br>2.4%        | 1<br>1.2%                   | 8<br>9.5%        | 27<br>32.1% | 15<br>17.9% |
|      |                      |              | 81.0%           | 7.1%                    | 0.0%      | 0.0%               | 4.8%       | 4.8%             | 2.4%                        | 19.0%            |             |             |
|      | 金融業・保険業              | 8<br>87.5%   | 5<br>62.5%      | 1<br>12.5%              | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0%  | 0<br>0.0%        | 1<br>12.5%                  | 2<br>25.0%       | 1<br>12.5%  | 0<br>0.0%   |
|      |                      |              | 71.4%           | 14.3%                   | 0.0%      | 0.0%               | 0.0%       | 0.0%             | 14.3%                       | 28.6%            |             |             |
|      | サービス業                | 164<br>62.2% | 94<br>57.3%     | 4<br>2.4%               | 2<br>1.2% | 0<br>0.0%          | 0<br>0.0%  | 0<br>0.0%        | 2<br>1.2%                   | 8<br>4.9%        | 34<br>20.7% | 28<br>17.1% |
|      |                      |              | 92.2%           | 3.9%                    | 2.0%      | 0.0%               | 0.0%       | 0.0%             | 2.0%                        | 7.8%             |             |             |
| 企業規模 | 9人以下                 | 59<br>23.7%  | 11<br>18.6%     | 1<br>1.7%               | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0%  | 0<br>0.0%        | 2<br>3.4%                   | 3<br>5.1%        | 34<br>57.6% | 11<br>18.6% |
|      |                      |              | 78.6%           | 7.1%                    | 0.0%      | 0.0%               | 0.0%       | 0.0%             | 14.3%                       | 21.4%            |             |             |
|      | 10～29人               | 113<br>48.7% | 51<br>45.1%     | 1<br>0.9%               | 0<br>0.0% | 0<br>0.0%          | 1<br>0.9%  | 0<br>0.0%        | 2<br>1.8%                   | 4<br>3.5%        | 28<br>24.8% | 30<br>26.5% |
|      |                      |              | 92.7%           | 1.8%                    | 0.0%      | 0.0%               | 1.8%       | 0.0%             | 3.6%                        | 7.3%             |             |             |
|      | 30～49人               | 66<br>62.1%  | 33<br>50.0%     | 4<br>6.1%               | 0<br>0.0% | 0<br>0.0%          | 1<br>1.5%  | 1<br>1.5%        | 2<br>3.0%                   | 8<br>12.1%       | 11<br>16.7% | 14<br>21.2% |
|      |                      |              | 80.5%           | 9.8%                    | 0.0%      | 0.0%               | 2.4%       | 2.4%             | 4.9%                        | 19.5%            |             |             |
|      | 50～99人               | 50<br>70.0%  | 34<br>68.0%     | 0<br>0.0%               | 1<br>2.0% | 0<br>0.0%          | 0<br>0.0%  | 0<br>0.0%        | 0<br>0.0%                   | 1<br>2.0%        | 8<br>16.0%  | 7<br>14.0%  |
|      |                      |              | 97.1%           | 0.0%                    | 2.9%      | 0.0%               | 0.0%       | 0.0%             | 0.0%                        | 2.9%             |             |             |
|      | 100～299人             | 40<br>82.5%  | 30<br>75.0%     | 2<br>5.0%               | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0%  | 1<br>2.5%        | 0<br>0.0%                   | 3<br>7.5%        | 2<br>5.0%   | 5<br>12.5%  |
|      |                      |              | 90.9%           | 6.1%                    | 0.0%      | 0.0%               | 0.0%       | 3.0%             | 0.0%                        | 9.1%             |             |             |
|      | 300人以上               | 38<br>89.5%  | 26<br>68.4%     | 1<br>2.6%               | 1<br>2.6% | 0<br>0.0%          | 5<br>13.2% | 0<br>0.0%        | 1<br>2.6%                   | 8<br>21.1%       | 2<br>5.3%   | 2<br>5.3%   |
|      |                      |              | 76.5%           | 2.9%                    | 2.9%      | 0.0%               | 14.7%      | 0.0%             | 2.9%                        | 23.5%            |             |             |
| (再掲) | 10～299人              | 269<br>61.0% | 148<br>55.0%    | 7<br>2.6%               | 1<br>0.4% | 0<br>0.0%          | 2<br>0.7%  | 2<br>0.7%        | 4<br>1.5%                   | 16<br>5.9%       | 49<br>18.2% | 56<br>20.8% |
|      |                      |              | 90.2%           | 4.3%                    | 0.6%      | 0.0%               | 1.2%       | 1.2%             | 2.4%                        | 9.8%             |             |             |
| (再掲) | 30人以上                | 194<br>73.7% | 123<br>63.4%    | 7<br>3.6%               | 2<br>1.0% | 0<br>0.0%          | 6<br>3.1%  | 2<br>1.0%        | 3<br>1.5%                   | 20<br>10.3%      | 23<br>11.9% | 28<br>14.4% |
|      |                      |              | 86.0%           | 4.9%                    | 1.4%      | 0.0%               | 4.2%       | 1.4%             | 2.1%                        | 14.0%            |             |             |



表23 介護休業の取得状況(平成30年度中に介護休業を開始した者の割合)

1 段目：事業所数または雇用者数、介護休業を開始した者の人数  
2 段目：雇用者数に対する割合

|                      | 回答<br>事業所<br>数(正<br>規) | 回答<br>事業所<br>数(パート) | 男女計    |       |            |        | 男性     |        |            |        | 女性     |       |            |        |
|----------------------|------------------------|---------------------|--------|-------|------------|--------|--------|--------|------------|--------|--------|-------|------------|--------|
|                      |                        |                     | 雇用者数   |       | 介護休業を開始した者 |        | 雇用者数   |        | 介護休業を開始した者 |        | 雇用者数   |       | 介護休業を開始した者 |        |
|                      |                        |                     | 正規     | パート   | 計          | 正規     | パート    | 計      | 正規         | パート    | 計      | パート   | 正規         | 計      |
| 計                    | 498                    | 366                 | 34,217 | 9,681 | 43,898     | 49     | 9      | 58     | 32         | 0      | 32     | 6,698 | 17         | 19,294 |
|                      |                        |                     |        |       |            | 0.143% | 0.093% | 0.132% | 0.146%     | 0.000% | 0.136% |       | 0.136%     | 0.135% |
| 建設業                  | 57                     | 23                  | 1,263  | 62    | 1,325      | 25     | 0      | 25     | 25         | 0      | 25     | 32    | 0          | 217    |
|                      |                        |                     |        |       |            | 1.979% | 0.000% | 1.887% | 2.319%     | 0.000% | 2.255% |       | 0.000%     | 0.000% |
| 製造業                  | 98                     | 71                  | 15,925 | 2,021 | 17,946     | 17     | 4      | 21     | 6          | 0      | 6      | 1,064 | 11         | 4,518  |
|                      |                        |                     |        |       |            | 0.107% | 0.198% | 0.117% | 0.045%     | 0.000% | 0.045% |       | 0.318%     | 0.332% |
| 運輸・通信業、<br>電気・ガス・水道業 | 33                     | 16                  | 2,150  | 614   | 2,764      | 0      | 1      | 1      | 0          | 0      | 0      | 354   | 0          | 688    |
|                      |                        |                     |        |       |            | 0.000% | 0.163% | 0.036% | 0.000%     | 0.000% | 0.000% |       | 0.000%     | 0.282% |
| 卸売業・小売業              | 110                    | 84                  | 2,395  | 1,248 | 3,643      | 1      | 1      | 2      | 1          | 0      | 1      | 915   | 0          | 1,664  |
|                      |                        |                     |        |       |            | 0.042% | 0.080% | 0.055% | 0.061%     | 0.000% | 0.051% |       | 0.000%     | 0.109% |
| 金融業・保険業              | 18                     | 8                   | 686    | 238   | 924        | 0      | 0      | 0      | 0          | 0      | 0      | 231   | 0          | 614    |
|                      |                        |                     |        |       |            | 0.000% | 0.000% | 0.000% | 0.000%     | 0.000% | 0.000% |       | 0.000%     | 0.000% |
| サービス業                | 182                    | 164                 | 11,798 | 5,498 | 17,296     | 6      | 3      | 9      | 0          | 0      | 0      | 4,102 | 6          | 11,593 |
|                      |                        |                     |        |       |            | 0.051% | 0.053% | 0.052% | 0.000%     | 0.000% | 0.000% |       | 0.080%     | 0.075% |
| 9人以下                 | 83                     | 59                  | 407    | 188   | 595        | 0      | 1      | 1      | 0          | 0      | 0      | 156   | 0          | 327    |
|                      |                        |                     |        |       |            | 0.000% | 0.532% | 0.168% | 0.000%     | 0.000% | 0.000% |       | 0.000%     | 0.641% |
| 10～29人               | 187                    | 113                 | 2,685  | 755   | 3,440      | 27     | 0      | 27     | 24         | 0      | 24     | 591   | 3          | 1,543  |
|                      |                        |                     |        |       |            | 1.005% | 0.000% | 0.785% | 1.385%     | 0.000% | 1.265% |       | 0.315%     | 0.000% |
| 30～49人               | 77                     | 66                  | 1,777  | 846   | 2,623      | 1      | 2      | 3      | 1          | 0      | 1      | 620   | 0          | 1,409  |
|                      |                        |                     |        |       |            | 0.056% | 0.235% | 0.114% | 0.101%     | 0.000% | 0.082% |       | 0.000%     | 0.323% |
| 50～69人               | 61                     | 50                  | 2,739  | 995   | 3,734      | 1      | 0      | 1      | 0          | 0      | 0      | 726   | 1          | 1,979  |
|                      |                        |                     |        |       |            | 0.037% | 0.000% | 0.027% | 0.000%     | 0.000% | 0.000% |       | 0.080%     | 0.000% |
| 100～299人             | 43                     | 40                  | 4,059  | 1,925 | 5,984      | 2      | 0      | 2      | 1          | 0      | 1      | 1,284 | 1          | 2,725  |
|                      |                        |                     |        |       |            | 0.049% | 0.000% | 0.033% | 0.048%     | 0.000% | 0.031% |       | 0.069%     | 0.000% |
| 300人以上               | 47                     | 38                  | 22,550 | 4,972 | 27,522     | 18     | 6      | 24     | 6          | 0      | 6      | 3,321 | 12         | 11,311 |
|                      |                        |                     |        |       |            | 0.080% | 0.121% | 0.087% | 0.041%     | 0.000% | 0.037% |       | 0.150%     | 0.159% |
| (再掲)                 | 368                    | 269                 | 11,260 | 4,521 | 15,781     | 31     | 2      | 33     | 26         | 0      | 26     | 3,221 | 5          | 7,656  |
|                      |                        |                     |        |       |            | 0.275% | 0.044% | 0.209% | 0.381%     | 0.000% | 0.320% |       | 0.113%     | 0.062% |
| (再掲)                 | 228                    | 194                 | 31,125 | 8,738 | 39,863     | 22     | 8      | 30     | 8          | 0      | 8      | 5,951 | 14         | 17,424 |
|                      |                        |                     |        |       |            | 0.071% | 0.092% | 0.075% | 0.041%     | 0.000% | 0.036% |       | 0.122%     | 0.134% |

表24-1 介護休業より復職した者の取得期間別内訳

1段目：事業所数または介護休業取得者数  
2段目：介護休業取得者の利用期間別割合  
(単位：社、人、%)

|   | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 合 計                 |                 |                 |             |             |            |      |           |                 |                 | 正 規                 |             |            |      |           |                 |                 |             |             |            | パート                 |   |   |   |   |   |   |   |   |   | 介護<br>休業<br>取得<br>者 | 介護<br>休業<br>取得<br>者 | 労働者 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|---|--------------------|---------------------|---------------------|-----------------|-----------------|-------------|-------------|------------|------|-----------|-----------------|-----------------|---------------------|-------------|------------|------|-----------|-----------------|-----------------|-------------|-------------|------------|---------------------|---|---|---|---|---|---|---|---|---|---------------------|---------------------|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|   |                    |                     | 介護<br>休業<br>取得<br>者 |                 |                 |             |             |            |      |           |                 |                 | 介護<br>休業<br>取得<br>者 |             |            |      |           |                 |                 |             |             |            | 介護<br>休業<br>取得<br>者 |   |   |   |   |   |   |   |   |   |                     |                     |     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|   |                    |                     | 1週間<br>未満           | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未満 | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未満         | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未満 | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上                |   |   |   |   |   |   |   |   |   |                     |                     |     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| 計 | 498                | 366                 | 23                  | 5               | 1               | 2           | 7           | 5          | 3    | 0         | 16              | 4               | 1                   | 2           | 4          | 3    | 2         | 0               | 7               | 1           | 0           | 0          | 0                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0                   | 0                   | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

表24-2 介護休業より復職した者の取得期間別内訳

1段目：事業所数または介護休業取得者数  
2段目：介護休業取得者の利用期間別割合  
(単位：社、人、%)

| (男性)     |                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 合 計                 |                 |                 |             |             |            |      |           |                 |                 |             |             | 正 規 従 業 員           |      |           |                 |                 |             |             |            |      |           |                 |                 | パ ー ト イ ム 労 働 者     |             |            |      |  |  |  |   |  |  |  |  |
|----------|----------------------|--------------------|---------------------|---------------------|-----------------|-----------------|-------------|-------------|------------|------|-----------|-----------------|-----------------|-------------|-------------|---------------------|------|-----------|-----------------|-----------------|-------------|-------------|------------|------|-----------|-----------------|-----------------|---------------------|-------------|------------|------|--|--|--|---|--|--|--|--|
|          |                      |                    |                     | 介護<br>休業<br>取得<br>者 |                 |                 |             |             |            |      | 計         |                 |                 |             |             | 介護<br>休業<br>取得<br>者 |      |           |                 |                 |             |             | 計          |      |           |                 |                 | 介護<br>休業<br>取得<br>者 |             |            |      |  |  |  | 計 |  |  |  |  |
|          |                      |                    |                     | 1週間<br>未満           | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未満 | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未満 | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年          | 1年以上 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未満 | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未満         | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上 |  |  |  |   |  |  |  |  |
| 計        | 475                  | 218                | 3                   | 1                   | 0               | 0               | 0           | 0           | 0          | 0    | 0         | 0               | 0               | 0           | 0           | 33.3%               | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 産 業      | 建設業                  | 57                 | 13                  | 0                   | 0               | 0               | 0           | 0           | 0          | 0    | 0         | 0               | 0               | 0           | 0           | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
|          | 製造業                  | 96                 | 43                  | 1                   | 0               | 0               | 1           | 0           | 0          | 0    | 0         | 100.0%          | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 100.0%          | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
|          | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 10                  | 0                   | 0               | 0               | 0           | 0           | 0          | 0    | 0         | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
|          | 卸売業・小売業              | 106                | 48                  | 1                   | 1               | 0               | 0           | 0           | 0          | 0    | 0         | 100.0%          | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
|          | 金融業・保険業              | 18                 | 3                   | 0                   | 0               | 0               | 0           | 0           | 0          | 0    | 0         | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| サービス業    | 165                  | 101                | 1                   | 0                   | 0               | 0               | 0           | 1           | 0          | 0    | 0.0%      | 0.0%            | 0.0%            | 100.0%      | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 100.0%      | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 9人以下     | 74                   | 20                 | 0                   | 0                   | 0               | 0               | 0           | 0           | 0          | 0    | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 10～29人   | 176                  | 54                 | 0                   | 0                   | 0               | 0               | 0           | 0           | 0          | 0    | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 30～49人   | 75                   | 40                 | 1                   | 1                   | 0               | 0               | 0           | 0           | 0          | 0    | 100.0%    | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 50～99人   | 60                   | 37                 | 0                   | 0                   | 0               | 0               | 0           | 0           | 0          | 0    | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 100～299人 | 43                   | 32                 | 0                   | 0                   | 0               | 0               | 0           | 0           | 0          | 0    | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 300人以上   | 47                   | 35                 | 2                   | 0                   | 0               | 0               | 1           | 0           | 1          | 0    | 0.0%      | 0.0%            | 0.0%            | 50.0%       | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 50.0%       | 0.0%        | 0.0%       | 0.0% | 50.0%     | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| (再掲)     | 354                  | 163                | 1                   | 1                   | 0               | 0               | 0           | 0           | 0          | 0    | 100.0%    | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%                | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%        | 0.0%        | 0.0%       | 0.0% | 0.0%      | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 10～299人  |                      |                    |                     |                     |                 |                 |             |             |            |      |           |                 |                 |             |             |                     |      |           |                 |                 |             |             |            |      |           |                 |                 |                     |             |            |      |  |  |  |   |  |  |  |  |
| (再掲)     | 225                  | 144                | 3                   | 1                   | 0               | 0               | 1           | 0           | 1          | 0    | 33.3%     | 0.0%            | 0.0%            | 33.3%       | 0.0%        | 33.3%               | 0.0% | 0.0%      | 0.0%            | 0.0%            | 33.3%       | 0.0%        | 0.0%       | 0.0% | 33.3%     | 0.0%            | 0.0%            | 0.0%                | 0.0%        | 0.0%       | 0.0% |  |  |  |   |  |  |  |  |
| 30人以上    |                      |                    |                     |                     |                 |                 |             |             |            |      |           |                 |                 |             |             |                     |      |           |                 |                 |             |             |            |      |           |                 |                 |                     |             |            |      |  |  |  |   |  |  |  |  |

表24-3 介護休業より復職した者の取得期間別内訳

(女性)

|                      |  | 回答<br>事業所数<br>(正規) |     | 回答<br>事業所数<br>(パート) |   | 計           |                 |                 |           |             |            |         |             |                 |                 |           |             | 正 規 従 業 員   |         |           |                 |                 | パートタイム労働者   |             |            |         |  |
|----------------------|--|--------------------|-----|---------------------|---|-------------|-----------------|-----------------|-----------|-------------|------------|---------|-------------|-----------------|-----------------|-----------|-------------|-------------|---------|-----------|-----------------|-----------------|-------------|-------------|------------|---------|--|
|                      |  |                    |     |                     |   | 介護休業<br>取得者 |                 |                 |           |             |            |         | 介護休業<br>取得者 |                 |                 |           |             | 介護休業<br>取得者 |         |           |                 |                 | 介護休業<br>取得者 |             |            |         |  |
|                      |  |                    |     |                     |   | 1週間<br>未満   | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 3ヵ<br>月未満 | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上    | 1週間<br>未満   | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 3ヵ<br>月未満 | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年  | 1年以上    | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 3ヵ<br>月未満   | 3～6ヵ<br>月未満 | 6ヵ月<br>～1年 | 1年以上    |  |
|                      |  |                    |     |                     |   | 取得<br>者     | 取得<br>者         | 取得<br>者         | 取得<br>者   | 取得<br>者     | 取得<br>者    | 取得<br>者 | 取得<br>者     | 取得<br>者         | 取得<br>者         | 取得<br>者   | 取得<br>者     | 取得<br>者     | 取得<br>者 | 取得<br>者   | 取得<br>者         | 取得<br>者         | 取得<br>者     | 取得<br>者     | 取得<br>者    | 取得<br>者 |  |
| 計                    |  | 462                | 344 | 20                  | 4 | 1           | 2               | 6               | 5         | 2           | 0          | 13      | 3           | 1               | 2               | 3         | 3           | 1           | 0       | 7         | 14.3%           | 0.0%            | 42.9%       | 28.6%       | 14.3%      | 0.0%    |  |
| 建設業                  |  | 47                 | 19  | 0                   | 0 | 0           | 0               | 0               | 0         | 0           | 0          | 0       | 0           | 0               | 0               | 0         | 0           | 0           | 0       | 0         | 0               | 0               | 0           | 0           | 0          | 0       |  |
| 製造業                  |  | 94                 | 66  | 12                  | 0 | 1           | 1               | 4               | 4         | 2           | 0          | 8       | 0           | 1               | 1               | 3         | 2           | 1           | 0       | 4         | 0               | 0               | 1           | 2           | 1          | 0       |  |
| 運輸・通信業、<br>電気・ガス・水道業 |  | 31                 | 15  | 0                   | 0 | 0           | 0               | 0               | 0         | 0           | 0          | 0       | 0           | 0               | 0               | 0         | 0           | 0           | 0       | 0         | 0               | 0               | 0           | 0           | 0          | 0       |  |
| 卸売業・小売業              |  | 100                | 77  | 1                   | 1 | 0           | 0               | 0               | 0         | 0           | 0          | 0       | 0           | 0               | 0               | 0         | 0           | 0           | 0       | 1         | 1               | 0               | 0           | 0           | 0          | 0       |  |
| 金融業・保険業              |  | 18                 | 7   | 0                   | 0 | 0           | 0               | 0               | 0         | 0           | 0          | 0       | 0           | 0               | 0               | 0         | 0           | 0           | 0       | 0         | 0               | 0               | 0           | 0           | 0          | 0       |  |
| サービス業                |  | 172                | 160 | 7                   | 3 | 0           | 1               | 2               | 1         | 0           | 0          | 5       | 3           | 0               | 1               | 0         | 1           | 0           | 0       | 2         | 0               | 0               | 2           | 0           | 0          | 0       |  |
| 9人以下                 |  | 67                 | 55  | 0                   | 0 | 0           | 0               | 0               | 0         | 0           | 0          | 0       | 0           | 0               | 0               | 0         | 0           | 0           | 0       | 0         | 0               | 0               | 0           | 0           | 0          | 0       |  |
| 10～29人               |  | 173                | 105 | 3                   | 2 | 1           | 0               | 0               | 0         | 0           | 0          | 3       | 2           | 1               | 0               | 0         | 0           | 0           | 0       | 0         | 0               | 0               | 0           | 0           | 0          | 0       |  |
| 30～49人               |  | 72                 | 58  | 2                   | 1 | 0           | 0               | 1               | 0         | 0           | 0          | 0       | 0           | 0               | 0               | 0         | 0           | 0           | 2       | 1         | 0               | 0               | 1           | 0           | 0          |         |  |
| 50～99人               |  | 61                 | 49  | 1                   | 1 | 0           | 0               | 0               | 0         | 0           | 0          | 1       | 1           | 0               | 0               | 0         | 0           | 0           | 0       | 0         | 0               | 0               | 0           | 0           | 0          | 0       |  |
| 100～299人             |  | 42                 | 39  | 0                   | 0 | 0           | 0               | 0               | 0         | 0           | 0          | 0       | 0           | 0               | 0               | 0         | 0           | 0           | 0       | 0         | 0               | 0               | 0           | 0           | 0          | 0       |  |
| 300人以上               |  | 47                 | 38  | 14                  | 0 | 0           | 2               | 5               | 5         | 2           | 0          | 9       | 0           | 0               | 2               | 3         | 3           | 1           | 0       | 5         | 0               | 0               | 2           | 2           | 1          | 0       |  |
| (再掲)                 |  | 348                | 251 | 6                   | 4 | 1           | 0               | 1               | 0         | 0           | 0          | 4       | 3           | 1               | 0               | 0         | 0           | 0           | 2       | 1         | 0               | 0               | 1           | 0           | 0          | 0       |  |
| 10～299人              |  |                    |     |                     |   |             |                 |                 |           |             |            |         |             |                 |                 |           |             |             |         |           |                 |                 |             |             |            |         |  |
| (再掲)                 |  | 222                | 184 | 17                  | 2 | 0           | 2               | 6               | 5         | 2           | 0          | 10      | 1           | 0               | 2               | 3         | 3           | 1           | 0       | 7         | 1               | 0               | 3           | 2           | 1          | 0       |  |
| 30人以上                |  |                    |     |                     |   |             |                 |                 |           |             |            |         |             |                 |                 |           |             |             |         |           |                 |                 |             |             |            |         |  |

(単位:社、人、%)

1段目:事業所数または介護休業取得者の利用期間別割合  
2段目:介護休業取得者の利用期間別割合

表25 育児のための勤務時間短縮等措置の制度の有無(就業規則等により明文化されているもの)(複数回答)

1段目:事業所数  
 2段目:回答事業所数に対する割合  
 3段目:勤務時間短縮等措置の制度がある事業所での  
 措置内容の割合(複数回答)

(単位:社、%)

|      |                      | 回答<br>事業所数 | 勤務時間<br>短縮等<br>の措置を<br>実施<br>している | 短時間<br>勤務<br>制度 | 育児のた<br>めに利用<br>できるフ<br>レックス<br>タイム制 | 始業・終<br>業時刻の<br>繰上げ・<br>繰下げ | 所定外労<br>働の免除 | 在宅勤務       | 事業所内<br>託児施設 | 育児に要<br>する費用<br>の援助 | 1歳(特別<br>の場合は1<br>歳6ヵ月)<br>以上の子<br>を対象とす<br>る育児休<br>業 | その他       | 勤務時間<br>短縮等<br>の措置を<br>実施して<br>いない | 無回答<br>(不明を<br>含む) |
|------|----------------------|------------|-----------------------------------|-----------------|--------------------------------------|-----------------------------|--------------|------------|--------------|---------------------|-------------------------------------------------------|-----------|------------------------------------|--------------------|
| 計    |                      | 509        | 384<br>75.4%                      | 331<br>65.0%    | 55<br>10.8%                          | 203<br>39.9%                | 267<br>52.5% | 12<br>2.4% | 22<br>4.3%   | 14<br>2.8%          | 75<br>14.7%                                           | 9<br>1.8% | 102<br>20.0%                       | 23<br>4.5%         |
| 産業   | 建設業                  | 57         | 32<br>56.1%                       | 28<br>49.1%     | 2<br>3.5%                            | 12<br>21.1%                 | 17<br>29.8%  | 0<br>0.0%  | 1<br>1.8%    | 0<br>0.0%           | 7<br>12.3%                                            | 0<br>0.0% | 21<br>36.8%                        | 4<br>7.0%          |
|      |                      |            |                                   | 87.5%           | 6.3%                                 | 37.5%                       | 53.1%        | 0.0%       | 3.1%         | 0.0%                | 21.9%                                                 | 0.0%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 製造業                  | 100        | 86<br>86.0%                       | 76<br>76.0%     | 18<br>18.0%                          | 50<br>50.0%                 | 62<br>62.0%  | 6<br>6.0%  | 2<br>2.0%    | 6<br>6.0%           | 15<br>15.0%                                           | 3<br>3.0% | 12<br>12.0%                        | 2<br>2.0%          |
|      |                      |            |                                   | 88.4%           | 20.9%                                | 58.1%                       | 72.1%        | 7.0%       | 2.3%         | 7.0%                | 17.4%                                                 | 3.5%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 26<br>78.8%                       | 19<br>57.6%     | 5<br>15.2%                           | 12<br>36.4%                 | 18<br>54.5%  | 3<br>9.1%  | 1<br>3.0%    | 2<br>6.1%           | 6<br>18.2%                                            | 0<br>0.0% | 6<br>18.2%                         | 1<br>3.0%          |
|      |                      |            |                                   | 73.1%           | 19.2%                                | 46.2%                       | 69.2%        | 11.5%      | 3.8%         | 7.7%                | 23.1%                                                 | 0.0%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 卸売業・小売業              | 114        | 79<br>69.3%                       | 63<br>55.3%     | 14<br>12.3%                          | 41<br>36.0%                 | 52<br>45.6%  | 2<br>1.8%  | 0<br>0.0%    | 1<br>0.9%           | 14<br>12.3%                                           | 2<br>1.8% | 28<br>24.6%                        | 7<br>6.1%          |
|      |                      |            |                                   | 79.7%           | 17.7%                                | 51.9%                       | 65.8%        | 2.5%       | 0.0%         | 1.3%                | 17.7%                                                 | 2.5%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 金融業・保険業              | 18         | 16<br>88.9%                       | 14<br>77.8%     | 1<br>5.6%                            | 10<br>55.6%                 | 12<br>66.7%  | 0<br>0.0%  | 0<br>0.0%    | 2<br>11.1%          | 4<br>22.2%                                            | 0<br>0.0% | 2<br>11.1%                         | 0<br>0.0%          |
|      |                      |            |                                   | 87.5%           | 6.3%                                 | 62.5%                       | 75.0%        | 0.0%       | 0.0%         | 12.5%               | 25.0%                                                 | 0.0%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | サービス業                | 187        | 145<br>77.5%                      | 131<br>70.1%    | 15<br>8.0%                           | 78<br>41.7%                 | 106<br>56.7% | 1<br>0.5%  | 18<br>9.6%   | 3<br>1.6%           | 29<br>15.5%                                           | 4<br>2.1% | 33<br>17.6%                        | 9<br>4.8%          |
|      |                      |            |                                   | 90.3%           | 10.3%                                | 53.8%                       | 73.1%        | 0.7%       | 12.4%        | 2.1%                | 20.0%                                                 | 2.8%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
| 企業規模 | 9人以下                 | 89         | 38<br>42.7%                       | 29<br>32.6%     | 6<br>6.7%                            | 26<br>29.2%                 | 22<br>24.7%  | 3<br>3.4%  | 1<br>1.1%    | 0<br>0.0%           | 6<br>6.7%                                             | 1<br>1.1% | 42<br>47.2%                        | 9<br>10.1%         |
|      |                      |            |                                   | 76.3%           | 15.8%                                | 68.4%                       | 57.9%        | 7.9%       | 2.6%         | 0.0%                | 15.8%                                                 | 2.6%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 10～29人               | 189        | 131<br>69.3%                      | 104<br>55.0%    | 20<br>10.6%                          | 70<br>37.0%                 | 77<br>40.7%  | 0<br>0.0%  | 6<br>3.2%    | 3<br>1.6%           | 22<br>11.6%                                           | 2<br>1.1% | 47<br>24.9%                        | 11<br>5.8%         |
|      |                      |            |                                   | 79.4%           | 15.3%                                | 53.4%                       | 58.8%        | 0.0%       | 4.6%         | 2.3%                | 16.8%                                                 | 1.5%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 30～49人               | 77         | 70<br>90.9%                       | 68<br>88.3%     | 12<br>15.6%                          | 37<br>48.1%                 | 48<br>62.3%  | 1<br>1.3%  | 3<br>3.9%    | 2<br>2.6%           | 15<br>19.5%                                           | 3<br>3.9% | 6<br>7.8%                          | 1<br>1.3%          |
|      |                      |            |                                   | 97.1%           | 17.1%                                | 52.9%                       | 68.6%        | 1.4%       | 4.3%         | 2.9%                | 21.4%                                                 | 4.3%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 50～99人               | 61         | 55<br>90.2%                       | 51<br>83.6%     | 4<br>6.6%                            | 19<br>31.1%                 | 45<br>73.8%  | 1<br>1.6%  | 0<br>0.0%    | 1<br>1.6%           | 8<br>13.1%                                            | 1<br>1.6% | 6<br>9.8%                          | 0<br>0.0%          |
|      |                      |            |                                   | 92.7%           | 7.3%                                 | 34.5%                       | 81.8%        | 1.8%       | 0.0%         | 1.8%                | 14.5%                                                 | 1.8%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 100～299人             | 45         | 43<br>95.6%                       | 38<br>84.4%     | 7<br>15.6%                           | 23<br>51.1%                 | 37<br>82.2%  | 1<br>2.2%  | 2<br>4.4%    | 1<br>2.2%           | 8<br>17.8%                                            | 2<br>4.4% | 1<br>2.2%                          | 1<br>2.2%          |
|      |                      |            |                                   | 88.4%           | 16.3%                                | 53.5%                       | 86.0%        | 2.3%       | 4.7%         | 2.3%                | 18.6%                                                 | 4.7%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | 300人以上               | 48         | 47<br>97.9%                       | 41<br>85.4%     | 6<br>12.5%                           | 28<br>58.3%                 | 38<br>79.2%  | 6<br>12.5% | 10<br>20.8%  | 7<br>14.6%          | 16<br>33.3%                                           | 0<br>0.0% | 0<br>0.0%                          | 1<br>2.1%          |
|      |                      |            |                                   | 87.2%           | 12.8%                                | 59.6%                       | 80.9%        | 12.8%      | 21.3%        | 14.9%               | 34.0%                                                 | 0.0%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | (再掲)<br>10～299人      | 372        | 299<br>80.4%                      | 261<br>70.2%    | 43<br>11.6%                          | 149<br>40.1%                | 207<br>55.6% | 3<br>0.8%  | 11<br>3.0%   | 7<br>1.9%           | 53<br>14.2%                                           | 8<br>2.2% | 60<br>16.1%                        | 13<br>3.5%         |
|      |                      |            |                                   | 87.3%           | 14.4%                                | 49.8%                       | 69.2%        | 1.0%       | 3.7%         | 2.3%                | 17.7%                                                 | 2.7%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |
|      | (再掲)<br>30人以上        | 231        | 215<br>93.1%                      | 198<br>85.7%    | 29<br>12.6%                          | 107<br>46.3%                | 168<br>72.7% | 9<br>3.9%  | 15<br>6.5%   | 11<br>4.8%          | 47<br>20.3%                                           | 6<br>2.6% | 13<br>5.6%                         | 3<br>1.3%          |
|      |                      |            |                                   | 92.1%           | 13.5%                                | 49.8%                       | 78.1%        | 4.2%       | 7.0%         | 5.1%                | 21.9%                                                 | 2.8%      |                                    |                    |
|      |                      |            |                                   |                 |                                      |                             |              |            |              |                     |                                                       |           |                                    |                    |

表26-1 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| 短時間勤務制度         |                      | 回答<br>事業所数 | 制度あり  | 利用することができる子の年齢の上限 |             |                     |                    |                     |       | (再掲)<br>3歳～ | 制度なし  | 無回答   |
|-----------------|----------------------|------------|-------|-------------------|-------------|---------------------|--------------------|---------------------|-------|-------------|-------|-------|
|                 |                      |            |       | 1歳未満              | 1歳～3<br>歳未満 | 3歳～小<br>学校就<br>学前まで | 小学校<br>入学～<br>卒業まで | 小学校卒<br>業以降も<br>利用可 | 不明    |             |       |       |
|                 |                      |            |       |                   |             |                     |                    |                     |       |             |       |       |
| 計               | 509                  | 331        | 32    | 163               | 67          | 28                  | 20                 | 21                  | 115   | 138         | 40    |       |
|                 |                      | 65.0%      | 6.3%  | 32.0%             | 13.2%       | 5.5%                | 3.9%               | 4.1%                | 22.6% | 27.1%       | 7.9%  |       |
|                 |                      |            | 9.7%  | 49.2%             | 20.2%       | 8.5%                | 6.0%               | 6.3%                | 34.7% |             |       |       |
| 産業              | 建設業                  | 57         | 28    | 4                 | 11          | 5                   | 3                  | 0                   | 5     | 8           | 25    | 4     |
|                 |                      |            | 49.1% | 7.0%              | 19.3%       | 8.8%                | 5.3%               | 0.0%                | 8.8%  | 14.0%       | 43.9% | 0.0%  |
|                 |                      |            |       | 14.3%             | 39.3%       | 17.9%               | 10.7%              | 0.0%                | 17.9% | 28.6%       |       |       |
|                 | 製造業                  | 100        | 76    | 11                | 31          | 17                  | 10                 | 3                   | 4     | 30          | 17    | 7     |
|                 |                      |            | 76.0% | 11.0%             | 31.0%       | 17.0%               | 10.0%              | 3.0%                | 4.0%  | 30.0%       | 17.0% | 7.0%  |
|                 |                      |            |       | 14.5%             | 40.8%       | 22.4%               | 13.2%              | 3.9%                | 5.3%  | 39.5%       |       |       |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 19    | 3                 | 11          | 1                   | 2                  | 1                   | 1     | 4           | 10    | 4     |
|                 |                      |            | 57.6% | 9.1%              | 33.3%       | 3.0%                | 6.1%               | 3.0%                | 3.0%  | 12.1%       | 30.3% | 12.1% |
|                 |                      |            |       | 15.8%             | 57.9%       | 5.3%                | 10.5%              | 5.3%                | 5.3%  | 21.1%       |       |       |
|                 | 卸売業・小売業              | 114        | 63    | 7                 | 33          | 10                  | 5                  | 6                   | 2     | 21          | 40    | 11    |
|                 |                      |            | 55.3% | 6.1%              | 28.9%       | 8.8%                | 4.4%               | 5.3%                | 1.8%  | 18.4%       | 35.1% | 9.6%  |
|                 |                      |            |       | 11.1%             | 52.4%       | 15.9%               | 7.9%               | 9.5%                | 3.2%  | 33.3%       |       |       |
|                 | 金融業・保険業              | 18         | 14    | 1                 | 6           | 3                   | 4                  | 0                   | 0     | 7           | 3     | 1     |
|                 |                      |            | 77.8% | 5.6%              | 33.3%       | 16.7%               | 22.2%              | 0.0%                | 0.0%  | 38.9%       | 16.7% | 5.6%  |
|                 |                      |            |       | 7.1%              | 42.9%       | 21.4%               | 28.6%              | 0.0%                | 0.0%  | 50.0%       |       |       |
|                 | サービス業                | 187        | 131   | 6                 | 71          | 31                  | 4                  | 10                  | 9     | 45          | 43    | 13    |
|                 |                      |            | 70.1% | 3.2%              | 38.0%       | 16.6%               | 2.1%               | 5.3%                | 4.8%  | 24.1%       | 23.0% | 7.0%  |
|                 |                      |            |       | 4.6%              | 54.2%       | 23.7%               | 3.1%               | 7.6%                | 6.9%  | 34.4%       |       |       |
| 企業規模            | 9人以下                 | 89         | 29    | 4                 | 10          | 5                   | 0                  | 7                   | 3     | 12          | 49    | 11    |
|                 |                      |            | 32.6% | 4.5%              | 11.2%       | 5.6%                | 0.0%               | 7.9%                | 3.4%  | 13.5%       | 55.1% | 12.4% |
|                 |                      |            |       | 13.8%             | 34.5%       | 17.2%               | 0.0%               | 24.1%               | 10.3% | 41.4%       |       |       |
|                 | 10～29人               | 189        | 104   | 16                | 52          | 18                  | 6                  | 3                   | 9     | 27          | 63    | 22    |
|                 |                      |            | 55.0% | 8.5%              | 27.5%       | 9.5%                | 3.2%               | 1.6%                | 4.8%  | 14.3%       | 33.3% | 11.6% |
|                 |                      |            |       | 15.4%             | 50.0%       | 17.3%               | 5.8%               | 2.9%                | 8.7%  | 26.0%       |       |       |
|                 | 30～49人               | 77         | 68    | 7                 | 35          | 13                  | 1                  | 7                   | 5     | 21          | 7     | 2     |
|                 |                      |            | 88.3% | 9.1%              | 45.5%       | 16.9%               | 1.3%               | 9.1%                | 6.5%  | 27.3%       | 9.1%  | 2.6%  |
|                 |                      |            |       | 10.3%             | 51.5%       | 19.1%               | 1.5%               | 10.3%               | 7.4%  | 30.9%       |       |       |
|                 | 50～99人               | 61         | 51    | 4                 | 33          | 9                   | 2                  | 1                   | 2     | 12          | 9     | 1     |
|                 |                      |            | 83.6% | 6.6%              | 54.1%       | 14.8%               | 3.3%               | 1.6%                | 3.3%  | 19.7%       | 14.8% | 1.6%  |
|                 |                      |            |       | 7.8%              | 64.7%       | 17.6%               | 3.9%               | 2.0%                | 3.9%  | 23.5%       |       |       |
|                 | 100～299人             | 45         | 38    | 0                 | 21          | 9                   | 4                  | 2                   | 2     | 15          | 6     | 1     |
|                 |                      |            | 84.4% | 0.0%              | 46.7%       | 20.0%               | 8.9%               | 4.4%                | 4.4%  | 33.3%       | 13.3% | 2.2%  |
|                 |                      |            |       | 0.0%              | 55.3%       | 23.7%               | 10.5%              | 5.3%                | 5.3%  | 39.5%       |       |       |
|                 | 300人以上               | 48         | 41    | 1                 | 12          | 13                  | 15                 | 0                   | 0     | 28          | 4     | 3     |
|                 |                      |            | 85.4% | 2.1%              | 25.0%       | 27.1%               | 31.3%              | 0.0%                | 0.0%  | 58.3%       | 8.3%  | 6.3%  |
|                 |                      |            |       | 2.4%              | 29.3%       | 31.7%               | 36.6%              | 0.0%                | 0.0%  | 68.3%       |       |       |
| (再掲)<br>10～299人 | 372                  | 261        | 27    | 141               | 49          | 13                  | 13                 | 18                  | 75    | 85          | 26    |       |
|                 |                      | 70.2%      | 7.3%  | 37.9%             | 13.2%       | 3.5%                | 3.5%               | 4.8%                | 20.2% | 22.8%       | 7.0%  |       |
|                 |                      |            | 10.3% | 54.0%             | 18.8%       | 5.0%                | 5.0%               | 6.9%                | 28.7% |             |       |       |
| (再掲)<br>30人以上   | 231                  | 198        | 12    | 101               | 44          | 22                  | 10                 | 9                   | 76    | 26          | 7     |       |
|                 |                      | 85.7%      | 5.2%  | 43.7%             | 19.0%       | 9.5%                | 4.3%               | 3.9%                | 32.9% | 11.3%       | 3.0%  |       |
|                 |                      |            | 6.1%  | 51.0%             | 22.2%       | 11.1%               | 5.1%               | 4.5%                | 38.4% |             |       |       |

表26-2 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| 育児のために<br>利用できる<br>フレックスタイム制 |                      | 回答<br>事業所数  | 制度あり        | 利用することができる子の年齢の上限 |             |                     |                    |                     |            | (再掲)<br>3歳～  | 制度なし         | 無回答         |
|------------------------------|----------------------|-------------|-------------|-------------------|-------------|---------------------|--------------------|---------------------|------------|--------------|--------------|-------------|
|                              |                      |             |             | 1歳未満              | 1歳～3<br>歳未満 | 3歳～小<br>学校就<br>学前まで | 小学校<br>入学～<br>卒業まで | 小学校卒<br>業以降も<br>利用可 | 不明         |              |              |             |
| 計                            |                      | 509         | 55<br>10.8% | 10<br>2.0%        | 19<br>3.7%  | 5<br>1.0%           | 3<br>0.6%          | 12<br>2.4%          | 6<br>1.2%  | 20<br>3.9%   | 363<br>71.3% | 91<br>17.9% |
| 産業                           | 建設業                  | 57          | 2<br>3.5%   | 0<br>0.0%         | 2<br>3.5%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 44<br>77.2%  | 11<br>19.3% |
|                              |                      |             |             | 0.0%              | 100.0%      | 0.0%                | 0.0%               | 0.0%                | 0.0%       | 0.0%         |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 製造業                  | 100         | 18<br>18.0% | 4<br>4.0%         | 4<br>4.0%   | 2<br>2.0%           | 1<br>1.0%          | 5<br>5.0%           | 2<br>2.0%  | 8<br>8.0%    | 63<br>63.0%  | 19<br>19.0% |
|                              |                      |             |             | 22.2%             | 22.2%       | 11.1%               | 5.6%               | 27.8%               | 11.1%      | 44.4%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 運輸・通信業、<br>電気・ガス・水道業 | 33          | 5<br>15.2%  | 1<br>3.0%         | 1<br>3.0%   | 0<br>0.0%           | 0<br>0.0%          | 2<br>6.1%           | 1<br>3.0%  | 2<br>6.1%    | 22<br>66.7%  | 6<br>18.2%  |
|                              |                      |             |             | 20.0%             | 20.0%       | 0.0%                | 0.0%               | 40.0%               | 20.0%      | 40.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 卸売業・小売業              | 114         | 14<br>12.3% | 2<br>1.8%         | 8<br>7.0%   | 1<br>0.9%           | 1<br>0.9%          | 2<br>1.8%           | 0<br>0.0%  | 4<br>3.5%    | 79<br>69.3%  | 21<br>18.4% |
|                              |                      |             |             | 14.3%             | 57.1%       | 7.1%                | 7.1%               | 14.3%               | 0.0%       | 28.6%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| 金融業・保険業                      | 18                   | 1<br>5.6%   | 0<br>0.0%   | 0<br>0.0%         | 1<br>5.6%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>5.6%  | 14<br>77.8%  | 3<br>16.7%   |             |
|                              |                      |             | 0.0%        | 0.0%              | 100.0%      | 0.0%                | 0.0%               | 0.0%                | 100.0%     |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| サービス業                        | 187                  | 15<br>8.0%  | 3<br>1.6%   | 4<br>2.1%         | 1<br>0.5%   | 1<br>0.5%           | 3<br>1.6%          | 3<br>1.6%           | 5<br>2.7%  | 141<br>75.4% | 31<br>16.6%  |             |
|                              |                      |             | 20.0%       | 26.7%             | 6.7%        | 6.7%                | 20.0%              | 20.0%               | 33.3%      |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| 企業規模                         | 9人以下                 | 89          | 6<br>6.7%   | 1<br>1.1%         | 0<br>0.0%   | 1<br>1.1%           | 0<br>0.0%          | 3<br>3.4%           | 1<br>1.1%  | 4<br>4.5%    | 68<br>76.4%  | 15<br>16.9% |
|                              |                      |             |             | 16.7%             | 0.0%        | 16.7%               | 0.0%               | 50.0%               | 16.7%      | 66.7%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 10～29人               | 189         | 20<br>10.6% | 6<br>3.2%         | 9<br>4.8%   | 2<br>1.1%           | 1<br>0.5%          | 0<br>0.0%           | 2<br>1.1%  | 3<br>1.6%    | 125<br>66.1% | 44<br>23.3% |
|                              |                      |             |             | 30.0%             | 45.0%       | 10.0%               | 5.0%               | 0.0%                | 10.0%      | 15.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 30～49人               | 77          | 12<br>15.6% | 1<br>1.3%         | 4<br>5.2%   | 1<br>1.3%           | 0<br>0.0%          | 4<br>5.2%           | 2<br>2.6%  | 5<br>6.5%    | 53<br>68.8%  | 12<br>15.6% |
|                              |                      |             |             | 8.3%              | 33.3%       | 8.3%                | 0.0%               | 33.3%               | 16.7%      | 41.7%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 50～99人               | 61          | 4<br>6.6%   | 2<br>3.3%         | 1<br>1.6%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>1.6%           | 0<br>0.0%  | 1<br>1.6%    | 50<br>82.0%  | 7<br>11.5%  |
|                              |                      |             |             | 50.0%             | 25.0%       | 0.0%                | 0.0%               | 25.0%               | 0.0%       | 25.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 100～299人             | 45          | 7<br>15.6%  | 0<br>0.0%         | 5<br>11.1%  | 0<br>0.0%           | 0<br>0.0%          | 1<br>2.2%           | 1<br>2.2%  | 1<br>2.2%    | 33<br>73.3%  | 5<br>11.1%  |
|                              |                      |             |             | 0.0%              | 71.4%       | 0.0%                | 0.0%               | 14.3%               | 14.3%      | 14.3%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| 300人以上                       | 48                   | 6<br>12.5%  | 0<br>0.0%   | 0<br>0.0%         | 1<br>2.1%   | 2<br>4.2%           | 3<br>6.3%          | 0<br>0.0%           | 6<br>12.5% | 34<br>70.8%  | 8<br>16.7%   |             |
|                              |                      |             | 0.0%        | 0.0%              | 16.7%       | 33.3%               | 50.0%              | 0.0%                | 100.0%     |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| (再掲)<br>10～299人              | 372                  | 43<br>11.6% | 9<br>2.4%   | 19<br>5.1%        | 3<br>0.8%   | 1<br>0.3%           | 6<br>1.6%          | 5<br>1.3%           | 10<br>2.7% | 261<br>70.2% | 68<br>18.3%  |             |
|                              |                      |             | 20.9%       | 44.2%             | 7.0%        | 2.3%                | 14.0%              | 11.6%               | 23.3%      |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| (再掲)<br>30人以上                | 231                  | 29<br>12.6% | 3<br>1.3%   | 10<br>4.3%        | 2<br>0.9%   | 2<br>0.9%           | 9<br>3.9%          | 3<br>1.3%           | 13<br>5.6% | 170<br>73.6% | 32<br>13.9%  |             |
|                              |                      |             | 10.3%       | 34.5%             | 6.9%        | 6.9%                | 31.0%              | 10.3%               | 44.8%      |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |

表26-3 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| 始業・終業時刻の<br>繰上げ・繰下げ |                      | 回答<br>事業所数   | 制度あり         | 利用することができる子の年齢の上限 |             |                     |                    |                     |             | (再掲)<br>3歳～  | 制度なし         | 無回答         |
|---------------------|----------------------|--------------|--------------|-------------------|-------------|---------------------|--------------------|---------------------|-------------|--------------|--------------|-------------|
|                     |                      |              |              | 1歳未満              | 1歳～3<br>歳未満 | 3歳～小<br>学校就<br>学前まで | 小学校<br>入学～<br>卒業まで | 小学校卒<br>業以降も<br>利用可 | 不明          |              |              |             |
| 計                   |                      | 509          | 203<br>39.9% | 22<br>4.3%        | 69<br>13.6% | 45<br>8.8%          | 18<br>3.5%         | 25<br>4.9%          | 24<br>4.7%  | 41<br>8.1%   | 241<br>47.3% | 65<br>12.8% |
|                     |                      |              |              | 10.8%             | 34.0%       | 22.2%               | 8.9%               | 12.3%               | 11.8%       | 20.2%        |              |             |
| 産業                  | 建設業                  | 57           | 12<br>21.1%  | 3<br>5.3%         | 4<br>7.0%   | 2<br>3.5%           | 1<br>1.8%          | 1<br>1.8%           | 1<br>1.8%   | 4<br>7.0%    | 39<br>68.4%  | 6<br>10.5%  |
|                     |                      |              |              | 25.0%             | 33.3%       | 16.7%               | 8.3%               | 8.3%                | 8.3%        | 33.3%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
|                     | 製造業                  | 100          | 50<br>50.0%  | 7<br>7.0%         | 16<br>16.0% | 10<br>10.0%         | 5<br>5.0%          | 6<br>6.0%           | 6<br>6.0%   | 21<br>21.0%  | 36<br>36.0%  | 14<br>14.0% |
|                     |                      |              |              | 14.0%             | 32.0%       | 20.0%               | 10.0%              | 12.0%               | 12.0%       | 42.0%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
|                     | 運輸・通信業、<br>電気・ガス・水道業 | 33           | 12<br>36.4%  | 2<br>6.1%         | 4<br>12.1%  | 0<br>0.0%           | 2<br>6.1%          | 2<br>6.1%           | 2<br>6.1%   | 2<br>6.1%    | 17<br>51.5%  | 4<br>12.1%  |
|                     |                      |              |              | 16.7%             | 33.3%       | 0.0%                | 16.7%              | 16.7%               | 16.7%       | 16.7%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
|                     | 卸売業・小売業              | 114          | 41<br>36.0%  | 6<br>5.3%         | 13<br>11.4% | 6<br>5.3%           | 5<br>4.4%          | 6<br>5.3%           | 5<br>4.4%   | 4<br>3.5%    | 58<br>50.9%  | 15<br>13.2% |
|                     |                      |              |              | 14.6%             | 31.7%       | 14.6%               | 12.2%              | 14.6%               | 12.2%       | 9.8%         |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
| 金融業・保険業             | 18                   | 10<br>55.6%  | 0<br>0.0%    | 2<br>11.1%        | 4<br>22.2%  | 2<br>11.1%          | 1<br>5.6%          | 1<br>5.6%           | 1<br>5.6%   | 8<br>44.4%   | 0<br>0.0%    |             |
|                     |                      |              | 0.0%         | 20.0%             | 40.0%       | 20.0%               | 10.0%              | 10.0%               | 10.0%       |              |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
| サービス業               | 187                  | 78<br>41.7%  | 4<br>2.1%    | 30<br>16.0%       | 23<br>12.3% | 3<br>1.6%           | 9<br>4.8%          | 9<br>4.8%           | 9<br>4.8%   | 83<br>44.4%  | 26<br>13.9%  |             |
|                     |                      |              | 5.1%         | 38.5%             | 29.5%       | 3.8%                | 11.5%              | 11.5%               | 11.5%       |              |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
| 企業規模                | 9人以下                 | 89           | 26<br>29.2%  | 3<br>3.4%         | 3<br>3.4%   | 4<br>4.5%           | 1<br>1.1%          | 8<br>9.0%           | 7<br>7.9%   | 13<br>14.6%  | 53<br>59.6%  | 10<br>11.2% |
|                     |                      |              |              | 11.5%             | 11.5%       | 15.4%               | 3.8%               | 30.8%               | 26.9%       | 50.0%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
|                     | 10～29人               | 189          | 70<br>37.0%  | 10<br>5.3%        | 23<br>12.2% | 18<br>9.5%          | 6<br>3.2%          | 5<br>2.6%           | 8<br>4.2%   | 29<br>15.3%  | 89<br>47.1%  | 30<br>15.9% |
|                     |                      |              |              | 14.3%             | 32.9%       | 25.7%               | 8.6%               | 7.1%                | 11.4%       | 41.4%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
|                     | 30～49人               | 77           | 37<br>48.1%  | 4<br>5.2%         | 15<br>19.5% | 6<br>7.8%           | 0<br>0.0%          | 7<br>9.1%           | 5<br>6.5%   | 13<br>16.9%  | 31<br>40.3%  | 9<br>11.7%  |
|                     |                      |              |              | 10.8%             | 40.5%       | 16.2%               | 0.0%               | 18.9%               | 13.5%       | 35.1%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
|                     | 50～99人               | 61           | 19<br>31.1%  | 3<br>4.9%         | 9<br>14.8%  | 4<br>6.6%           | 1<br>1.6%          | 2<br>3.3%           | 0<br>0.0%   | 7<br>11.5%   | 35<br>57.4%  | 7<br>11.5%  |
|                     |                      |              |              | 15.8%             | 47.4%       | 21.1%               | 5.3%               | 10.5%               | 0.0%        | 36.8%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
|                     | 100～299人             | 45           | 23<br>51.1%  | 1<br>2.2%         | 14<br>31.1% | 4<br>8.9%           | 1<br>2.2%          | 2<br>4.4%           | 1<br>2.2%   | 7<br>15.6%   | 18<br>40.0%  | 4<br>8.9%   |
|                     |                      |              |              | 4.3%              | 60.9%       | 17.4%               | 4.3%               | 8.7%                | 4.3%        | 30.4%        |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
| 300人以上              | 48                   | 28<br>58.3%  | 1<br>2.1%    | 5<br>10.4%        | 9<br>18.8%  | 9<br>18.8%          | 1<br>2.1%          | 3<br>6.3%           | 19<br>39.6% | 15<br>31.3%  | 5<br>10.4%   |             |
|                     |                      |              | 3.6%         | 17.9%             | 32.1%       | 32.1%               | 3.6%               | 10.7%               | 67.9%       |              |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
| (再掲)<br>10～299人     | 372                  | 149<br>40.1% | 18<br>4.8%   | 61<br>16.4%       | 32<br>8.6%  | 8<br>2.2%           | 16<br>4.3%         | 14<br>3.8%          | 56<br>15.1% | 173<br>46.5% | 50<br>13.4%  |             |
|                     |                      |              | 12.1%        | 40.9%             | 21.5%       | 5.4%                | 10.7%              | 9.4%                | 37.6%       |              |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |
| (再掲)<br>30人以上       | 231                  | 107<br>46.3% | 9<br>3.9%    | 43<br>18.6%       | 23<br>10.0% | 11<br>4.8%          | 12<br>5.2%         | 9<br>3.9%           | 46<br>19.9% | 99<br>42.9%  | 25<br>10.8%  |             |
|                     |                      |              | 8.4%         | 40.2%             | 21.5%       | 10.3%               | 11.2%              | 8.4%                | 43.0%       |              |              |             |
|                     |                      |              |              |                   |             |                     |                    |                     |             |              |              |             |



表26-4 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| 所定外労働の免除        |                      | 回答<br>事業所数 | 制度あり         | 利用することができる子の年齢の上限  |                       |                      |                      |                     |                     | (再掲)<br>3歳～          | 制度なし                 | 無回答         |             |
|-----------------|----------------------|------------|--------------|--------------------|-----------------------|----------------------|----------------------|---------------------|---------------------|----------------------|----------------------|-------------|-------------|
|                 |                      |            |              | 1歳未満               | 1歳～3<br>歳未満           | 3歳～小<br>学校就<br>学前まで  | 小学校<br>入学～<br>卒業まで   | 小学校卒<br>業以降も<br>利用可 | 不明                  |                      |                      |             |             |
| 計               |                      | 509        | 267<br>52.5% | 19<br>3.7%<br>7.1% | 126<br>24.8%<br>47.2% | 67<br>13.2%<br>25.1% | 13<br>2.6%<br>4.9%   | 15<br>2.9%<br>5.6%  | 27<br>5.3%<br>10.1% | 95<br>18.7%<br>35.6% | 174<br>34.2%         | 68<br>13.4% |             |
| 産業              | 建設業                  | 57         | 17<br>29.8%  | 1<br>1.8%<br>5.9%  | 10<br>17.5%<br>58.8%  | 3<br>5.3%<br>17.6%   | 1<br>1.8%<br>5.9%    | 1<br>1.8%<br>5.9%   | 1<br>1.8%<br>5.9%   | 5<br>8.8%<br>29.4%   | 32<br>56.1%          | 8<br>14.0%  |             |
|                 | 製造業                  | 100        | 62<br>62.0%  | 8<br>8.0%<br>12.9% | 27<br>27.0%<br>43.5%  | 12<br>12.0%<br>19.4% | 4<br>4.0%<br>6.5%    | 2<br>2.0%<br>3.2%   | 9<br>9.0%<br>14.5%  | 18<br>18.0%<br>29.0% | 24<br>24.0%          | 14<br>14.0% |             |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 18<br>54.5%  | 2<br>6.1%<br>11.1% | 9<br>27.3%<br>50.0%   | 4<br>12.1%<br>22.2%  | 1<br>3.0%<br>5.6%    | 0<br>0.0%<br>0.0%   | 2<br>6.1%<br>11.1%  | 5<br>15.2%<br>27.8%  | 12<br>36.4%          | 3<br>9.1%   |             |
|                 | 卸売業・小売業              | 114        | 52<br>45.6%  | 5<br>4.4%<br>9.6%  | 21<br>18.4%<br>40.4%  | 12<br>10.5%<br>23.1% | 4<br>3.5%<br>7.7%    | 3<br>2.6%<br>5.8%   | 7<br>6.1%<br>13.5%  | 19<br>16.7%<br>36.5% | 46<br>40.4%          | 16<br>14.0% |             |
|                 | 金融業・保険業              | 18         | 12<br>66.7%  | 1<br>5.6%<br>8.3%  | 4<br>22.2%<br>33.3%   | 4<br>22.2%<br>33.3%  | 2<br>11.1%<br>16.7%  | 0<br>0.0%<br>0.0%   | 1<br>5.6%<br>8.3%   | 6<br>33.3%<br>50.0%  | 4<br>22.2%           | 2<br>11.1%  |             |
|                 | サービス業                | 187        | 106<br>56.7% | 2<br>1.1%<br>1.9%  | 55<br>29.4%<br>51.9%  | 32<br>17.1%<br>30.2% | 1<br>0.5%<br>0.9%    | 9<br>4.8%<br>8.5%   | 7<br>3.7%<br>6.6%   | 42<br>22.5%<br>39.6% | 56<br>29.9%          | 25<br>13.4% |             |
|                 | 企業規模                 | 9人以下       | 89           | 22<br>24.7%        | 2<br>2.2%<br>9.1%     | 7<br>7.9%<br>31.8%   | 5<br>5.6%<br>22.7%   | 0<br>0.0%<br>0.0%   | 4<br>4.5%<br>18.2%  | 4<br>4.5%<br>18.2%   | 9<br>10.1%<br>40.9%  | 51<br>57.3% | 16<br>18.0% |
|                 |                      | 10～29人     | 189          | 77<br>40.7%        | 5<br>2.6%<br>6.5%     | 30<br>15.9%<br>39.0% | 23<br>12.2%<br>29.9% | 4<br>2.1%<br>5.2%   | 4<br>2.1%<br>5.2%   | 11<br>5.8%<br>14.3%  | 31<br>16.4%<br>40.3% | 78<br>41.3% | 34<br>18.0% |
|                 |                      | 30～49人     | 77           | 48<br>62.3%        | 7<br>9.1%<br>14.6%    | 23<br>29.9%<br>47.9% | 12<br>15.6%<br>25.0% | 0<br>0.0%<br>0.0%   | 3<br>3.9%<br>6.3%   | 3<br>3.9%<br>6.3%    | 15<br>19.5%<br>31.3% | 20<br>26.0% | 9<br>11.7%  |
|                 |                      | 50～99人     | 61           | 45<br>73.8%        | 3<br>4.9%<br>6.7%     | 24<br>39.3%<br>53.3% | 10<br>16.4%<br>22.2% | 1<br>1.6%<br>2.2%   | 3<br>4.9%<br>6.7%   | 4<br>6.6%<br>8.9%    | 14<br>23.0%<br>31.1% | 13<br>21.3% | 3<br>4.9%   |
|                 |                      | 100～299人   | 45           | 37<br>82.2%        | 1<br>2.2%<br>2.7%     | 25<br>55.6%<br>67.6% | 7<br>15.6%<br>18.9%  | 1<br>2.2%<br>2.7%   | 1<br>2.2%<br>2.7%   | 2<br>4.4%<br>5.4%    | 9<br>20.0%<br>24.3%  | 7<br>15.6%  | 1<br>2.2%   |
|                 |                      | 300人以上     | 48           | 38<br>79.2%        | 1<br>2.1%<br>2.6%     | 17<br>35.4%<br>44.7% | 10<br>20.8%<br>26.3% | 7<br>14.6%<br>18.4% | 0<br>0.0%<br>0.0%   | 3<br>6.3%<br>7.9%    | 17<br>35.4%<br>44.7% | 5<br>10.4%  | 5<br>10.4%  |
| (再掲)<br>10～299人 |                      | 372        | 207<br>55.6% | 16<br>4.3%<br>7.7% | 102<br>27.4%<br>49.3% | 52<br>14.0%<br>25.1% | 6<br>1.6%<br>2.9%    | 11<br>3.0%<br>5.3%  | 20<br>5.4%<br>9.7%  | 69<br>18.5%<br>33.3% | 118<br>31.7%         | 47<br>12.6% |             |
| (再掲)<br>30人以上   |                      | 231        | 168<br>72.7% | 12<br>5.2%<br>7.1% | 89<br>38.5%<br>53.0%  | 39<br>16.9%<br>23.2% | 9<br>3.9%<br>5.4%    | 7<br>3.0%<br>4.2%   | 12<br>5.2%<br>7.1%  | 55<br>23.8%<br>32.7% | 45<br>19.5%          | 18<br>7.8%  |             |

表26-5 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| 在宅勤務 | 回答<br>事業所数           | 制度あり        | 利用することができる子の年齢の上限 |             |                     |                    |                     |           | (再掲)<br>3歳～ | 制度なし         | 無回答         |
|------|----------------------|-------------|-------------------|-------------|---------------------|--------------------|---------------------|-----------|-------------|--------------|-------------|
|      |                      |             | 1歳未満              | 1歳～3<br>歳未満 | 3歳～小<br>学校就<br>学前まで | 小学校<br>入学～<br>卒業まで | 小学校卒<br>業以降も<br>利用可 | 不明        |             |              |             |
| 計    | 509                  | 12<br>2.4%  | 2<br>0.4%         | 0<br>0.0%   | 0<br>0.0%           | 4<br>0.8%          | 4<br>0.8%           | 2<br>0.4% | 8<br>1.6%   | 400<br>78.6% | 97<br>19.1% |
| 産業   | 建設業                  | 57<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 0<br>0.0%   | 45<br>78.9%  | 12<br>21.1% |
|      | 製造業                  | 100<br>6.0% | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 3<br>3.0%          | 3<br>3.0%           | 0<br>0.0% | 6<br>6.0%   | 74<br>74.0%  | 20<br>20.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33<br>9.1%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>3.0%          | 1<br>3.0%           | 1<br>3.0% | 2<br>6.1%   | 25<br>75.8%  | 5<br>15.2%  |
|      | 卸売業・小売業              | 114<br>1.8% | 1<br>0.9%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>0.9% | 0<br>0.0%   | 88<br>77.2%  | 24<br>21.1% |
|      | 金融業・保険業              | 18<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 0<br>0.0%   | 15<br>83.3%  | 3<br>16.7%  |
|      | サービス業                | 187<br>0.5% | 1<br>0.5%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 0<br>0.0%   | 153<br>81.8% | 33<br>17.6% |
|      |                      |             | 100.0%            | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%      | 0.0%        |              |             |
|      | 9人以下                 | 89<br>3.4%  | 1<br>1.1%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 2<br>2.2% | 0<br>0.0%   | 69<br>77.5%  | 17<br>19.1% |
|      | 10～29人               | 189<br>0.0% | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 0<br>0.0%   | 143<br>75.7% | 46<br>24.3% |
|      | 30～49人               | 77<br>1.3%  | 1<br>1.3%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 0<br>0.0%   | 61<br>79.2%  | 15<br>19.5% |
| 企業規模 | 50～99人               | 61<br>1.6%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>1.6%          | 0<br>0.0%           | 0<br>0.0% | 1<br>1.6%   | 53<br>86.9%  | 7<br>11.5%  |
|      | 100～299人             | 45<br>2.2%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>2.2%           | 0<br>0.0% | 1<br>2.2%   | 39<br>86.7%  | 5<br>11.1%  |
|      | 300人以上               | 48<br>12.5% | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 3<br>6.3%          | 3<br>6.3%           | 0<br>0.0% | 6<br>12.5%  | 35<br>72.9%  | 7<br>14.6%  |
|      | (再掲)<br>10～29人       | 372<br>0.8% | 1<br>0.3%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>0.3%          | 1<br>0.3%           | 0<br>0.0% | 2<br>0.5%   | 296<br>79.6% | 73<br>19.6% |
|      | (再掲)<br>30人以上        | 231<br>3.9% | 1<br>0.4%         | 0<br>0.0%   | 0<br>0.0%           | 4<br>1.7%          | 4<br>1.7%           | 0<br>0.0% | 8<br>3.5%   | 188<br>81.4% | 34<br>14.7% |
|      |                      |             | 33.3%             | 0.0%        | 0.0%                | 33.3%              | 33.3%               | 0.0%      | 66.7%       |              |             |
|      |                      |             | 11.1%             | 0.0%        | 0.0%                | 44.4%              | 44.4%               | 0.0%      | 88.9%       |              |             |

表26-6 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| 事業所内<br>託児施設         |        | 回答<br>事業所数  | 制度あり       | 利用することができる子の年齢の上限 |             |                     |                    |                     |            | (再掲)<br>3歳～  | 制度なし         | 無回答          |
|----------------------|--------|-------------|------------|-------------------|-------------|---------------------|--------------------|---------------------|------------|--------------|--------------|--------------|
|                      |        |             |            | 1歳未満              | 1歳～3<br>歳未満 | 3歳～小<br>学校就<br>学前まで | 小学校<br>入学～<br>卒業まで | 小学校卒<br>業以降も<br>利用可 | 不明         |              |              |              |
| 計                    |        | 509         | 22<br>4.3% | 4<br>0.8%         | 6<br>1.2%   | 9<br>1.8%           | 1<br>0.2%          | 0<br>0.0%           | 2<br>0.4%  | 10<br>2.0%   | 387<br>76.0% | 100<br>19.6% |
| 産業                   | 建設業    | 57          | 1<br>1.8%  | 0<br>0.0%         | 1<br>1.8%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 44<br>77.2%  | 12<br>21.1%  |
|                      |        |             |            | 0<br>0.0%         | 100.0%      | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
|                      | 製造業    | 100         | 2<br>2.0%  | 1<br>1.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>1.0%  | 0<br>0.0%    | 77<br>77.0%  | 21<br>21.0%  |
|                      |        |             |            | 50.0%             | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 50.0%      | 0<br>0.0%    |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| 運輸・通信業、<br>電気・ガス・水道業 | 33     | 1<br>3.0%   | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>3.0%           | 0<br>0.0%  | 26<br>78.8%  | 6<br>18.2%   |              |
|                      |        |             | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 100.0%              | 0<br>0.0%  |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| 卸売業・小売業              | 114    | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 88<br>77.2%  | 26<br>22.8%  |              |
|                      |        |             | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| 金融業・保険業              | 18     | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 15<br>83.3%  | 3<br>16.7%   |              |
|                      |        |             | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| サービス業                | 187    | 18<br>9.6%  | 3<br>1.6%  | 5<br>2.7%         | 9<br>4.8%   | 1<br>0.5%           | 0<br>0.0%          | 0<br>0.0%           | 10<br>5.3% | 137<br>73.3% | 32<br>17.1%  |              |
|                      |        |             | 16.7%      | 27.8%             | 50.0%       | 5.6%                | 0.0%               | 0.0%                | 55.6%      |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| 企業規模                 | 9人以下   | 89          | 1<br>1.1%  | 0<br>0.0%         | 0<br>0.0%   | 1<br>1.1%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 1<br>1.1%    | 69<br>77.5%  | 19<br>21.3%  |
|                      |        |             |            | 0<br>0.0%         | 0<br>0.0%   | 100.0%              | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 100.0%       |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
|                      | 10～29人 | 189         | 6<br>3.2%  | 2<br>1.1%         | 2<br>1.1%   | 1<br>0.5%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>0.5%  | 1<br>0.5%    | 136<br>72.0% | 47<br>24.9%  |
|                      |        |             |            | 33.3%             | 33.3%       | 16.7%               | 0.0%               | 0.0%                | 16.7%      | 16.7%        |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
|                      | 30～49人 | 77          | 3<br>3.9%  | 1<br>1.3%         | 1<br>1.3%   | 1<br>1.3%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 1<br>1.3%    | 59<br>76.6%  | 15<br>19.5%  |
|                      |        |             |            | 33.3%             | 33.3%       | 33.3%               | 0.0%               | 0.0%                | 0.0%       | 33.3%        |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
|                      | 50～99人 | 61          | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 54<br>88.5%  | 7<br>11.5%   |
|                      |        |             | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| 100～299人             | 45     | 2<br>4.4%   | 0<br>0.0%  | 1<br>2.2%         | 1<br>2.2%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>2.2%  | 38<br>84.4%  | 5<br>11.1%   |              |
|                      |        |             | 0<br>0.0%  | 50.0%             | 50.0%       | 0.0%                | 0.0%               | 0.0%                | 50.0%      |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| 300人以上               | 48     | 10<br>20.8% | 1<br>2.1%  | 2<br>4.2%         | 5<br>10.4%  | 1<br>2.1%           | 0<br>0.0%          | 1<br>2.1%           | 6<br>12.5% | 31<br>64.6%  | 7<br>14.6%   |              |
|                      |        |             | 10.0%      | 20.0%             | 50.0%       | 10.0%               | 0.0%               | 10.0%               | 60.0%      |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| (再掲)<br>10～299人      | 372    | 11<br>3.0%  | 3<br>0.8%  | 4<br>1.1%         | 3<br>0.8%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>0.3%           | 3<br>0.8%  | 287<br>77.2% | 74<br>19.9%  |              |
|                      |        |             | 27.3%      | 36.4%             | 27.3%       | 0.0%                | 0.0%               | 9.1%                | 27.3%      |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |
| (再掲)<br>30人以上        | 231    | 15<br>6.5%  | 2<br>0.9%  | 4<br>1.7%         | 7<br>3.0%   | 1<br>0.4%           | 0<br>0.0%          | 1<br>0.4%           | 8<br>3.5%  | 182<br>78.8% | 34<br>14.7%  |              |
|                      |        |             | 13.3%      | 26.7%             | 46.7%       | 6.7%                | 0.0%               | 6.7%                | 53.3%      |              |              |              |
|                      |        |             |            |                   |             |                     |                    |                     |            |              |              |              |

表26-7 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| (単位: 社、%)       |         |               |                      |                    |                    |                     |                     |                     |                    |                    |                     |                     |                     |              |
|-----------------|---------|---------------|----------------------|--------------------|--------------------|---------------------|---------------------|---------------------|--------------------|--------------------|---------------------|---------------------|---------------------|--------------|
| 育児に要する<br>費用の援助 |         | 回答<br>事業所数    | 制度あり                 | 利用することができる子の年齢の上限  |                    |                     |                     |                     |                    | (再掲)<br>3歳～        | 制度なし                | 無回答                 |                     |              |
|                 |         |               |                      | 1歳未満               | 1歳～3<br>歳未満        | 3歳～小<br>学校就<br>学前まで | 小学校<br>入学～<br>卒業まで  | 小学校卒<br>業以降も<br>利用可 | 不明                 |                    |                     |                     |                     |              |
| 計               |         | 509           | 14<br>2.8%<br>14.3%  | 2<br>0.4%<br>14.3% | 2<br>0.4%<br>14.3% | 4<br>0.8%<br>28.6%  | 2<br>0.4%<br>14.3%  | 1<br>0.2%<br>7.1%   | 3<br>0.6%<br>21.4% | 7<br>1.4%<br>50.0% | 395<br>77.6%        | 100<br>19.6%        |                     |              |
| 産業              | 建設業     | 57            | 0<br>0.0%<br>0.0%    | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 45<br>78.9%         | 12<br>21.1%         |                     |              |
|                 |         | 製造業           | 100                  | 6<br>6.0%<br>33.3% | 2<br>2.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 1<br>1.0%<br>16.7%  | 1<br>1.0%<br>16.7%  | 1<br>1.0%<br>16.7% | 1<br>1.0%<br>16.7% | 3<br>3.0%<br>50.0%  | 74<br>74.0%         | 20<br>20.0%         |              |
|                 |         |               | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 2<br>6.1%<br>0.0%  | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 1<br>3.0%<br>50.0%  | 1<br>3.0%<br>50.0% | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 2<br>6.1%<br>100.0% | 25<br>75.8%         | 6<br>18.2%   |
|                 | 卸売業・小売業 |               |                      | 114                | 1<br>0.9%<br>0.0%  | 0<br>0.0%<br>100.0% | 1<br>0.9%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 87<br>76.3%         | 26<br>22.8%  |
|                 |         | 金融業・保険業       |                      | 18                 | 2<br>11.1%<br>0.0% | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>50.0%  | 1<br>5.6%<br>0.0%   | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 1<br>5.6%<br>50.0%  | 1<br>5.6%<br>50.0%  | 14<br>77.8%         | 2<br>11.1%   |
|                 |         |               | サービス業                | 187                | 3<br>1.6%<br>0.0%  | 0<br>0.0%<br>33.3%  | 1<br>0.5%<br>33.3%  | 1<br>0.5%<br>33.3%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 1<br>0.5%<br>33.3%  | 1<br>0.5%<br>33.3%  | 150<br>80.2%        | 34<br>18.2%  |
|                 | 企業規模    |               |                      | 9人以下               | 89                 | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 70<br>78.7%  |
|                 |         | 10～29人        |                      |                    | 189                | 3<br>1.6%<br>33.3%  | 1<br>0.5%<br>33.3%  | 1<br>0.5%<br>33.3%  | 1<br>0.5%<br>33.3% | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 1<br>0.5%<br>33.3%  | 141<br>74.6% |
|                 |         |               | 30～49人               |                    | 77                 | 2<br>2.6%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>50.0%  | 1<br>1.3%<br>0.0%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>50.0%  | 1<br>1.3%<br>50.0%  | 1<br>1.3%<br>50.0%  | 60<br>77.9%  |
|                 |         |               |                      | 50～99人             | 61                 | 1<br>1.6%<br>0.0%   | 0<br>0.0%<br>100.0% | 1<br>1.6%<br>0.0%   | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 53<br>86.9%  |
|                 |         | 100～299人      |                      |                    | 45                 | 1<br>2.2%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%   | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>100.0% | 1<br>2.2%<br>0.0%   | 0<br>0.0%<br>0.0%   | 38<br>84.4%  |
|                 |         |               | 300人以上               |                    | 48                 | 7<br>14.6%<br>14.3% | 1<br>2.1%<br>0.0%   | 0<br>0.0%<br>0.0%   | 2<br>4.2%<br>28.6% | 2<br>4.2%<br>28.6% | 1<br>2.1%<br>14.3%  | 1<br>2.1%<br>14.3%  | 5<br>10.4%<br>71.4% | 33<br>68.8%  |
| (再掲)<br>10～299人 |         |               |                      | 372                | 7<br>1.9%<br>14.3% | 1<br>0.3%<br>28.6%  | 2<br>0.5%<br>28.6%  | 2<br>0.5%<br>28.6%  | 0<br>0.0%<br>0.0%  | 0<br>0.0%<br>0.0%  | 2<br>0.5%<br>28.6%  | 2<br>0.5%<br>28.6%  | 292<br>78.5%        | 73<br>19.6%  |
|                 |         | (再掲)<br>30人以上 |                      | 231                | 11<br>4.8%<br>9.1% | 1<br>0.4%<br>9.1%   | 1<br>0.4%<br>9.1%   | 3<br>1.3%<br>27.3%  | 2<br>0.9%<br>18.2% | 1<br>0.4%<br>9.1%  | 3<br>1.3%<br>27.3%  | 6<br>2.6%<br>54.5%  | 184<br>79.7%        | 36<br>15.6%  |

表26-8 育児のための勤務時間短縮等措置の有無および利用できる期間(就業規則等による規定)

1段目:事業所数

2段目:回答事業所に対する割合

3段目:制度がある事業所での利用できる期間の割合

(単位:社、%)

| 1歳(特別の場合は1歳6ヵ月)以上の子を対象とする育児休業 |                      | 回答事業所数 | 制度あり        | 利用することができる子の年齢の上限 |             |             |            |             |            | (再掲)<br>1歳～ | 制度なし         | 無回答          |
|-------------------------------|----------------------|--------|-------------|-------------------|-------------|-------------|------------|-------------|------------|-------------|--------------|--------------|
|                               |                      |        |             | 1歳未満              | 1歳～3歳未満     | 3歳～小学校就学前まで | 小学校入学～卒業まで | 小学校卒業以降も利用可 | 不明         |             |              |              |
| 計                             |                      | 509    | 75<br>14.7% | 0<br>0.0%         | 46<br>9.0%  | 5<br>1.0%   | 2<br>0.4%  | 3<br>0.6%   | 19<br>3.7% | 56<br>11.0% | 329<br>64.6% | 105<br>20.6% |
| 産業                            | 建設業                  | 57     | 7<br>12.3%  | 0<br>0.0%         | 4<br>7.0%   | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 3<br>5.3%  | 4<br>7.0%   | 39<br>68.4%  | 11<br>19.3%  |
|                               | 製造業                  | 100    | 15<br>15.0% | 0<br>0.0%         | 7<br>7.0%   | 1<br>1.0%   | 1<br>1.0%  | 1<br>1.0%   | 5<br>5.0%  | 10<br>10.0% | 61<br>61.0%  | 24<br>24.0%  |
|                               | 運輸・通信業、<br>電気・ガス・水道業 | 33     | 6<br>18.2%  | 0<br>0.0%         | 4<br>12.1%  | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 2<br>6.1%  | 4<br>12.1%  | 21<br>63.6%  | 6<br>18.2%   |
|                               | 卸売業・小売業              | 114    | 14<br>12.3% | 0<br>0.0%         | 10<br>8.8%  | 0<br>0.0%   | 1<br>0.9%  | 0<br>0.0%   | 3<br>2.6%  | 11<br>9.6%  | 72<br>63.2%  | 28<br>24.6%  |
|                               | 金融業・保険業              | 18     | 4<br>22.2%  | 0<br>0.0%         | 3<br>16.7%  | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 1<br>5.6%  | 3<br>16.7%  | 11<br>61.1%  | 3<br>16.7%   |
|                               | サービス業                | 187    | 29<br>15.5% | 0<br>0.0%         | 18<br>9.6%  | 4<br>2.1%   | 0<br>0.0%  | 2<br>1.1%   | 5<br>2.7%  | 24<br>12.8% | 125<br>66.8% | 33<br>17.6%  |
|                               |                      |        |             |                   |             |             |            |             |            |             |              |              |
| 企業規模                          | 9人以下                 | 89     | 6<br>6.7%   | 0<br>0.0%         | 2<br>2.2%   | 1<br>1.1%   | 0<br>0.0%  | 1<br>1.1%   | 2<br>2.2%  | 4<br>4.5%   | 64<br>71.9%  | 19<br>21.3%  |
|                               | 10～29人               | 189    | 22<br>11.6% | 0<br>0.0%         | 11<br>5.8%  | 2<br>1.1%   | 1<br>0.5%  | 0<br>0.0%   | 8<br>4.2%  | 14<br>7.4%  | 118<br>62.4% | 49<br>25.9%  |
|                               | 30～49人               | 77     | 15<br>19.5% | 0<br>0.0%         | 7<br>9.1%   | 1<br>1.3%   | 0<br>0.0%  | 2<br>2.6%   | 5<br>6.5%  | 10<br>13.0% | 47<br>61.0%  | 15<br>19.5%  |
|                               | 50～99人               | 61     | 8<br>13.1%  | 0<br>0.0%         | 6<br>9.8%   | 1<br>1.6%   | 0<br>0.0%  | 0<br>0.0%   | 1<br>1.6%  | 7<br>11.5%  | 45<br>73.8%  | 8<br>13.1%   |
|                               | 100～299人             | 45     | 8<br>17.8%  | 0<br>0.0%         | 7<br>15.6%  | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 1<br>2.2%  | 7<br>15.6%  | 32<br>71.1%  | 5<br>11.1%   |
|                               | 300人以上               | 48     | 16<br>33.3% | 0<br>0.0%         | 13<br>27.1% | 0<br>0.0%   | 1<br>2.1%  | 0<br>0.0%   | 2<br>4.2%  | 14<br>29.2% | 23<br>47.9%  | 9<br>18.8%   |
|                               | (再掲)<br>10～299人      | 372    | 53<br>14.2% | 0<br>0.0%         | 31<br>8.3%  | 4<br>1.1%   | 1<br>0.3%  | 2<br>0.5%   | 15<br>4.0% | 38<br>10.2% | 242<br>65.1% | 77<br>20.7%  |
|                               | (再掲)<br>30人以上        | 231    | 47<br>20.3% | 0<br>0.0%         | 33<br>14.3% | 2<br>0.9%   | 1<br>0.4%  | 2<br>0.9%   | 9<br>3.9%  | 38<br>16.5% | 147<br>63.6% | 37<br>16.0%  |
|                               |                      |        |             |                   |             |             |            |             |            |             |              |              |

(單位:社、人、%)

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表27-2 育児のための勤務時間短縮等措置の利用状況(平成30年度中に利用した者の割合)

|                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 男女計                            |       |        |                                |        |        | 男性                             |       |        |                                |        |        | 女性                             |       |        |                                |        |        |
|----------------------|--------------------|---------------------|--------------------------------|-------|--------|--------------------------------|--------|--------|--------------------------------|-------|--------|--------------------------------|--------|--------|--------------------------------|-------|--------|--------------------------------|--------|--------|
|                      |                    |                     | 育児のために利用できるフ<br>レックスタイム制を利用した者 |       |        | 育児のために利用できるフ<br>レックスタイム制を利用した者 |        |        | 育児のために利用できるフ<br>レックスタイム制を利用した者 |       |        | 育児のために利用できるフ<br>レックスタイム制を利用した者 |        |        | 育児のために利用できるフ<br>レックスタイム制を利用した者 |       |        | 育児のために利用できるフ<br>レックスタイム制を利用した者 |        |        |
|                      |                    |                     | 正規                             | パート   | 計      | 正規                             | パート    | 計      | 正規                             | パート   | 計      | 正規                             | パート    | 計      | 正規                             | パート   | 計      | 正規                             | パート    | 計      |
|                      |                    |                     |                                |       |        |                                |        |        |                                |       |        |                                |        |        |                                |       |        |                                |        |        |
| 計                    | 498                | 366                 | 34,217                         | 9,681 | 43,898 | 7                              | 1      | 8      | 21,621                         | 2,983 | 24,604 | 2                              | 0      | 2      | 12,596                         | 6,698 | 19,294 | 5                              | 1      | 6      |
|                      |                    |                     |                                |       |        | 0.020%                         | 0.010% | 0.018% |                                |       |        | 0.009%                         | 0.000% | 0.008% |                                |       |        | 0.040%                         | 0.015% | 0.031% |
| 建設業                  | 57                 | 23                  | 1,263                          | 62    | 1,325  | 0                              | 0      | 0      | 1,078                          | 30    | 1,108  | 0                              | 0      | 0      | 185                            | 32    | 217    | 0                              | 0      | 0      |
|                      |                    |                     |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |
| 製造業                  | 98                 | 71                  | 15,925                         | 2,021 | 17,946 | 2                              | 0      | 2      | 12,471                         | 957   | 13,428 | 0                              | 0      | 0      | 3,454                          | 1,064 | 4,518  | 2                              | 0      | 2      |
|                      |                    |                     |                                |       |        | 0.013%                         | 0.000% | 0.011% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.038%                         | 0.000% | 0.044% |
| 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 2,150                          | 614   | 2,764  | 0                              | 0      | 0      | 1,816                          | 260   | 2,076  | 0                              | 0      | 0      | 334                            | 354   | 688    | 0                              | 0      | 0      |
|                      |                    |                     |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |
| 卸売業・小売業              | 110                | 84                  | 2,395                          | 1,248 | 3,643  | 1                              | 0      | 1      | 1,646                          | 333   | 1,979  | 0                              | 0      | 0      | 749                            | 915   | 1,664  | 1                              | 0      | 1      |
|                      |                    |                     |                                |       |        | 0.042%                         | 0.000% | 0.027% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.134%                         | 0.000% | 0.060% |
| 金融業・保険業              | 18                 | 8                   | 686                            | 238   | 924    | 0                              | 0      | 0      | 303                            | 7     | 310    | 0                              | 0      | 0      | 383                            | 231   | 614    | 0                              | 0      | 0      |
|                      |                    |                     |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |
| サービス業                | 182                | 164                 | 11,798                         | 5,498 | 17,296 | 4                              | 1      | 5      | 4,307                          | 1,396 | 5,703  | 2                              | 0      | 2      | 7,491                          | 4,102 | 11,593 | 2                              | 1      | 3      |
|                      |                    |                     |                                |       |        | 0.034%                         | 0.018% | 0.029% |                                |       |        | 0.046%                         | 0.000% | 0.035% |                                |       |        | 0.027%                         | 0.024% | 0.026% |
| 企業規模                 | 83                 | 59                  | 407                            | 188   | 595    | 0                              | 0      | 0      | 236                            | 32    | 268    | 0                              | 0      | 0      | 171                            | 156   | 327    | 0                              | 0      | 0      |
|                      |                    |                     |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |
| 9人以下                 | 187                | 113                 | 2,685                          | 755   | 3,440  | 5                              | 1      | 6      | 1,733                          | 164   | 1,897  | 2                              | 0      | 2      | 952                            | 591   | 1,543  | 3                              | 1      | 4      |
|                      |                    |                     |                                |       |        | 0.186%                         | 0.132% | 0.174% |                                |       |        | 0.115%                         | 0.000% | 0.105% |                                |       |        | 0.315%                         | 0.169% | 0.259% |
| 10～29人               | 77                 | 66                  | 1,777                          | 846   | 2,623  | 2                              | 0      | 2      | 988                            | 226   | 1,214  | 0                              | 0      | 0      | 789                            | 620   | 1,409  | 2                              | 0      | 2      |
|                      |                    |                     |                                |       |        | 0.113%                         | 0.000% | 0.076% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.253%                         | 0.000% | 0.142% |
| 30～49人               | 61                 | 50                  | 2,739                          | 995   | 3,734  | 0                              | 0      | 0      | 1,486                          | 269   | 1,755  | 0                              | 0      | 0      | 1,253                          | 726   | 1,979  | 0                              | 0      | 0      |
|                      |                    |                     |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |
| 50～99人               | 43                 | 40                  | 4,059                          | 1,925 | 5,984  | 0                              | 0      | 0      | 2,618                          | 641   | 3,259  | 0                              | 0      | 0      | 1,441                          | 1,284 | 2,725  | 0                              | 0      | 0      |
|                      |                    |                     |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |
| 100～299人             | 47                 | 38                  | 22,550                         | 4,972 | 27,522 | 0                              | 0      | 0      | 14,560                         | 1,651 | 16,211 | 0                              | 0      | 0      | 7,990                          | 3,321 | 11,311 | 0                              | 0      | 0      |
|                      |                    |                     |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.000%                         | 0.000% | 0.000% |
| 300人以上               | 368                | 269                 | 11,260                         | 4,521 | 15,781 | 7                              | 1      | 8      | 6,825                          | 1,300 | 8,125  | 2                              | 0      | 2      | 4,435                          | 3,221 | 7,656  | 5                              | 1      | 6      |
|                      |                    |                     |                                |       |        | 0.062%                         | 0.022% | 0.051% |                                |       |        | 0.028%                         | 0.000% | 0.025% |                                |       |        | 0.113%                         | 0.031% | 0.078% |
| (再掲)<br>10～299人      | 228                | 194                 | 31,125                         | 8,738 | 39,863 | 2                              | 0      | 2      | 19,652                         | 2,787 | 22,439 | 0                              | 0      | 0      | 11,473                         | 5,951 | 17,424 | 2                              | 0      | 2      |
|                      |                    |                     |                                |       |        | 0.006%                         | 0.000% | 0.003% |                                |       |        | 0.000%                         | 0.000% | 0.000% |                                |       |        | 0.017%                         | 0.000% | 0.011% |
| (再掲)<br>30人以上        |                    |                     |                                |       |        |                                |        |        |                                |       |        |                                |        |        |                                |       |        |                                |        |        |

(単位:人、%)

表27-3 育児のための勤務時間短縮等措置の利用状況(平成30年度中に利用した者の割合)

|      | 回答<br>事業所数<br>(正規)   | 回答<br>事業所数<br>(パート) | 男女計    |       |        |                         |       |       | 男性     |       |        |                         |       |       | 女性     |       |        |                         |       |       |
|------|----------------------|---------------------|--------|-------|--------|-------------------------|-------|-------|--------|-------|--------|-------------------------|-------|-------|--------|-------|--------|-------------------------|-------|-------|
|      |                      |                     | 雇用者数   |       |        | 始業・終業時刻の繰上げ・繰下げ制度を利用した者 |       |       | 雇用者数   |       |        | 始業・終業時刻の繰上げ・繰下げ制度を利用した者 |       |       | 雇用者数   |       |        | 始業・終業時刻の繰上げ・繰下げ制度を利用した者 |       |       |
|      |                      |                     | 正規     | パート   | 計      | 正規                      | パート   | 計     | 正規     | パート   | 計      | 正規                      | パート   | 計     | 正規     | パート   | 計      | 正規                      | パート   | 計     |
| 計    | 498                  | 366                 | 34,217 | 9,681 | 43,898 | 2.83%                   | 3.82% | 0.30% | 21,621 | 2,983 | 24,604 | 0.11%                   | 0.20% | 0.12% | 19,294 | 6,698 | 25,992 | 0.58%                   | 0.46% | 0.53% |
| 産業   | 建設業                  | 57                  | 1,263  | 62    | 1,325  | 0.00%                   | 0.00% | 0.00% | 1,078  | 30    | 1,108  | 0.00%                   | 0.00% | 0.00% | 185    | 32    | 217    | 0.00%                   | 0.00% | 0.00% |
|      | 製造業                  | 98                  | 15,925 | 2,021 | 17,946 | 4.4%                    | 0.29% | 0.27% | 12,471 | 957   | 13,428 | 0.14%                   | 0.10% | 0.14% | 3,454  | 1,064 | 4,518  | 0.75%                   | 0.47% | 0.68% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33                  | 2,150  | 614   | 2,764  | 0.04%                   | 0.00% | 0.03% | 1,816  | 260   | 2,076  | 0.00%                   | 0.00% | 0.00% | 334    | 354   | 688    | 0.29%                   | 0.00% | 0.14% |
|      | 卸売業・小売業              | 110                 | 2,395  | 1,248 | 3,643  | 0.25%                   | 0.56% | 0.35% | 1,646  | 333   | 1,979  | 0.00%                   | 0.00% | 0.00% | 749    | 915   | 1,664  | 0.80%                   | 0.76% | 0.78% |
|      | 金融業・保険業              | 18                  | 686    | 238   | 924    | 0.00%                   | 0.00% | 0.00% | 303    | 7     | 310    | 0.00%                   | 0.00% | 0.00% | 383    | 231   | 614    | 0.00%                   | 0.00% | 0.00% |
|      | サービス業                | 182                 | 11,798 | 5,498 | 17,296 | 0.30%                   | 0.43% | 0.40% | 4,307  | 1,366 | 5,703  | 0.13%                   | 0.35% | 0.13% | 7,491  | 4,102 | 11,593 | 0.53%                   | 0.46% | 0.50% |
| 企業規模 | 9人以下                 | 83                  | 407    | 188   | 595    | 0.73%                   | 0.53% | 0.67% | 236    | 32    | 268    | 0.00%                   | 0.00% | 0.00% | 171    | 156   | 327    | 1.75%                   | 0.64% | 1.22% |
|      | 10～29人               | 187                 | 2,685  | 755   | 3,440  | 1.5%                    | 1.72% | 0.81% | 1,733  | 164   | 1,897  | 0.00%                   | 0.00% | 0.00% | 952    | 591   | 1,543  | 1.57%                   | 2.20% | 1.81% |
|      | 30～49人               | 77                  | 1,777  | 846   | 2,623  | 1.1%                    | 2.1%  | 1.22% | 988    | 226   | 1,214  | 0.50%                   | 2.55% | 0.90% | 789    | 620   | 1,409  | 0.76%                   | 2.41% | 1.49% |
|      | 50～99人               | 61                  | 2,739  | 995   | 3,734  | 0.21%                   | 0.20% | 0.21% | 1,486  | 269   | 1,755  | 0.00%                   | 0.00% | 0.00% | 1,253  | 726   | 1,979  | 0.47%                   | 0.27% | 0.40% |
|      | 100～299人             | 43                  | 4,059  | 1,925 | 5,984  | 0.00%                   | 0.00% | 0.00% | 2,618  | 641   | 3,259  | 0.00%                   | 0.00% | 0.00% | 1,441  | 1,284 | 2,725  | 0.00%                   | 0.00% | 0.00% |
|      | 300人以上               | 47                  | 22,550 | 4,972 | 27,522 | 0.27%                   | 0.00% | 0.25% | 14,560 | 1,651 | 16,211 | 0.13%                   | 0.00% | 0.11% | 7,990  | 3,321 | 11,311 | 0.53%                   | 0.00% | 0.36% |
|      | (再掲)<br>10～299人      | 368                 | 11,260 | 4,521 | 15,781 | 0.28%                   | 0.79% | 0.43% | 6,825  | 1,300 | 8,125  | 0.07%                   | 0.46% | 0.15% | 4,435  | 3,221 | 7,656  | 0.60%                   | 0.93% | 0.74% |
|      | (再掲)<br>30人以上        | 228                 | 31,125 | 8,738 | 39,863 | 0.25%                   | 0.26% | 0.25% | 19,652 | 2,787 | 22,439 | 0.12%                   | 0.21% | 0.13% | 11,473 | 5,951 | 17,424 | 0.47%                   | 0.28% | 0.41% |

(単位:社、人、%)



表27-4 育児のための勤務時間短縮等措置の利用状況(平成30年度中に利用した者の割合)

|                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 男女計    |       |        |                      |        |        | 男性     |       |        |                      |        |        | 女性     |       |        |                      |        |        |
|----------------------|--------------------|---------------------|--------|-------|--------|----------------------|--------|--------|--------|-------|--------|----------------------|--------|--------|--------|-------|--------|----------------------|--------|--------|
|                      |                    |                     | 雇用者数   |       |        | 所定外労働の免除制度<br>を利用した者 |        |        | 雇用者数   |       |        | 所定外労働の免除制度<br>を利用した者 |        |        | 雇用者数   |       |        | 所定外労働の免除制度<br>を利用した者 |        |        |
|                      |                    |                     | 正規     | パート   | 計      | 正規                   | パート    | 計      | 正規     | パート   | 計      | 正規                   | パート    | 計      | 正規     | パート   | 計      | 正規                   | パート    | 計      |
| 計                    | 498                | 366                 | 34,217 | 9,681 | 43,898 | 71                   | 9      | 80     | 21,621 | 2,983 | 24,604 | 2                    | 1      | 3      | 12,596 | 6,698 | 19,294 | 69                   | 8      | 77     |
|                      |                    |                     |        |       |        | 0.207%               | 0.093% | 0.182% |        |       |        | 0.009%               | 0.034% | 0.012% |        |       |        | 0.548%               | 0.118% | 0.399% |
| 建設業                  | 57                 | 23                  | 1,263  | 62    | 1,325  | 5                    | 0      | 5      | 1,078  | 30    | 1,108  | 0                    | 0      | 0      | 185    | 32    | 217    | 5                    | 0      | 5      |
|                      |                    |                     |        |       |        | 0.396%               | 0.000% | 0.377% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 2.703%               | 0.000% | 2.304% |
| 製造業                  | 98                 | 71                  | 15,925 | 2,021 | 17,946 | 2                    | 0      | 2      | 12,471 | 957   | 13,428 | 1                    | 0      | 1      | 3,454  | 1,064 | 4,518  | 1                    | 0      | 1      |
|                      |                    |                     |        |       |        | 0.013%               | 0.000% | 0.011% |        |       |        | 0.008%               | 0.000% | 0.007% |        |       |        | 0.029%               | 0.000% | 0.022% |
| 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 2,150  | 614   | 2,764  | 5                    | 0      | 5      | 1,816  | 260   | 2,076  | 0                    | 0      | 0      | 334    | 354   | 688    | 5                    | 0      | 5      |
|                      |                    |                     |        |       |        | 0.233%               | 0.000% | 0.181% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 1.497%               | 0.000% | 0.727% |
| 卸売業・小売業              | 110                | 84                  | 2,395  | 1,248 | 3,643  | 7                    | 1      | 8      | 1,646  | 333   | 1,979  | 0                    | 0      | 0      | 749    | 915   | 1,664  | 7                    | 1      | 8      |
|                      |                    |                     |        |       |        | 0.292%               | 0.080% | 0.220% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.935%               | 0.109% | 0.481% |
| 金融業・保険業              | 18                 | 8                   | 686    | 238   | 924    | 0                    | 0      | 0      | 303    | 7     | 310    | 0                    | 0      | 0      | 383    | 231   | 614    | 0                    | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.000%               | 0.000% | 0.000% |
| サービス業                | 182                | 164                 | 11,798 | 5,498 | 17,296 | 52                   | 8      | 60     | 4,307  | 1,396 | 5,703  | 1                    | 1      | 2      | 7,491  | 4,102 | 11,593 | 51                   | 7      | 58     |
|                      |                    |                     |        |       |        | 0.441%               | 0.146% | 0.347% |        |       |        | 0.023%               | 0.072% | 0.035% |        |       |        | 0.681%               | 0.171% | 0.500% |
| 9人以下                 | 83                 | 59                  | 407    | 188   | 595    | 0                    | 0      | 0      | 236    | 32    | 268    | 0                    | 0      | 0      | 171    | 156   | 327    | 0                    | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.000%               | 0.000% | 0.000% |
| 10～29人               | 187                | 113                 | 2,685  | 755   | 3,440  | 8                    | 3      | 11     | 1,733  | 164   | 1,897  | 0                    | 0      | 0      | 952    | 591   | 1,543  | 8                    | 3      | 11     |
|                      |                    |                     |        |       |        | 0.298%               | 0.397% | 0.320% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.840%               | 0.508% | 0.713% |
| 30～49人               | 77                 | 66                  | 1,777  | 846   | 2,623  | 5                    | 4      | 9      | 988    | 226   | 1,214  | 0                    | 0      | 0      | 789    | 620   | 1,409  | 5                    | 4      | 9      |
|                      |                    |                     |        |       |        | 0.281%               | 0.473% | 0.343% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.634%               | 0.645% | 0.639% |
| 50～99人               | 61                 | 50                  | 2,739  | 995   | 3,734  | 12                   | 2      | 14     | 1,486  | 269   | 1,755  | 0                    | 1      | 1      | 1,253  | 726   | 1,979  | 12                   | 1      | 13     |
|                      |                    |                     |        |       |        | 0.438%               | 0.201% | 0.375% |        |       |        | 0.000%               | 0.372% | 0.057% |        |       |        | 0.958%               | 0.138% | 0.657% |
| 100～299人             | 43                 | 40                  | 4,059  | 1,925 | 5,984  | 7                    | 0      | 7      | 2,618  | 641   | 3,259  | 0                    | 0      | 0      | 1,441  | 1,284 | 2,725  | 7                    | 0      | 7      |
|                      |                    |                     |        |       |        | 0.172%               | 0.000% | 0.117% |        |       |        | 0.000%               | 0.000% | 0.000% |        |       |        | 0.486%               | 0.000% | 0.257% |
| 300人以上               | 47                 | 38                  | 22,550 | 4,972 | 27,522 | 39                   | 0      | 39     | 14,560 | 1,651 | 16,211 | 2                    | 0      | 2      | 7,990  | 3,321 | 11,311 | 37                   | 0      | 37     |
|                      |                    |                     |        |       |        | 0.173%               | 0.000% | 0.142% |        |       |        | 0.014%               | 0.000% | 0.012% |        |       |        | 0.463%               | 0.000% | 0.327% |
| (再掲)                 | 368                | 269                 | 11,260 | 4,521 | 15,781 | 32                   | 9      | 41     | 6,825  | 1,300 | 8,125  | 0                    | 1      | 1      | 4,435  | 3,221 | 7,656  | 32                   | 8      | 40     |
|                      |                    |                     |        |       |        | 0.284%               | 0.199% | 0.260% |        |       |        | 0.000%               | 0.077% | 0.012% |        |       |        | 0.722%               | 0.248% | 0.522% |
| (再掲)                 | 228                | 194                 | 31,125 | 8,738 | 39,863 | 63                   | 6      | 69     | 19,652 | 2,787 | 22,439 | 2                    | 1      | 3      | 11,473 | 5,951 | 17,424 | 61                   | 5      | 66     |
|                      |                    |                     |        |       |        | 0.202%               | 0.069% | 0.173% |        |       |        | 0.010%               | 0.036% | 0.013% |        |       |        | 0.532%               | 0.084% | 0.379% |

(単位:社、人、%)

表27-5 育児のための勤務時間短縮等措置の利用状況(平成30年度中に利用した者の割合)

|                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 男女計    |       |        |                  |        |        | 男性     |        |        |                  |        |        | 女性     |        |        |                  |        |        |
|----------------------|--------------------|---------------------|--------|-------|--------|------------------|--------|--------|--------|--------|--------|------------------|--------|--------|--------|--------|--------|------------------|--------|--------|
|                      |                    |                     | 雇用者数   |       |        | 在宅勤務制度<br>を利用した者 |        |        | 雇用者数   |        |        | 在宅勤務制度<br>を利用した者 |        |        | 雇用者数   |        |        | 在宅勤務制度<br>を利用した者 |        |        |
|                      |                    |                     | 正規     | パート   | 計      | 正規               | パート    | 計      | 正規     | パート    | 計      | 正規               | パート    | 計      | 正規     | パート    | 計      | 正規               | パート    | 計      |
| 計                    | 498                | 366                 | 34,217 | 9,681 | 43,898 | 87               | 1      | 88     | 21,621 | 2,983  | 24,604 | 63               | 0      | 63     | 12,596 | 6,698  | 19,294 | 24               | 1      | 25     |
|                      |                    |                     |        |       |        | 0.254%           | 0.010% | 0.200% | 0.291% | 0.000% | 0.256% | 0.291%           | 0.000% | 0.256% | 0.191% | 0.015% | 0.130% | 0.191%           | 0.015% | 0.130% |
| 建設業                  | 57                 | 23                  | 1,263  | 62    | 1,325  | 0                | 0      | 0      | 1,078  | 30     | 1,108  | 0                | 0      | 0      | 185    | 32     | 217    | 0                | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% |
| 製造業                  | 98                 | 71                  | 15,925 | 2,021 | 17,946 | 17               | 0      | 17     | 12,471 | 957    | 13,428 | 13               | 0      | 13     | 3,454  | 1,064  | 4,518  | 4                | 0      | 4      |
|                      |                    |                     |        |       |        | 0.107%           | 0.000% | 0.095% | 0.104% | 0.000% | 0.097% | 0.104%           | 0.000% | 0.097% | 0.116% | 0.000% | 0.089% | 0.116%           | 0.000% | 0.089% |
| 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 2,150  | 614   | 2,764  | 70               | 1      | 71     | 1,816  | 260    | 2,076  | 50               | 0      | 50     | 334    | 354    | 688    | 20               | 1      | 21     |
|                      |                    |                     |        |       |        | 3.256%           | 0.163% | 2.569% | 2.753% | 0.000% | 2.408% | 2.753%           | 0.000% | 2.408% | 5.988% | 0.282% | 3.052% | 5.988%           | 0.282% | 3.052% |
| 卸売業・小売業              | 110                | 84                  | 2,395  | 1,248 | 3,643  | 0                | 0      | 0      | 1,646  | 333    | 1,979  | 0                | 0      | 0      | 749    | 915    | 1,664  | 0                | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% |
| 金融業・保険業・<br>サービス業    | 18                 | 8                   | 686    | 238   | 924    | 0                | 0      | 0      | 303    | 7      | 310    | 0                | 0      | 0      | 383    | 231    | 614    | 0                | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% |
|                      | 182                | 164                 | 11,798 | 5,498 | 17,296 | 0                | 0      | 0      | 4,307  | 1,396  | 5,703  | 0                | 0      | 0      | 7,491  | 4,102  | 11,593 | 0                | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% |
| 企業規模                 | 83                 | 59                  | 407    | 188   | 595    | 0                | 0      | 0      | 236    | 32     | 268    | 0                | 0      | 0      | 171    | 156    | 327    | 0                | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% |
| 9人以下                 | 187                | 113                 | 2,685  | 755   | 3,440  | 0                | 0      | 0      | 1,733  | 164    | 1,897  | 0                | 0      | 0      | 952    | 591    | 1,543  | 0                | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% |
| 10～29人               | 77                 | 66                  | 1,777  | 846   | 2,623  | 0                | 0      | 0      | 988    | 226    | 1,214  | 0                | 0      | 0      | 789    | 620    | 1,409  | 0                | 0      | 0      |
|                      |                    |                     |        |       |        | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% |
| 30～49人               | 61                 | 50                  | 2,739  | 995   | 3,734  | 1                | 0      | 1      | 1,486  | 269    | 1,755  | 0                | 0      | 0      | 1,253  | 726    | 1,979  | 1                | 0      | 1      |
|                      |                    |                     |        |       |        | 0.037%           | 0.000% | 0.027% | 0.000% | 0.000% | 0.000% | 0.000%           | 0.000% | 0.000% | 0.080% | 0.000% | 0.051% | 0.080%           | 0.000% | 0.051% |
| 50～99人               | 43                 | 40                  | 4,059  | 1,925 | 5,984  | 70               | 1      | 71     | 2,618  | 641    | 3,259  | 50               | 0      | 50     | 1,441  | 1,284  | 2,725  | 20               | 1      | 21     |
|                      |                    |                     |        |       |        | 1.725%           | 0.052% | 1.180% | 1.910% | 0.000% | 1.534% | 1.910%           | 0.000% | 1.534% | 1.368% | 0.078% | 0.771% | 1.368%           | 0.078% | 0.771% |
| 100～299人             | 47                 | 38                  | 22,550 | 4,972 | 27,522 | 16               | 0      | 16     | 14,560 | 1,651  | 16,211 | 13               | 0      | 13     | 7,990  | 3,321  | 11,311 | 3                | 0      | 3      |
|                      |                    |                     |        |       |        | 0.071%           | 0.000% | 0.058% | 0.089% | 0.000% | 0.080% | 0.089%           | 0.000% | 0.080% | 0.038% | 0.000% | 0.027% | 0.038%           | 0.000% | 0.027% |
| 300人以上               | 368                | 269                 | 11,260 | 4,521 | 15,781 | 71               | 1      | 72     | 6,825  | 1,300  | 8,125  | 50               | 0      | 50     | 4,435  | 3,221  | 7,656  | 21               | 1      | 22     |
|                      |                    |                     |        |       |        | 0.631%           | 0.022% | 0.456% | 0.733% | 0.000% | 0.615% | 0.733%           | 0.000% | 0.615% | 0.474% | 0.031% | 0.287% | 0.474%           | 0.031% | 0.287% |
| (再掲)<br>10～299人      | 228                | 194                 | 31,125 | 8,738 | 39,863 | 87               | 1      | 88     | 19,652 | 2,787  | 22,439 | 63               | 0      | 63     | 11,473 | 5,951  | 17,424 | 24               | 1      | 25     |
|                      |                    |                     |        |       |        | 0.280%           | 0.011% | 0.221% | 0.321% | 0.000% | 0.281% | 0.321%           | 0.000% | 0.281% | 0.209% | 0.017% | 0.143% | 0.209%           | 0.017% | 0.143% |
| (再掲)<br>30人以上        |                    |                     |        |       |        |                  |        |        |        |        |        |                  |        |        |        |        |        |                  |        |        |

(単位:人、%)

表27-6 育児のための勤務時間短縮等措置の利用状況(平成30年度中に利用した者の割合)

|      | 回答<br>事業所数<br>(正規)  | 回答<br>事業所数<br>(パート) | 男女計    |       |                    |               | 男性           |               |                    |       | 女性     |              |                    |              |
|------|---------------------|---------------------|--------|-------|--------------------|---------------|--------------|---------------|--------------------|-------|--------|--------------|--------------------|--------------|
|      |                     |                     | 雇用者数   |       | 事業所内託児施設<br>を利用した者 |               | 雇用者数         |               | 事業所内託児施設<br>を利用した者 |       | 雇用者数   |              | 事業所内託児施設<br>を利用した者 |              |
|      |                     |                     | 正規     | パート   | 計                  | 正規            | パート          | 計             | 正規                 | パート   | 計      | 正規           | パート                | 計            |
| 計    | 498                 | 366                 | 34,217 | 9,681 | 43,898             | 223<br>0.652% | 51<br>0.527% | 274<br>0.624% | 21,621             | 2,983 | 24,604 | 26<br>0.120% | 3<br>0.101%        | 29<br>0.118% |
| 産業   | 建設業                 | 57                  | 1,263  | 62    | 1,325              | 0<br>0.000%   | 0<br>0.000%  | 0<br>0.000%   | 1,078              | 30    | 1,108  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 製造業                 | 98                  | 15,925 | 2,021 | 17,946             | 1<br>0.006%   | 12<br>0.594% | 13<br>0.072%  | 12,471             | 957   | 13,428 | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 運輸・通信業<br>電気・ガス・水道業 | 33                  | 2,150  | 614   | 2,764              | 0<br>0.000%   | 2<br>0.326%  | 2<br>0.072%   | 1,816              | 260   | 2,076  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 卸売業・小売業             | 110                 | 2,395  | 1,248 | 3,643              | 0<br>0.000%   | 0<br>0.000%  | 0<br>0.000%   | 1,646              | 333   | 1,979  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 金融業・保険業             | 18                  | 686    | 238   | 924                | 0<br>0.000%   | 0<br>0.000%  | 0<br>0.000%   | 303                | 7     | 310    | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
| 企業規模 | サービス業               | 182                 | 11,798 | 5,498 | 17,296             | 222<br>1.882% | 37<br>0.673% | 259<br>1.497% | 4,307              | 1,396 | 5,703  | 26<br>0.604% | 3<br>0.215%        | 29<br>0.509% |
|      | 9人以下                | 83                  | 407    | 188   | 595                | 0<br>0.000%   | 0<br>0.000%  | 0<br>0.000%   | 236                | 32    | 268    | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 10～29人              | 187                 | 2,685  | 755   | 3,440              | 1<br>0.037%   | 0<br>0.000%  | 1<br>0.029%   | 1,733              | 164   | 1,897  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 30～49人              | 77                  | 1,777  | 846   | 2,623              | 2<br>0.113%   | 0<br>0.000%  | 2<br>0.076%   | 988                | 226   | 1,214  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 50～99人              | 61                  | 2,739  | 995   | 3,734              | 0<br>0.000%   | 0<br>0.000%  | 0<br>0.000%   | 1,486              | 269   | 1,755  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 100～299人            | 43                  | 4,059  | 1,925 | 5,984              | 7<br>0.172%   | 1<br>0.052%  | 8<br>0.134%   | 2,618              | 641   | 3,259  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | 300人以上              | 47                  | 22,550 | 4,972 | 27,522             | 213<br>0.945% | 50<br>1.005% | 263<br>0.956% | 14,560             | 1,651 | 16,211 | 26<br>0.179% | 3<br>0.182%        | 29<br>0.179% |
|      | (再掲)<br>10～299人     | 368                 | 11,260 | 4,521 | 15,781             | 10<br>0.089%  | 1<br>0.022%  | 11<br>0.070%  | 6,825              | 1,300 | 8,125  | 0<br>0.000%  | 0<br>0.000%        | 0<br>0.000%  |
|      | (再掲)<br>30人以上       | 228                 | 31,125 | 8,738 | 39,863             | 222<br>0.713% | 51<br>0.584% | 273<br>0.685% | 19,652             | 2,787 | 22,439 | 26<br>0.132% | 3<br>0.108%        | 29<br>0.129% |
|      |                     |                     |        |       |                    |               |              |               |                    |       |        |              |                    |              |

(単位: 社、人、%)

表27-7 育児のための勤務時間短縮等措置の利用状況(平成30年度中に利用した者の割合)

|                     | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 男女計    |       |        |                         |        |        | 男性     |       |        |                         |        |        | 女性     |       |        |                         |        |        |
|---------------------|--------------------|---------------------|--------|-------|--------|-------------------------|--------|--------|--------|-------|--------|-------------------------|--------|--------|--------|-------|--------|-------------------------|--------|--------|
|                     |                    |                     | 雇用者数   |       |        | 育児に要する費用の援助制度<br>を利用した者 |        |        | 雇用者数   |       |        | 育児に要する費用の援助制度<br>を利用した者 |        |        | 雇用者数   |       |        | 育児に要する費用の援助制度<br>を利用した者 |        |        |
|                     |                    |                     | 正規     | パート   | 計      | 正規                      | パート    | 計      | 正規     | パート   | 計      | 正規                      | パート    | 計      | 正規     | パート   | 計      | 正規                      | パート    | 計      |
|                     |                    |                     |        |       |        |                         |        |        |        |       |        |                         |        |        |        |       |        |                         |        |        |
| 計                   | 498                | 366                 | 34,217 | 9,681 | 43,898 | 0.175%                  | 7      | 67     | 21,621 | 2,983 | 24,604 | 0.083%                  | 18     | 0      | 12,596 | 6,698 | 19,294 | 0.333%                  | 42     | 7      |
|                     |                    |                     |        |       |        | 0.072%                  | 0      | 0      |        |       |        | 0.073%                  | 0      | 0      |        |       |        | 0.105%                  | 0      | 49     |
| 建設業                 | 57                 | 23                  | 1,263  | 62    | 1,325  | 0.000%                  | 0      | 0      | 1,078  | 30    | 1,108  | 0.000%                  | 0      | 0      | 185    | 32    | 217    | 0.000%                  | 0      | 0      |
|                     |                    |                     |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 0      |
| 製造業                 | 98                 | 71                  | 15,925 | 2,021 | 17,946 | 0.000%                  | 0      | 0      | 12,471 | 957   | 13,428 | 0.000%                  | 0      | 0      | 3,454  | 1,064 | 4,518  | 0.000%                  | 0      | 0      |
|                     |                    |                     |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 0      |
| 運輸・通信業<br>電気・ガス・水道業 | 33                 | 16                  | 2,150  | 614   | 2,764  | 0.000%                  | 0      | 0      | 1,816  | 260   | 2,076  | 0.000%                  | 0      | 0      | 334    | 354   | 688    | 0.000%                  | 0      | 0      |
|                     |                    |                     |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 0      |
| 卸売業・小売業             | 110                | 84                  | 2,395  | 1,248 | 3,643  | 0.000%                  | 0      | 3      | 1,646  | 333   | 1,979  | 0.000%                  | 0      | 0      | 749    | 915   | 1,664  | 0.000%                  | 0      | 3      |
|                     |                    |                     |        |       |        | 0.000%                  | 0      | 0.082% |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 3      |
| 金融業・保険業             | 18                 | 8                   | 686    | 238   | 924    | 0.875%                  | 6      | 6      | 303    | 7     | 310    | 0.000%                  | 0      | 0      | 383    | 231   | 614    | 1.567%                  | 6      | 6      |
|                     |                    |                     |        |       |        | 0.000%                  | 0      | 0.649% |        |       |        | 0.000%                  | 0      | 0      |        |       |        | 0.000%                  | 0      | 0.977% |
| サービス業               | 182                | 164                 | 11,798 | 5,498 | 17,296 | 0.458%                  | 54     | 58     | 4,307  | 1,396 | 5,703  | 0.416%                  | 18     | 0      | 7,491  | 4,102 | 11,593 | 0.481%                  | 36     | 4      |
|                     |                    |                     |        |       |        | 0.073%                  | 0.335% |        |        |       |        | 0.316%                  |        |        |        |       |        | 0.099%                  | 0.099% | 0.345% |
| 企業規模                |                    |                     |        |       |        |                         |        |        |        |       |        |                         |        |        |        |       |        |                         |        |        |
| 9人以下                | 83                 | 59                  | 407    | 188   | 595    | 0.000%                  | 0      | 0      | 236    | 32    | 268    | 0.000%                  | 0      | 0      | 171    | 156   | 327    | 0.000%                  | 0      | 0      |
|                     |                    |                     |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |
| 10～29人              | 187                | 113                 | 2,685  | 755   | 3,440  | 0.000%                  | 0      | 3      | 1,733  | 164   | 1,897  | 0.000%                  | 0      | 0      | 952    | 591   | 1,543  | 0.000%                  | 0      | 3      |
|                     |                    |                     |        |       |        | 0.000%                  | 0.397% | 0.087% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.508% | 0.194% |
| 30～49人              | 77                 | 66                  | 1,777  | 846   | 2,623  | 0.169%                  | 3      | 3      | 988    | 226   | 1,214  | 0.101%                  | 1      | 0      | 789    | 620   | 1,409  | 0.253%                  | 2      | 2      |
|                     |                    |                     |        |       |        | 0.000%                  | 0.000% | 0.114% |        |       |        | 0.082%                  | 0      | 0      |        |       |        | 0.000%                  | 0.000% | 0.142% |
| 50～99人              | 61                 | 50                  | 2,739  | 995   | 3,734  | 0.000%                  | 0      | 0      | 1,486  | 269   | 1,755  | 0.000%                  | 0      | 0      | 1,253  | 726   | 1,979  | 0.000%                  | 0      | 0      |
|                     |                    |                     |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |
| 100～299人            | 43                 | 40                  | 4,059  | 1,925 | 5,984  | 0.000%                  | 0      | 0      | 2,618  | 641   | 3,259  | 0.000%                  | 0      | 0      | 1,441  | 1,284 | 2,725  | 0.000%                  | 0      | 0      |
|                     |                    |                     |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |
| 300人以上              | 47                 | 38                  | 22,550 | 4,972 | 27,522 | 0.253%                  | 57     | 61     | 14,560 | 1,651 | 16,211 | 0.117%                  | 17     | 0      | 7,990  | 3,321 | 11,311 | 0.501%                  | 40     | 44     |
|                     |                    |                     |        |       |        | 0.080%                  | 0.222% |        |        |       |        | 0.105%                  |        |        |        |       |        | 0.120%                  | 0.389% | 0.389% |
| (再掲)                |                    |                     |        |       |        |                         |        |        |        |       |        |                         |        |        |        |       |        |                         |        |        |
| 10～299人             | 368                | 269                 | 11,260 | 4,521 | 15,781 | 0.027%                  | 3      | 6      | 6,825  | 1,300 | 8,125  | 0.015%                  | 1      | 0      | 4,435  | 3,221 | 7,656  | 0.045%                  | 2      | 5      |
|                     |                    |                     |        |       |        | 0.065%                  | 0.038% |        |        |       |        | 0.012%                  |        |        |        |       |        | 0.093%                  | 0.065% | 0.065% |
| (再掲)                |                    |                     |        |       |        |                         |        |        |        |       |        |                         |        |        |        |       |        |                         |        |        |
| 30人以上               | 228                | 194                 | 31,125 | 8,738 | 39,863 | 0.193%                  | 60     | 64     | 19,652 | 2,787 | 22,439 | 0.092%                  | 18     | 0      | 11,473 | 5,951 | 17,424 | 0.366%                  | 42     | 46     |
|                     |                    |                     |        |       |        | 0.046%                  | 0.161% |        |        |       |        | 0.080%                  |        |        |        |       |        | 0.067%                  | 0.264% | 0.264% |

表28 勤務時間短縮制度等の課題(複数回答)

1段目:事業所数  
 2段目:回答事業所数に対する割合  
 3段目:課題があると回答した事業所数に対する割合(複数回答)

(単位:社、%)

|      |                      | 回答<br>事業所数 | 課題が<br>ある    | 利用率が<br>低い  | 雇用管理<br>が煩雑 | 事務の配<br>分が難しい | 取引先・顧<br>客の理解<br>を得るのが<br>難しい | 対象となる<br>従業員が<br>勤務時間<br>短縮制度<br>について<br>よく分かっ<br>ていない | 上司・同僚<br>など、他の<br>従業員の<br>理解を得<br>るのが難し<br>い | 収入が減<br>るので、本<br>人が取得<br>したがい<br>ない | 昇進・昇給<br>への影響<br>を心配し<br>て、本人<br>が取得し<br>たがい<br>ない | その他        | 特になし         | 無回答         |
|------|----------------------|------------|--------------|-------------|-------------|---------------|-------------------------------|--------------------------------------------------------|----------------------------------------------|-------------------------------------|----------------------------------------------------|------------|--------------|-------------|
| 計    |                      | 509        | 221<br>43.4% | 58<br>11.4% | 96<br>18.9% | 70<br>13.8%   | 17<br>3.3%                    | 27<br>5.3%                                             | 36<br>7.1%                                   | 62<br>12.2%                         | 5<br>1.0%                                          | 21<br>4.1% | 249<br>48.9% | 39<br>7.7%  |
| 産業   | 建設業                  | 57         | 22<br>38.6%  | 4<br>7.0%   | 9<br>15.8%  | 10<br>17.5%   | 4<br>7.0%                     | 5<br>8.8%                                              | 8<br>14.0%                                   | 11<br>19.3%                         | 1<br>1.8%                                          | 1<br>1.8%  | 30<br>52.6%  | 5<br>8.8%   |
|      | 製造業                  | 100        | 46<br>46.0%  | 12<br>12.0% | 19<br>19.0% | 18<br>18.0%   | 4<br>4.0%                     | 5<br>5.0%                                              | 9<br>9.0%                                    | 13<br>13.0%                         | 1<br>1.0%                                          | 4<br>4.0%  | 51<br>51.0%  | 3<br>3.0%   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 8<br>24.2%   | 5<br>15.2%  | 0<br>0.0%   | 2<br>6.1%     | 0<br>0.0%                     | 1<br>3.0%                                              | 0<br>0.0%                                    | 3<br>9.1%                           | 0<br>0.0%                                          | 1<br>3.0%  | 22<br>66.7%  | 3<br>9.1%   |
|      | 卸売業・小売業              | 114        | 47<br>41.2%  | 13<br>11.4% | 19<br>16.7% | 18<br>15.8%   | 4<br>3.5%                     | 5<br>4.4%                                              | 8<br>7.0%                                    | 15<br>13.2%                         | 2<br>1.8%                                          | 5<br>4.4%  | 53<br>46.5%  | 14<br>12.3% |
|      | 金融業・保険業              | 18         | 8<br>44.4%   | 3<br>16.7%  | 2<br>11.1%  | 3<br>16.7%    | 0<br>0.0%                     | 1<br>5.6%                                              | 2<br>11.1%                                   | 2<br>11.1%                          | 0<br>0.0%                                          | 0<br>0.0%  | 10<br>55.6%  | 0<br>0.0%   |
|      | サービス業                | 187        | 90<br>48.1%  | 21<br>11.2% | 47<br>25.1% | 19<br>10.2%   | 5<br>2.7%                     | 10<br>5.3%                                             | 9<br>4.8%                                    | 18<br>9.6%                          | 1<br>0.5%                                          | 10<br>5.3% | 83<br>44.4%  | 14<br>7.5%  |
|      |                      |            |              | 23.3%       | 52.2%       | 21.1%         | 5.6%                          | 11.1%                                                  | 10.0%                                        | 20.0%                               | 1.1%                                               | 11.1%      |              |             |
| 企業規模 | 9人以下                 | 89         | 28<br>31.5%  | 3<br>3.4%   | 8<br>9.0%   | 8<br>9.0%     | 2<br>2.2%                     | 1<br>1.1%                                              | 1<br>1.1%                                    | 8<br>9.0%                           | 1<br>1.1%                                          | 6<br>6.7%  | 50<br>56.2%  | 11<br>12.4% |
|      | 10～29人               | 189        | 76<br>40.2%  | 18<br>9.5%  | 33<br>17.5% | 27<br>14.3%   | 12<br>6.3%                    | 7<br>3.7%                                              | 13<br>6.9%                                   | 19<br>10.1%                         | 1<br>0.5%                                          | 9<br>4.8%  | 96<br>50.8%  | 17<br>9.0%  |
|      | 30～49人               | 77         | 39<br>50.6%  | 11<br>14.3% | 19<br>24.7% | 8<br>10.4%    | 1<br>1.3%                     | 10<br>13.0%                                            | 7<br>9.1%                                    | 17<br>22.1%                         | 0<br>0.0%                                          | 4<br>5.2%  | 34<br>44.2%  | 4<br>5.2%   |
|      | 50～99人               | 61         | 31<br>50.8%  | 10<br>16.4% | 17<br>27.9% | 12<br>19.7%   | 1<br>1.6%                     | 4<br>6.6%                                              | 3<br>4.9%                                    | 6<br>9.8%                           | 1<br>1.6%                                          | 1<br>1.6%  | 28<br>45.9%  | 2<br>3.3%   |
|      | 100～299人             | 45         | 25<br>55.6%  | 10<br>22.2% | 8<br>17.8%  | 7<br>15.6%    | 1<br>2.2%                     | 2<br>4.4%                                              | 6<br>13.3%                                   | 7<br>15.6%                          | 1<br>2.2%                                          | 0<br>0.0%  | 17<br>37.8%  | 3<br>6.7%   |
|      | 300人以上               | 48         | 22<br>45.8%  | 6<br>12.5%  | 11<br>22.9% | 8<br>16.7%    | 0<br>0.0%                     | 3<br>6.3%                                              | 6<br>12.5%                                   | 5<br>10.4%                          | 1<br>2.1%                                          | 1<br>2.1%  | 24<br>50.0%  | 2<br>4.2%   |
|      | (再掲)<br>10～299人      | 372        | 171<br>46.0% | 49<br>13.2% | 77<br>20.7% | 54<br>14.5%   | 15<br>4.0%                    | 23<br>6.2%                                             | 29<br>7.8%                                   | 49<br>13.2%                         | 3<br>0.8%                                          | 14<br>3.8% | 175<br>47.0% | 26<br>7.0%  |
|      | (再掲)<br>30人以上        | 231        | 117<br>50.6% | 37<br>16.0% | 55<br>23.8% | 35<br>15.2%   | 3<br>1.3%                     | 19<br>8.2%                                             | 22<br>9.5%                                   | 35<br>15.2%                         | 3<br>1.3%                                          | 6<br>2.6%  | 103<br>44.6% | 11<br>4.8%  |

3段目：子の看護休暇制度がある事業所に対する割合

[illegible]

表30-1 ポジティブ・アクションの取組状況

1段目:事業所数  
2段目:回答事業所数に対する割合

|                      | 回答<br>事業所数 | ア<br>女性の活用に関することの担当<br>部署、責任者を定めるなど社内の<br>推進体制を整備する |                        |             | イ<br>採用時の面接・選考担当者に<br>女性を含める |                        |             | ウ<br>女性の活用状況や活用にあたって<br>の問題点を調査・分析する |                        |              | エ<br>女性がいない・少ない職務や役職に<br>意欲と能力のある女性を積極的に配<br>置する |                        |              | オ<br>女性の意欲・能力の向上を図るため<br>の教育訓練を積極的に行う |                        |              | カ<br>女性のスキルアップや資格取得のため<br>の支援を行う |                        |              |              |             |
|----------------------|------------|-----------------------------------------------------|------------------------|-------------|------------------------------|------------------------|-------------|--------------------------------------|------------------------|--------------|--------------------------------------------------|------------------------|--------------|---------------------------------------|------------------------|--------------|----------------------------------|------------------------|--------------|--------------|-------------|
|                      |            | 行<br>つ<br>て<br>い<br>る                               | 行<br>つ<br>て<br>い<br>ない | 無<br>回<br>答 | 行<br>つ<br>て<br>い<br>る        | 行<br>つ<br>て<br>い<br>ない | 無<br>回<br>答 | 行<br>つ<br>て<br>い<br>る                | 行<br>つ<br>て<br>い<br>ない | 無<br>回<br>答  | 行<br>つ<br>て<br>い<br>る                            | 行<br>つ<br>て<br>い<br>ない | 無<br>回<br>答  | 行<br>つ<br>て<br>い<br>る                 | 行<br>つ<br>て<br>い<br>ない | 無<br>回<br>答  | 行<br>つ<br>て<br>い<br>る            | 行<br>つ<br>て<br>い<br>ない | 無<br>回<br>答  |              |             |
|                      |            |                                                     |                        |             |                              |                        |             |                                      |                        |              |                                                  |                        |              |                                       |                        |              |                                  |                        |              |              |             |
|                      |            | 割合                                                  | 割合                     | 割合          | 割合                           | 割合                     | 割合          | 割合                                   | 割合                     | 割合           | 割合                                               | 割合                     | 割合           | 割合                                    | 割合                     | 割合           | 割合                               | 割合                     | 割合           | 割合           |             |
| 計                    | 509        | 97<br>19.1%                                         | 271<br>53.2%           | 69<br>13.6% | 72<br>14.1%                  | 190<br>37.3%           | 53<br>10.4% | 58<br>11.4%                          | 69<br>13.6%            | 285<br>56.0% | 83<br>16.3%                                      | 72<br>14.1%            | 107<br>21.0% | 230<br>45.2%                          | 129<br>25.3%           | 227<br>44.6% | 88<br>17.3%                      | 65<br>12.8%            | 178<br>35.0% | 201<br>39.5% | 76<br>14.9% |
| 建設業                  | 57         | 11<br>19.3%                                         | 29<br>50.9%            | 10<br>17.5% | 7<br>12.3%                   | 21<br>36.8%            | 8<br>14.0%  | 6<br>10.5%                           | 32<br>56.1%            | 11<br>19.3%  | 8<br>14.0%                                       | 2<br>3.5%              | 29<br>50.9%  | 12<br>21.1%                           | 23<br>40.4%            | 15<br>26.3%  | 7<br>12.3%                       | 21<br>36.8%            | 20<br>35.1%  | 12<br>21.1%  |             |
| 製造業                  | 100        | 16<br>16.0%                                         | 61<br>61.0%            | 15<br>15.0% | 8<br>8.0%                    | 41<br>41.0%            | 12<br>12.0% | 7<br>7.0%                            | 12<br>12.0%            | 22<br>22.0%  | 7<br>7.0%                                        | 19<br>19.0%            | 50<br>50.0%  | 23<br>23.0%                           | 49<br>49.0%            | 22<br>22.0%  | 8<br>8.0%                        | 29<br>29.0%            | 43<br>43.0%  | 22<br>22.0%  |             |
| 運輸・通信業、<br>電気・ガス・水道業 | 33         | 10<br>30.3%                                         | 17<br>51.5%            | 2<br>6.1%   | 4<br>12.1%                   | 7<br>21.2%             | 4<br>12.1%  | 4<br>12.1%                           | 8<br>24.2%             | 1<br>3.0%    | 4<br>12.1%                                       | 6<br>18.2%             | 21<br>63.6%  | 4<br>12.1%                            | 22<br>66.7%            | 3<br>9.1%    | 4<br>12.1%                       | 9<br>27.3%             | 20<br>60.6%  | 2<br>6.1%    |             |
| 卸売業・小売業              | 114        | 21<br>18.4%                                         | 53<br>46.5%            | 21<br>18.4% | 19<br>16.7%                  | 38<br>33.3%            | 13<br>11.4% | 16<br>14.0%                          | 63<br>55.3%            | 18<br>15.8%  | 20<br>17.5%                                      | 25<br>21.9%            | 44<br>38.6%  | 26<br>22.8%                           | 52<br>45.6%            | 24<br>21.1%  | 14<br>12.3%                      | 31<br>27.2%            | 46<br>40.4%  | 22<br>19.3%  |             |
| 金融業・保険業              | 18         | 5<br>27.8%                                          | 12<br>66.7%            | 0<br>0.0%   | 1<br>5.6%                    | 7<br>38.9%             | 0<br>0.0%   | 1<br>5.6%                            | 11<br>61.1%            | 1<br>5.6%    | 2<br>11.1%                                       | 6<br>33.3%             | 8<br>44.4%   | 3<br>16.7%                            | 10<br>55.6%            | 0<br>0.0%    | 2<br>11.1%                       | 8<br>44.4%             | 10<br>55.6%  | 0<br>0.0%    |             |
| サービス業                | 187        | 34<br>18.2%                                         | 99<br>52.9%            | 21<br>11.2% | 33<br>17.6%                  | 94<br>50.3%            | 16<br>8.6%  | 24<br>12.8%                          | 100<br>53.5%           | 30<br>16.0%  | 31<br>16.6%                                      | 49<br>26.2%            | 78<br>41.7%  | 28<br>15.0%                           | 62<br>33.2%            | 71<br>38.0%  | 24<br>12.8%                      | 30<br>16.0%            | 62<br>33.2%  | 18<br>9.6%   |             |
| 9人以下                 | 89         | 6<br>6.7%                                           | 52<br>58.4%            | 11<br>12.4% | 20<br>22.5%                  | 22<br>24.7%            | 9<br>10.1%  | 19<br>21.3%                          | 53<br>59.6%            | 8<br>9.0%    | 20<br>22.5%                                      | 8<br>9.0%              | 49<br>55.1%  | 11<br>12.4%                           | 10<br>11.2%            | 50<br>56.2%  | 8<br>9.0%                        | 21<br>23.6%            | 16<br>18.0%  | 42<br>47.2%  |             |
| 10～29人               | 189        | 38<br>20.1%                                         | 98<br>51.9%            | 24<br>12.7% | 29<br>15.3%                  | 69<br>36.5%            | 20<br>10.6% | 23<br>12.2%                          | 109<br>57.7%           | 26<br>13.8%  | 29<br>15.3%                                      | 25<br>13.2%            | 93<br>49.2%  | 39<br>20.6%                           | 47<br>24.9%            | 83<br>43.9%  | 35<br>18.5%                      | 24<br>12.7%            | 57<br>30.2%  | 31<br>17.5%  |             |
| 30～49人               | 77         | 14<br>18.2%                                         | 43<br>55.8%            | 9<br>11.7%  | 11<br>14.3%                  | 35<br>45.5%            | 7<br>9.1%   | 8<br>10.4%                           | 45<br>58.4%            | 15<br>19.5%  | 12<br>15.6%                                      | 21<br>27.3%            | 30<br>39.0%  | 18<br>23.4%                           | 23<br>29.9%            | 30<br>39.0%  | 15<br>19.5%                      | 9<br>11.7%             | 31<br>40.3%  | 28<br>36.4%  |             |
| 50～99人               | 61         | 9<br>14.8%                                          | 39<br>63.9%            | 9<br>14.8%  | 4<br>6.6%                    | 30<br>49.2%            | 8<br>13.1%  | 4<br>6.6%                            | 34<br>55.7%            | 12<br>19.7%  | 4<br>6.6%                                        | 19<br>31.1%            | 30<br>49.2%  | 11<br>18.0%                           | 16<br>26.2%            | 25<br>41.0%  | 13<br>21.3%                      | 7<br>11.5%             | 18<br>29.5%  | 8<br>13.1%   |             |
| 100～299人             | 45         | 8<br>17.8%                                          | 22<br>48.9%            | 9<br>20.0%  | 6<br>13.3%                   | 20<br>44.4%            | 7<br>15.6%  | 2<br>4.4%                            | 25<br>55.6%            | 11<br>24.4%  | 4<br>8.9%                                        | 15<br>33.3%            | 10<br>22.2%  | 16<br>35.6%                           | 14<br>31.1%            | 19<br>42.2%  | 9<br>20.0%                       | 3<br>6.7%              | 20<br>44.4%  | 8<br>17.8%   |             |
| 300人以上               | 48         | 22<br>45.8%                                         | 17<br>35.4%            | 7<br>14.6%  | 2<br>4.2%                    | 32<br>66.7%            | 2<br>4.2%   | 2<br>4.2%                            | 19<br>39.6%            | 11<br>22.9%  | 3<br>6.3%                                        | 19<br>39.6%            | 18<br>37.5%  | 8<br>16.7%                            | 19<br>39.6%            | 20<br>41.7%  | 8<br>16.7%                       | 1<br>2.1%              | 23<br>47.9%  | 5<br>10.4%   |             |
| (再掲)                 | 372        | 69<br>18.5%                                         | 202<br>54.3%           | 51<br>13.7% | 50<br>13.4%                  | 154<br>41.4%           | 42<br>11.3% | 37<br>9.9%                           | 213<br>57.3%           | 64<br>17.2%  | 49<br>13.2%                                      | 80<br>21.5%            | 163<br>43.8% | 100<br>26.9%                          | 157<br>42.2%           | 72<br>19.4%  | 43<br>11.6%                      | 139<br>37.4%           | 141<br>37.9% | 61<br>16.4%  |             |
| 10～299人              | 231        | 53<br>22.9%                                         | 121<br>52.4%           | 34<br>14.7% | 23<br>10.0%                  | 117<br>50.6%           | 24<br>10.4% | 16<br>6.9%                           | 123<br>53.2%           | 49<br>21.2%  | 23<br>10.0%                                      | 74<br>32.0%            | 88<br>38.1%  | 72<br>31.2%                           | 94<br>40.7%            | 45<br>19.5%  | 20<br>8.7%                       | 105<br>45.5%           | 78<br>33.8%  | 33<br>14.3%  |             |
| 30人以上                | 231        | 53<br>22.9%                                         | 121<br>52.4%           | 34<br>14.7% | 23<br>10.0%                  | 117<br>50.6%           | 24<br>10.4% | 16<br>6.9%                           | 123<br>53.2%           | 49<br>21.2%  | 23<br>10.0%                                      | 74<br>32.0%            | 88<br>38.1%  | 72<br>31.2%                           | 94<br>40.7%            | 45<br>19.5%  | 20<br>8.7%                       | 105<br>45.5%           | 78<br>33.8%  | 33<br>14.3%  |             |

表30-2 ポジティブ・アクションの取組状況

1段目：事業所数  
2段目：回答事業所数に対する割合

|      | 回答<br>事業所数           | キ<br>中間管理職の男性や同僚の男性に<br>女性活用の重要性について認識を<br>深める啓発を行う |              |              | ク<br>仕事と家庭の両立を支援する社<br>内制度を充実させる |              |              | ケ<br>評価が性別によって影響されないよ<br>うな人事考課基準を明確に定める |             |             | コ<br>体力差を補う器具・設備等の設置や<br>深夜勤務時の女性用休憩室、防犯<br>面への配慮等を行う |              |             | サ<br>女性従業員の意見や要望、相談を<br>受ける窓口を設ける |              |              | シ<br>その他    |             |              |
|------|----------------------|-----------------------------------------------------|--------------|--------------|----------------------------------|--------------|--------------|------------------------------------------|-------------|-------------|-------------------------------------------------------|--------------|-------------|-----------------------------------|--------------|--------------|-------------|-------------|--------------|
|      |                      | 行って<br>いる                                           | 行って<br>いない   | 無回答          | 行って<br>いる                        | 行って<br>いない   | 無回答          | 行って<br>いる                                | 行って<br>いない  | 無回答         | 行って<br>いる                                             | 行って<br>いない   | 無回答         | 行って<br>いる                         | 行って<br>いない   | 無回答          | 行って<br>いる   | 行って<br>いない  | 無回答          |
|      |                      | 割合                                                  | 割合           | 割合           | 割合                               | 割合           | 割合           | 割合                                       | 割合          | 割合          | 割合                                                    | 割合           | 割合          | 割合                                | 割合           | 割合           | 割合          | 割合          | 割合           |
| 計    | 509                  | 45<br>8.8%                                          | 307<br>60.3% | 77<br>15.1%  | 80<br>15.7%                      | 112<br>22.0% | 227<br>44.6% | 103<br>20.2%                             | 67<br>13.2% | 67<br>13.2% | 159<br>31.2%                                          | 215<br>42.2% | 62<br>12.2% | 73<br>14.3%                       | 104<br>20.4% | 274<br>53.8% | 54<br>10.6% | 77<br>15.1% | 424<br>83.3% |
| 産業   | 建設業                  | 57                                                  | 4<br>7.0%    | 35<br>61.4%  | 9<br>15.8%                       | 9<br>15.8%   | 29<br>50.9%  | 12<br>21.1%                              | 7<br>12.3%  | 7<br>12.3%  | 11<br>19.3%                                           | 30<br>52.6%  | 8<br>14.0%  | 8<br>14.0%                        | 11<br>19.3%  | 28<br>49.1%  | 9<br>15.8%  | 9<br>15.8%  | 47           |
|      | 製造業                  | 100                                                 | 10<br>10.0%  | 67<br>67.0%  | 15<br>15.0%                      | 8<br>8.0%    | 20<br>20.0%  | 47<br>47.0%                              | 26<br>26.0% | 7<br>7.0%   | 43<br>43.0%                                           | 40<br>40.0%  | 11<br>11.0% | 6<br>6.0%                         | 25<br>25.0%  | 54<br>54.0%  | 14<br>14.0% | 7<br>7.0%   | 86           |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33                                                  | 3<br>9.1%    | 23<br>69.7%  | 3<br>9.1%                        | 4<br>12.1%   | 14<br>42.4%  | 13<br>39.4%                              | 4<br>12.1%  | 2<br>6.1%   | 16<br>48.5%                                           | 12<br>36.4%  | 1<br>3.0%   | 4<br>12.1%                        | 7<br>21.2%   | 22<br>66.7%  | 0<br>0.0%   | 4<br>12.1%  | 29           |
|      | 卸売業・小売業              | 114                                                 | 9<br>7.9%    | 64<br>56.1%  | 22<br>19.3%                      | 19<br>16.7%  | 19<br>16.7%  | 56<br>49.1%                              | 22<br>19.3% | 17<br>14.9% | 28<br>24.6%                                           | 45<br>39.5%  | 22<br>19.3% | 19<br>16.7%                       | 17<br>14.9%  | 64<br>56.1%  | 12<br>10.5% | 21<br>18.4% | 91           |
|      | 金融業・保険業              | 18                                                  | 3<br>16.7%   | 11<br>61.1%  | 2<br>11.1%                       | 2<br>11.1%   | 6<br>33.3%   | 9<br>50.0%                               | 2<br>11.1%  | 1<br>5.6%   | 9<br>50.0%                                            | 6<br>33.3%   | 2<br>11.1%  | 1<br>5.6%                         | 5<br>27.8%   | 11<br>61.1%  | 0<br>0.0%   | 2<br>11.1%  | 15           |
| 企業規模 | サービス業                | 187                                                 | 16<br>8.6%   | 107<br>57.2% | 26<br>13.9%                      | 38<br>20.3%  | 44<br>23.5%  | 73<br>39.0%                              | 37<br>19.8% | 33<br>17.6% | 51<br>27.3%                                           | 82<br>43.9%  | 18<br>9.6%  | 36<br>19.3%                       | 39<br>20.9%  | 95<br>50.8%  | 19<br>10.2% | 34<br>18.2% | 156          |
|      | 9人以下                 | 89                                                  | 0<br>0.0%    | 57<br>64.0%  | 10<br>11.2%                      | 22<br>24.7%  | 10<br>11.2%  | 44<br>49.4%                              | 17<br>19.1% | 18<br>20.2% | 6<br>6.7%                                             | 50<br>56.2%  | 12<br>13.5% | 21<br>23.6%                       | 7<br>7.9%    | 52<br>58.4%  | 10<br>11.2% | 20<br>22.5% | 69           |
|      | 10～29人               | 189                                                 | 16<br>8.5%   | 119<br>63.0% | 22<br>11.6%                      | 32<br>16.9%  | 36<br>19.0%  | 94<br>49.7%                              | 34<br>18.0% | 25<br>13.2% | 41<br>21.7%                                           | 92<br>48.7%  | 27<br>14.3% | 29<br>15.3%                       | 32<br>16.9%  | 111<br>58.7% | 15<br>7.9%  | 31<br>16.4% | 157          |
|      | 30～49人               | 77                                                  | 4<br>5.2%    | 46<br>59.7%  | 13<br>16.9%                      | 14<br>18.2%  | 16<br>20.8%  | 36<br>46.8%                              | 14<br>18.2% | 11<br>14.3% | 24<br>31.2%                                           | 29<br>37.7%  | 13<br>16.9% | 11<br>14.3%                       | 13<br>16.9%  | 41<br>53.2%  | 11<br>14.3% | 12<br>15.6% | 65           |
|      | 50～99人               | 61                                                  | 10<br>16.4%  | 35<br>57.4%  | 11<br>18.0%                      | 5<br>8.2%    | 16<br>26.2%  | 23<br>37.7%                              | 16<br>26.2% | 6<br>9.8%   | 31<br>50.8%                                           | 19<br>31.1%  | 6<br>9.8%   | 5<br>8.2%                         | 19<br>31.1%  | 27<br>44.3%  | 10<br>16.4% | 5<br>8.2%   | 50           |
| (再掲) | 100～299人             | 45                                                  | 4<br>8.9%    | 27<br>60.0%  | 11<br>24.4%                      | 3<br>6.7%    | 9<br>20.0%   | 19<br>42.2%                              | 12<br>26.7% | 5<br>11.1%  | 20<br>44.4%                                           | 17<br>37.8%  | 3<br>6.7%   | 11<br>24.4%                       | 11<br>24.4%  | 26<br>57.8%  | 3<br>6.7%   | 5<br>11.1%  | 38           |
|      | 300人以上               | 48                                                  | 11<br>22.9%  | 23<br>47.9%  | 10<br>20.8%                      | 4<br>8.3%    | 25<br>52.1%  | 11<br>22.9%                              | 10<br>20.8% | 2<br>4.2%   | 37<br>77.1%                                           | 8<br>16.7%   | 1<br>2.1%   | 4<br>8.3%                         | 22<br>45.8%  | 17<br>35.4%  | 5<br>10.4%  | 4<br>8.3%   | 45           |
|      | (再掲)                 | 372                                                 | 34<br>9.1%   | 227<br>61.0% | 57<br>15.3%                      | 54<br>14.5%  | 77<br>20.7%  | 172<br>46.2%                             | 76<br>20.4% | 47<br>12.6% | 116<br>31.2%                                          | 157<br>42.2% | 49<br>13.2% | 50<br>13.4%                       | 75<br>20.2%  | 205<br>55.1% | 39<br>10.5% | 53<br>14.2% | 310          |
|      | 10～299人              | 231                                                 | 29<br>12.6%  | 131<br>56.7% | 45<br>19.5%                      | 26<br>11.3%  | 66<br>28.6%  | 89<br>38.5%                              | 52<br>22.5% | 24<br>10.4% | 112<br>48.5%                                          | 73<br>31.6%  | 23<br>10.0% | 23<br>10.0%                       | 65<br>28.1%  | 111<br>48.1% | 29<br>12.6% | 26<br>11.3% | 198          |
|      | 30人以上                |                                                     |              |              |                                  |              |              |                                          |             |             |                                                       |              |             |                                   |              |              |             |             |              |



表31 定年制

1段目:事業所数  
2段目:回答事業所数に対する割合  
3段目:定年制のある事業所での定年年齢の割合

(単位:社、%)

|      |                      | 回答<br>事業所数 | 定年制あ<br>り | 60歳   | 61～62歳 | 63～64歳 | 65歳   | 65歳超  | 職種別に<br>定めている | 無回答  | 定年制なし | 無回答  |
|------|----------------------|------------|-----------|-------|--------|--------|-------|-------|---------------|------|-------|------|
| 計    |                      | 509        | 452       | 308   | 6      | 10     | 90    | 25    | 11            | 2    | 48    | 9    |
|      |                      |            | 88.8%     | 60.5% | 1.2%   | 2.0%   | 17.7% | 4.9%  | 2.2%          | 0.4% | 9.4%  | 1.8% |
|      |                      |            |           | 68.1% | 1.3%   | 2.2%   | 19.9% | 5.5%  | 2.4%          | 0.4% |       |      |
| 産業   | 建設業                  | 57         | 54        | 29    | 0      | 0      | 16    | 7     | 2             | 0    | 2     | 1    |
|      |                      |            | 94.7%     | 50.9% | 0.0%   | 0.0%   | 28.1% | 12.3% | 3.5%          | 0.0% | 3.5%  | 1.8% |
|      |                      |            |           | 53.7% | 0.0%   | 0.0%   | 29.6% | 13.0% | 3.7%          | 0.0% |       |      |
|      | 製造業                  | 100        | 95        | 68    | 2      | 2      | 19    | 4     | 0             | 0    | 5     | 0    |
|      |                      |            | 95.0%     | 68.0% | 2.0%   | 2.0%   | 19.0% | 4.0%  | 0.0%          | 0.0% | 5.0%  | 0.0% |
|      |                      |            |           | 71.6% | 2.1%   | 2.1%   | 20.0% | 4.2%  | 0.0%          | 0.0% |       |      |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 33        | 22    | 0      | 1      | 8     | 2     | 0             | 0    | 0     | 0    |
|      |                      |            | 100.0%    | 66.7% | 0.0%   | 3.0%   | 24.2% | 6.1%  | 0.0%          | 0.0% | 0.0%  | 0.0% |
|      |                      |            |           | 66.7% | 0.0%   | 3.0%   | 24.2% | 6.1%  | 0.0%          | 0.0% |       |      |
|      | 卸売業・小売業              | 114        | 92        | 68    | 0      | 4      | 14    | 5     | 0             | 1    | 19    | 3    |
|      |                      |            | 80.7%     | 59.6% | 0.0%   | 3.5%   | 12.3% | 4.4%  | 0.0%          | 0.9% | 16.7% | 2.6% |
|      |                      |            |           | 73.9% | 0.0%   | 4.3%   | 15.2% | 5.4%  | 0.0%          | 1.1% |       |      |
|      | 金融業・保険業              | 18         | 18        | 14    | 0      | 0      | 3     | 0     | 1             | 0    | 0     | 0    |
|      |                      |            | 100.0%    | 77.8% | 0.0%   | 0.0%   | 16.7% | 0.0%  | 5.6%          | 0.0% | 0.0%  | 0.0% |
|      |                      |            |           | 77.8% | 0.0%   | 0.0%   | 16.7% | 0.0%  | 5.6%          | 0.0% |       |      |
|      | サービス業                | 187        | 160       | 107   | 4      | 3      | 30    | 7     | 8             | 1    | 22    | 5    |
|      |                      |            | 85.6%     | 57.2% | 2.1%   | 1.6%   | 16.0% | 3.7%  | 4.3%          | 0.5% | 11.8% | 2.7% |
|      |                      |            |           | 66.9% | 2.5%   | 1.9%   | 18.8% | 4.4%  | 5.0%          | 0.6% |       |      |
| 企業規模 | 9人以下                 | 89         | 61        | 34    | 0      | 3      | 14    | 9     | 0             | 1    | 27    | 1    |
|      |                      |            | 68.5%     | 38.2% | 0.0%   | 3.4%   | 15.7% | 10.1% | 0.0%          | 1.1% | 30.3% | 1.1% |
|      |                      |            |           | 55.7% | 0.0%   | 4.9%   | 23.0% | 14.8% | 0.0%          | 1.6% |       |      |
|      | 10～29人               | 189        | 168       | 107   | 1      | 4      | 43    | 9     | 4             | 0    | 16    | 5    |
|      |                      |            | 88.9%     | 56.6% | 0.5%   | 2.1%   | 22.8% | 4.8%  | 2.1%          | 0.0% | 8.5%  | 2.6% |
|      |                      |            |           | 63.7% | 0.6%   | 2.4%   | 25.6% | 5.4%  | 2.4%          | 0.0% |       |      |
|      | 30～49人               | 77         | 72        | 49    | 0      | 2      | 15    | 4     | 2             | 0    | 4     | 1    |
|      |                      |            | 93.5%     | 63.6% | 0.0%   | 2.6%   | 19.5% | 5.2%  | 2.6%          | 0.0% | 5.2%  | 1.3% |
|      |                      |            |           | 68.1% | 0.0%   | 2.8%   | 20.8% | 5.6%  | 2.8%          | 0.0% |       |      |
|      | 50～99人               | 61         | 61        | 47    | 1      | 0      | 10    | 3     | 0             | 0    | 0     | 0    |
|      |                      |            | 100.0%    | 77.0% | 1.6%   | 0.0%   | 16.4% | 4.9%  | 0.0%          | 0.0% | 0.0%  | 0.0% |
|      |                      |            |           | 77.0% | 1.6%   | 0.0%   | 16.4% | 4.9%  | 0.0%          | 0.0% |       |      |
|      | 100～299人             | 45         | 43        | 36    | 2      | 1      | 4     | 0     | 0             | 0    | 1     | 1    |
|      |                      |            | 95.6%     | 80.0% | 4.4%   | 2.2%   | 8.9%  | 0.0%  | 0.0%          | 0.0% | 2.2%  | 2.2% |
|      |                      |            |           | 83.7% | 4.7%   | 2.3%   | 9.3%  | 0.0%  | 0.0%          | 0.0% |       |      |
|      | 300人以上               | 48         | 47        | 35    | 2      | 0      | 4     | 0     | 5             | 1    | 0     | 1    |
|      |                      |            | 97.9%     | 72.9% | 4.2%   | 0.0%   | 8.3%  | 0.0%  | 10.4%         | 2.1% | 0.0%  | 2.1% |
|      |                      |            |           | 74.5% | 4.3%   | 0.0%   | 8.5%  | 0.0%  | 10.6%         | 2.1% |       |      |
|      | (再掲)<br>10～299人      | 372        | 344       | 239   | 4      | 7      | 72    | 16    | 6             | 0    | 21    | 7    |
|      |                      |            | 92.5%     | 64.2% | 1.1%   | 1.9%   | 19.4% | 4.3%  | 1.6%          | 0.0% | 5.6%  | 1.9% |
|      |                      |            |           | 69.5% | 1.2%   | 2.0%   | 20.9% | 4.7%  | 1.7%          | 0.0% |       |      |
|      | (再掲)<br>30人以上        | 231        | 223       | 167   | 5      | 3      | 33    | 7     | 7             | 1    | 5     | 3    |
|      |                      |            | 96.5%     | 72.3% | 2.2%   | 1.3%   | 14.3% | 3.0%  | 3.0%          | 0.4% | 2.2%  | 1.3% |
|      |                      |            |           | 74.9% | 2.2%   | 1.3%   | 14.8% | 3.1%  | 3.1%          | 0.4% |       |      |

表32-1 人材育成の支援措置制度の有無(複数回答)

1段目:事業所数  
2段目:回答事業所数に対する割合  
3段目:制度有りの事業所での制度の割合(複数回答)

(学位の取得)

|      |                      | 回答<br>事業所数 | 制度有り  | 取得に関する<br>費用の援助 | 勤務面での<br>考慮<br>(勤務扱い・<br>特別休暇等) | 施設、備品等<br>の利用の<br>便宜 | 取得後の<br>昇給 | 取得後の<br>手当支給<br>(資格手当<br>等) | その他   | 制度なし  |
|------|----------------------|------------|-------|-----------------|---------------------------------|----------------------|------------|-----------------------------|-------|-------|
| 計    |                      | 509        | 59    | 26              | 33                              | 19                   | 26         | 33                          | 3     | 450   |
|      |                      |            | 11.6% | 5.1%            | 6.5%                            | 3.7%                 | 5.1%       | 6.5%                        | 0.6%  | 88.4% |
|      |                      |            |       | 44.1%           | 55.9%                           | 32.2%                | 44.1%      | 55.9%                       | 5.1%  |       |
| 産業   | 建設業                  | 57         | 10    | 7               | 6                               | 4                    | 7          | 8                           | 0     | 47    |
|      |                      |            | 17.5% | 12.3%           | 10.5%                           | 7.0%                 | 12.3%      | 14.0%                       | 0.0%  | 82.5% |
|      |                      |            |       | 70.0%           | 60.0%                           | 40.0%                | 70.0%      | 80.0%                       | 0.0%  |       |
|      | 製造業                  | 100        | 13    | 6               | 8                               | 7                    | 6          | 6                           | 2     | 87    |
|      |                      |            | 13.0% | 6.0%            | 8.0%                            | 7.0%                 | 6.0%       | 10.5%                       | 2.0%  | 87.0% |
|      |                      |            |       | 46.2%           | 61.5%                           | 53.8%                | 46.2%      | 46.2%                       | 15.4% |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 3     | 2               | 3                               | 0                    | 0          | 1                           | 0     | 30    |
|      |                      |            | 9.1%  | 6.1%            | 9.1%                            | 0.0%                 | 0.0%       | 3.0%                        | 0.0%  | 90.9% |
|      |                      |            |       | 66.7%           | 100.0%                          | 0.0%                 | 0.0%       | 33.3%                       | 0.0%  |       |
|      | 卸売業・小売業              | 114        | 7     | 3               | 5                               | 2                    | 4          | 2                           | 0     | 107   |
|      |                      |            | 6.1%  | 2.6%            | 4.4%                            | 1.8%                 | 3.5%       | 1.8%                        | 0.0%  | 93.9% |
|      |                      |            |       | 42.9%           | 71.4%                           | 28.6%                | 57.1%      | 28.6%                       | 0.0%  |       |
| 企業規模 | 金融業・保険業              | 18         | 2     | 2               | 1                               | 0                    | 0          | 0                           | 0     | 16    |
|      |                      |            | 11.1% | 11.1%           | 5.6%                            | 0.0%                 | 0.0%       | 0.0%                        | 0.0%  | 88.9% |
|      |                      |            |       | 100.0%          | 50.0%                           | 0.0%                 | 0.0%       | 0.0%                        | 0.0%  |       |
|      | サービス業                | 187        | 24    | 6               | 10                              | 6                    | 9          | 16                          | 1     | 163   |
|      |                      |            | 12.8% | 3.2%            | 5.3%                            | 3.2%                 | 4.8%       | 8.6%                        | 0.5%  | 87.2% |
|      |                      |            |       | 25.0%           | 41.7%                           | 25.0%                | 37.5%      | 66.7%                       | 4.2%  |       |
|      | 9人以下                 | 89         | 9     | 3               | 7                               | 0                    | 3          | 3                           | 0     | 80    |
|      |                      |            | 10.1% | 3.4%            | 7.9%                            | 0.0%                 | 3.4%       | 3.4%                        | 0.0%  | 89.9% |
|      |                      |            |       | 33.3%           | 77.8%                           | 0.0%                 | 33.3%      | 33.3%                       | 0.0%  |       |
|      | 10～29人               | 189        | 21    | 12              | 12                              | 10                   | 11         | 15                          | 1     | 168   |
|      |                      |            | 11.1% | 6.3%            | 6.3%                            | 5.3%                 | 5.8%       | 7.9%                        | 0.5%  | 88.9% |
|      |                      |            |       | 57.1%           | 57.1%                           | 47.6%                | 52.4%      | 71.4%                       | 4.8%  |       |
|      | 30～49人               | 77         | 7     | 3               | 4                               | 3                    | 4          | 6                           | 0     | 70    |
|      |                      |            | 9.1%  | 3.9%            | 5.2%                            | 3.9%                 | 5.2%       | 7.8%                        | 0.0%  | 90.9% |
|      |                      |            |       | 42.9%           | 57.1%                           | 42.9%                | 57.1%      | 85.7%                       | 0.0%  |       |
|      | 50～99人               | 61         | 6     | 1               | 5                               | 4                    | 3          | 3                           | 0     | 55    |
|      |                      |            | 9.8%  | 1.6%            | 8.2%                            | 6.6%                 | 4.9%       | 50.0%                       | 0.0%  | 90.2% |
|      |                      |            |       | 16.7%           | 83.3%                           | 66.7%                | 50.0%      | 300.0%                      | 0.0%  |       |
|      | 100～299人             | 45         | 4     | 1               | 0                               | 0                    | 2          | 3                           | 0     | 41    |
|      |                      |            | 8.9%  | 2.2%            | 0.0%                            | 0.0%                 | 4.4%       | 6.7%                        | 0.0%  | 91.1% |
|      |                      |            |       | 25.0%           | 0.0%                            | 0.0%                 | 50.0%      | 75.0%                       | 0.0%  |       |
|      | 300人以上               | 48         | 12    | 6               | 5                               | 2                    | 3          | 3                           | 2     | 36    |
|      |                      |            | 25.0% | 12.5%           | 10.4%                           | 4.2%                 | 6.3%       | 6.3%                        | 4.2%  | 75.0% |
|      |                      |            |       | 50.0%           | 41.7%                           | 16.7%                | 25.0%      | 25.0%                       | 16.7% |       |
|      | (再掲)<br>10～299人      | 372        | 38    | 17              | 21                              | 17                   | 20         | 27                          | 1     | 334   |
|      |                      |            | 10.2% | 4.6%            | 5.6%                            | 4.6%                 | 5.4%       | 7.3%                        | 0.3%  | 89.8% |
|      |                      |            |       | 44.7%           | 55.3%                           | 44.7%                | 52.6%      | 71.1%                       | 2.6%  |       |
|      | (再掲)<br>30人以上        | 231        | 29    | 11              | 14                              | 9                    | 12         | 15                          | 2     | 202   |
|      |                      |            | 12.6% | 4.8%            | 6.1%                            | 3.9%                 | 5.2%       | 6.5%                        | 0.9%  | 87.4% |
|      |                      |            |       | 37.9%           | 48.3%                           | 31.0%                | 41.4%      | 51.7%                       | 6.9%  |       |

※就業規則等で明文化されているもので、業務命令で取得させるものは含まない

表32-2 人材育成の支援措置制度の有無(複数回答)

1段目:事業所数  
2段目:回答事業所数に対する割合  
3段目:制度有りの事業所での制度の割合(複数回答)

(資格の取得)

|      | 回答<br>事業所数           | 制度有り         | 取得に関する<br>費用の援助       | 勤務面での<br>考慮<br>(勤務扱い・<br>特別休暇等) | 施設、備品等<br>の利用の<br>便宜  | 取得後の<br>昇給            | 取得後の<br>手当支給<br>(資格手当<br>等) | その他               | 制度なし         |
|------|----------------------|--------------|-----------------------|---------------------------------|-----------------------|-----------------------|-----------------------------|-------------------|--------------|
| 計    | 509                  | 299<br>58.7% | 237<br>46.6%<br>79.3% | 181<br>35.6%<br>60.5%           | 124<br>24.4%<br>41.5% | 128<br>25.1%<br>42.8% | 210<br>41.3%<br>70.2%       | 8<br>1.6%<br>2.7% | 210<br>41.3% |
| 産業   | 建設業                  | 57<br>75.4%  | 43<br>70.2%<br>93.0%  | 33<br>57.9%<br>76.7%            | 19<br>33.3%<br>44.2%  | 28<br>49.1%<br>65.1%  | 37<br>64.9%<br>86.0%        | 0<br>0.0%<br>0.0% | 14<br>24.6%  |
|      | 製造業                  | 100<br>55.0% | 55<br>45.0%<br>81.8%  | 29<br>29.0%<br>52.7%            | 20<br>20.0%<br>36.4%  | 18<br>18.0%<br>32.7%  | 30<br>30.0%<br>54.5%        | 2<br>2.0%<br>3.6% | 45<br>45.0%  |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33<br>57.6%  | 19<br>48.5%<br>84.2%  | 10<br>30.3%<br>52.6%            | 8<br>24.2%<br>42.1%   | 3<br>9.1%<br>15.8%    | 11<br>33.3%<br>57.9%        | 0<br>0.0%<br>0.0% | 14<br>42.4%  |
|      | 卸売業・小売業              | 114<br>42.1% | 48<br>36.0%<br>85.4%  | 35<br>30.7%<br>72.9%            | 24<br>21.1%<br>50.0%  | 23<br>20.2%<br>47.9%  | 33<br>28.9%<br>68.8%        | 1<br>0.9%<br>2.1% | 66<br>57.9%  |
|      | 金融業・保険業              | 18<br>83.3%  | 15<br>66.7%<br>80.0%  | 6<br>33.3%<br>40.0%             | 2<br>11.1%<br>13.3%   | 6<br>33.3%<br>40.0%   | 9<br>60.0%<br>75.0%         | 0<br>0.0%<br>0.0% | 3<br>16.7%   |
|      | サービス業                | 187<br>63.6% | 119<br>44.4%<br>69.7% | 83<br>36.4%<br>57.1%            | 68<br>27.3%<br>42.9%  | 51<br>26.7%<br>42.0%  | 90<br>48.1%<br>75.6%        | 5<br>2.7%<br>4.2% | 68<br>36.4%  |
| 企業規模 | 9人以下                 | 89<br>40.4%  | 36<br>34.8%<br>86.1%  | 26<br>29.2%<br>72.2%            | 17<br>19.1%<br>47.2%  | 17<br>19.1%<br>47.2%  | 23<br>25.8%<br>63.9%        | 0<br>0.0%<br>0.0% | 53<br>59.6%  |
|      | 10～29人               | 189<br>60.3% | 114<br>48.1%<br>79.8% | 78<br>41.3%<br>68.4%            | 51<br>27.0%<br>44.7%  | 58<br>30.7%<br>50.9%  | 83<br>43.9%<br>72.8%        | 1<br>0.5%<br>0.9% | 75<br>39.7%  |
|      | 30～49人               | 77<br>55.8%  | 43<br>42.9%<br>76.7%  | 33<br>26.0%<br>46.5%            | 20<br>24.7%<br>44.2%  | 19<br>24.7%<br>44.2%  | 33<br>42.9%<br>76.7%        | 2<br>2.6%<br>4.7% | 34<br>44.2%  |
|      | 50～99人               | 61<br>60.7%  | 37<br>45.9%<br>75.7%  | 28<br>41.0%<br>67.6%            | 17<br>27.9%<br>45.9%  | 17<br>27.9%<br>45.9%  | 28<br>45.9%<br>75.7%        | 1<br>1.6%<br>2.7% | 24<br>39.3%  |
|      | 100～299人             | 45<br>66.7%  | 30<br>44.4%<br>66.7%  | 20<br>31.1%<br>46.7%            | 14<br>13.3%<br>20.0%  | 8<br>17.8%<br>26.7%   | 21<br>46.7%<br>70.0%        | 2<br>4.4%<br>6.7% | 15<br>33.3%  |
|      | 300人以上               | 48<br>81.3%  | 39<br>70.8%<br>87.2%  | 34<br>37.5%<br>46.2%            | 18<br>29.2%<br>35.9%  | 14<br>18.8%<br>23.1%  | 22<br>45.8%<br>56.4%        | 2<br>4.2%<br>5.1% | 9<br>18.8%   |
|      | (再掲)<br>10～299人      | 372<br>60.2% | 224<br>46.2%<br>76.8% | 137<br>36.8%<br>61.2%           | 93<br>25.0%<br>41.5%  | 102<br>27.4%<br>45.5% | 165<br>44.4%<br>73.7%       | 6<br>1.6%<br>2.7% | 148<br>39.8% |
|      | (再掲)<br>30人以上        | 231<br>64.5% | 149<br>49.8%<br>77.2% | 77<br>33.3%<br>51.7%            | 56<br>24.2%<br>37.6%  | 53<br>22.9%<br>35.6%  | 104<br>45.0%<br>16123.5%    | 7<br>3.0%<br>4.7% | 82<br>35.5%  |

※就業規則等で明文化されているもので、業務命令で取得させるものは含まない

表33-1 外国人労働者の雇用状況(在留資格の種別、複数回答)

1段目:事業所数  
 2段目:回答事業所数に対する割合  
 3段目:外国人労働者を雇用している事業所  
 での在留資格別の割合(複数回答)  
 (単位:社、%)

|      |                              | 回答<br>事業所数 | 外国人<br>労働者<br>を雇用<br>している | 留学生       | 定住者        | 永住者         | 技能<br>実習生   | その他        | 外国人<br>労働者<br>を雇用<br>していない | 無回答<br>(不明を含<br>む) |
|------|------------------------------|------------|---------------------------|-----------|------------|-------------|-------------|------------|----------------------------|--------------------|
| 計    |                              | 509        | 90<br>17.7%               | 6<br>1.2% | 15<br>2.9% | 40<br>7.9%  | 46<br>9.0%  | 11<br>2.2% | 413<br>81.1%               | 6<br>1.2%          |
| 産業   | 建設業                          | 57         | 8<br>14.0%                | 0<br>0.0% | 0<br>0.0%  | 2<br>3.5%   | 7<br>12.3%  | 0<br>0.0%  | 49<br>86.0%                | 0<br>0.0%          |
|      | 製造業                          | 100        | 40<br>40.0%               | 3<br>3.0% | 9<br>9.0%  | 16<br>16.0% | 30<br>30.0% | 7<br>7.0%  | 60<br>60.0%                | 0                  |
|      | 運輸・通信<br>業、<br>電気・ガス・<br>水道業 | 33         | 2<br>6.1%                 | 0<br>0.0% | 1<br>3.0%  | 1<br>3.0%   | 0<br>0.0%   | 0<br>0.0%  | 31<br>93.9%                | 0<br>0.0%          |
|      | 卸売業・小<br>売業                  | 114        | 14<br>12.3%               | 1<br>0.9% | 1<br>0.9%  | 6<br>5.3%   | 5<br>4.4%   | 0<br>0.0%  | 99<br>86.8%                | 1<br>0.9%          |
|      | 金融業・保<br>険業                  | 18         | 1<br>5.6%                 | 0<br>0.0% | 0<br>0.0%  | 1<br>5.6%   | 0<br>0.0%   | 0<br>0.0%  | 17<br>94.4%                | 0<br>0.0%          |
|      | サービス業                        | 187        | 25<br>13.4%               | 2<br>1.1% | 4<br>2.1%  | 14<br>7.5%  | 4<br>2.1%   | 4<br>2.1%  | 157<br>84.0%               | 5<br>2.7%          |
|      |                              |            |                           | 8.0%      | 16.0%      | 56.0%       | 16.0%       | 16.0%      |                            |                    |
|      | 9人以下                         | 89         | 1<br>1.1%                 | 0<br>0.0% | 0<br>0.0%  | 0<br>0.0%   | 1<br>1.1%   | 0<br>0.0%  | 87<br>97.8%                | 1<br>1.1%          |
|      | 10～29人                       | 189        | 26<br>13.8%               | 0<br>0.0% | 3<br>1.6%  | 7<br>3.7%   | 20<br>10.6% | 0<br>0.0%  | 161<br>85.2%               | 2<br>1.1%          |
|      | 30～49人                       | 77         | 15<br>19.5%               | 0<br>0.0% | 3<br>3.9%  | 7<br>9.1%   | 6<br>7.8%   | 2<br>2.6%  | 61<br>79.2%                | 1<br>1.3%          |
| 企業規模 | 50～99人                       | 61         | 11<br>18.0%               | 1<br>1.6% | 2<br>3.3%  | 5<br>8.2%   | 4<br>6.6%   | 1<br>1.6%  | 50<br>82.0%                | 0<br>0.0%          |
|      | 100～299人                     | 45         | 16<br>35.6%               | 1<br>2.2% | 2<br>4.4%  | 7<br>15.6%  | 8<br>17.8%  | 1<br>2.2%  | 28<br>62.2%                | 1<br>2.2%          |
|      | 300人以上                       | 48         | 21<br>43.8%               | 4<br>8.3% | 5<br>10.4% | 14<br>29.2% | 7<br>14.6%  | 7<br>14.6% | 26<br>54.2%                | 1<br>2.1%          |
|      | (再掲)<br>10～299人              | 372        | 68<br>18.3%               | 2<br>0.5% | 10<br>2.7% | 26<br>7.0%  | 38<br>10.2% | 4<br>1.1%  | 300<br>80.6%               | 4<br>1.1%          |
|      | (再掲)<br>30人以上                | 231        | 63<br>27.3%               | 6<br>2.6% | 12<br>5.2% | 33<br>14.3% | 25<br>10.8% | 11<br>4.8% | 165<br>71.4%               | 3<br>1.3%          |
|      |                              |            |                           | 9.5%      | 19.0%      | 52.4%       | 39.7%       | 17.5%      |                            |                    |
|      |                              |            |                           |           |            |             |             |            |                            |                    |

※その他・・・技術・人文知識・国際業務 等

表33-2 外国人労働者の今後の雇用予定

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:外国人労働者を雇用していない事業所で今後雇用を

予定・検討している在留資格別の割合(複数回答)

(単位:社、%)

|      |                  | 外国人労働者を雇用している事業所 | 雇用を増やす予定あり | 雇用を増やす予定なし | 無回答    | 外国人労働者を雇用していない事業所 | 雇用を予定・検討している | 留学生  | 定住者  | 永住者  | 技能実習生 | その他  | 予定なし・分からない | 無回答  |
|------|------------------|------------------|------------|------------|--------|-------------------|--------------|------|------|------|-------|------|------------|------|
|      |                  |                  |            |            |        |                   |              |      |      |      |       |      |            |      |
| 計    |                  | 90               | 35         | 50         | 5      | 413               | 35           | 13   | 11   | 10   | 18    | 2    | 370        | 8    |
|      |                  |                  | 38.9%      | 55.6%      | 5.6%   |                   | 8.5%         | 3.1% | 2.7% | 2.4% | 4.4%  | 0.5% | 89.6%      | 1.9% |
| 産業   | 建設業              | 8                | 6          | 2          | 0      | 49                | 6            | 1    | 0    | 1    | 5     | 0    | 43         | 0    |
|      |                  |                  | 75.0%      | 25.0%      | 0.0%   |                   | 12.2%        | 2.0% | 0.0% | 2.0% | 10.2% | 0.0% | 87.8%      | 0.0% |
|      | 製造業              | 40               | 14         | 25         | 1      | 60                | 1            | 0    | 0    | 0    | 1     | 0    | 58         | 0    |
|      |                  |                  | 35.0%      | 62.5%      | 2.5%   |                   | 1.7%         | 0.0% | 0.0% | 0.0% | 1.7%  | 0.0% | 96.7%      | 0.0% |
|      | 運輸・通信業、電気・ガス・水道業 | 2                | 0          | 2          | 0      | 31                | 1            | 0    | 0    | 0    | 1     | 0    | 28         | 0    |
|      |                  |                  | 0.0%       | 100.0%     | 0.0%   |                   | 3.2%         | 0.0% | 0.0% | 0.0% | 3.2%  | 0.0% | 90.3%      | 0.0% |
|      | 卸売業・小売業          | 14               | 5          | 8          | 1      | 99                | 10           | 3    | 4    | 3    | 2     | 0    | 89         | 1    |
|      |                  |                  | 35.7%      | 57.1%      | 7.1%   |                   | 10.1%        | 3.0% | 4.0% | 3.0% | 2.0%  | 0.0% | 89.9%      | 1.0% |
|      | 金融業・保険業          | 1                | 1          | 0          | 2      | 17                | 0            | 0    | 0    | 0    | 0     | 0    | 15         | 0    |
|      |                  |                  | 0.0%       | 0.0%       | 200.0% |                   | 0.0%         | 0.0% | 0.0% | 0.0% | 0.0%  | 0.0% | 88.2%      | 0.0% |
|      | サービス業            | 25               | 9          | 13         | 1      | 157               | 17           | 9    | 7    | 6    | 9     | 2    | 137        | 7    |
|      |                  |                  | 36.0%      | 52.0%      | 4.0%   |                   | 10.8%        | 5.7% | 4.5% | 3.8% | 5.7%  | 2.0% | 87.3%      | 4.5% |
| 企業規模 | 9人以下             | 1                | 1          | 0          | 0      | 87                | 2            | 1    | 1    | 1    | 2     | 0    | 85         | 1    |
|      |                  |                  | 100.0%     | 0.0%       | 0.0%   |                   | 2.3%         | 1.1% | 1.1% | 1.1% | 2.3%  | 0.0% | 97.7%      | 1.1% |
|      | 10～29人           | 26               | 11         | 14         | 3      | 161               | 10           | 6    | 5    | 4    | 4     | 0    | 147        | 2    |
|      |                  |                  | 42.3%      | 53.8%      | 11.5%  |                   | 6.2%         | 3.7% | 3.1% | 2.5% | 2.5%  | 0.0% | 91.3%      | 1.2% |
|      | 30～49人           | 15               | 5          | 8          | 1      | 61                | 9            | 3    | 3    | 2    | 7     | 1    | 51         | 1    |
|      |                  |                  | 33.3%      | 53.3%      | 6.7%   |                   | 14.8%        | 4.9% | 4.9% | 3.3% | 11.5% | 1.6% | 83.6%      | 1.6% |
|      | 50～99人           | 11               | 2          | 8          | 0      | 50                | 7            | 2    | 1    | 2    | 3     | 0    | 43         | 1    |
|      |                  |                  | 18.2%      | 72.7%      | 0.0%   |                   | 14.0%        | 4.0% | 2.0% | 4.0% | 6.0%  | 0.0% | 86.0%      | 2.0% |
|      | 100～299人         | 16               | 8          | 8          | 0      | 28                | 5            | 0    | 0    | 0    | 1     | 1    | 22         | 2    |
|      |                  |                  | 50.0%      | 50.0%      | 0.0%   |                   | 17.9%        | 0.0% | 0.0% | 0.0% | 3.6%  | 3.6% | 78.6%      | 7.1% |
| (再掲) | 300人以上           | 21               | 8          | 12         | 1      | 26                | 2            | 1    | 1    | 1    | 1     | 0    | 22         | 1    |
|      |                  |                  | 38.1%      | 57.1%      | 4.8%   |                   | 7.7%         | 3.8% | 3.8% | 3.8% | 3.8%  | 0.0% | 84.6%      | 3.8% |
|      | 10～299人          | 68               | 26         | 38         | 4      | 300               | 31           | 11   | 9    | 8    | 15    | 2    | 263        | 6    |
|      |                  |                  | 38.2%      | 55.9%      | 5.9%   |                   | 10.3%        | 3.7% | 3.0% | 2.7% | 5.0%  | 0.7% | 87.7%      | 2.0% |
| (再掲) | 30人以上            | 63               | 23         | 36         | 2      | 165               | 23           | 6    | 5    | 5    | 12    | 2    | 138        | 5    |
|      |                  |                  | 36.5%      | 57.1%      | 3.2%   |                   | 13.9%        | 3.6% | 3.0% | 3.0% | 7.3%  | 1.2% | 83.6%      | 3.0% |

※その他・・・教育 等

表34-1 障がい者の雇用状況(障害の種別)

1段目:事業所数

2段目:回答事業所数に対する割合

3段目:障がい者を雇用している事業所での  
障がい種別の割合(複数回答)

(単位:社、%)

|      |                      | 回答<br>事業所数 | 障がい者を<br>雇用<br>している | 身体<br>障がい者 | 知的<br>障がい者 | 精神<br>障がい者<br>(発達障がいを含む) | 障がい者を<br>雇用<br>していない | 無回答<br>(不明を含む) |
|------|----------------------|------------|---------------------|------------|------------|--------------------------|----------------------|----------------|
| 計    |                      | 509        | 149                 | 120        | 49         | 60                       | 356                  | 4              |
|      |                      |            | 29.3%               | 23.6%      | 9.6%       | 11.8%                    | 69.9%                | 0.8%           |
|      |                      |            |                     | 80.5%      | 32.9%      | 40.3%                    |                      |                |
| 産業   | 建設業                  | 57         | 12                  | 10         | 1          | 3                        | 45                   | 0              |
|      |                      |            | 21.1%               | 17.5%      | 1.8%       | 5.3%                     | 78.9%                | 0.0%           |
|      |                      |            |                     | 83.3%      | 8.3%       | 25.0%                    |                      |                |
|      | 製造業                  | 100        | 37                  | 33         | 17         | 18                       | 63                   | 0              |
|      |                      |            | 37.0%               | 33.0%      | 17.0%      | 18.0%                    | 63.0%                | 0.0%           |
|      |                      |            |                     | 89.2%      | 45.9%      | 48.6%                    |                      |                |
| 産業   | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 10                  | 5          | 1          | 8                        | 23                   | 0              |
|      |                      |            | 30.3%               | 15.2%      | 3.0%       | 24.2%                    | 69.7%                | 0.0%           |
|      |                      |            |                     | 50.0%      | 10.0%      | 80.0%                    |                      |                |
|      | 卸売業・小売業              | 114        | 23                  | 18         | 5          | 8                        | 91                   | 0              |
|      |                      |            | 20.2%               | 15.8%      | 4.4%       | 7.0%                     | 79.8%                | 0.0%           |
|      |                      |            |                     | 78.3%      | 21.7%      | 34.8%                    |                      |                |
| 産業   | 金融業・保険業              | 18         | 5                   | 5          | 1          | 1                        | 13                   | 0              |
|      |                      |            | 27.8%               | 27.8%      | 5.6%       | 5.6%                     | 72.2%                | 0.0%           |
|      |                      |            |                     | 100.0%     | 20.0%      | 20.0%                    |                      |                |
|      | サービス業                | 187        | 62                  | 49         | 24         | 22                       | 121                  | 4              |
|      |                      |            | 33.2%               | 26.2%      | 12.8%      | 11.8%                    | 64.7%                | 2.1%           |
|      |                      |            |                     | 79.0%      | 38.7%      | 35.5%                    |                      |                |
| 企業規模 | 9人以下                 | 89         | 7                   | 2          | 1          | 4                        | 82                   | 0              |
|      |                      |            | 7.9%                | 2.2%       | 1.1%       | 4.5%                     | 92.1%                | 0.0%           |
|      |                      |            |                     | 28.6%      | 14.3%      | 57.1%                    |                      |                |
|      | 10～29人               | 189        | 20                  | 13         | 4          | 4                        | 168                  | 1              |
|      |                      |            | 10.6%               | 6.9%       | 2.1%       | 2.1%                     | 88.9%                | 0.5%           |
|      |                      |            |                     | 65.0%      | 20.0%      | 20.0%                    |                      |                |
|      | 30～49人               | 77         | 22                  | 19         | 5          | 6                        | 54                   | 1              |
|      |                      |            | 28.6%               | 24.7%      | 6.5%       | 7.8%                     | 70.1%                | 1.3%           |
|      |                      |            |                     | 86.4%      | 22.7%      | 27.3%                    |                      |                |
|      | 50～99人               | 61         | 27                  | 19         | 9          | 10                       | 34                   | 0              |
| 企業規模 |                      |            | 44.3%               | 31.1%      | 14.8%      | 16.4%                    | 55.7%                | 0.0%           |
|      |                      |            |                     | 70.4%      | 33.3%      | 37.0%                    |                      |                |
|      | 100～299人             | 45         | 30                  | 26         | 14         | 9                        | 14                   | 1              |
|      |                      |            | 66.7%               | 57.8%      | 31.1%      | 20.0%                    | 31.1%                | 2.2%           |
|      |                      |            |                     | 86.7%      | 46.7%      | 30.0%                    |                      |                |
|      | 300人以上               | 48         | 43                  | 41         | 16         | 27                       | 4                    | 1              |
|      |                      |            | 89.6%               | 85.4%      | 33.3%      | 56.3%                    | 8.3%                 | 2.1%           |
|      |                      |            |                     | 95.3%      | 37.2%      | 62.8%                    |                      |                |
|      | (再掲)<br>10～299人      | 372        | 99                  | 77         | 32         | 29                       | 270                  | 3              |
|      |                      |            | 26.6%               | 20.7%      | 8.6%       | 7.8%                     | 72.6%                | 0.8%           |
| 企業規模 |                      |            |                     | 77.8%      | 32.3%      | 29.3%                    |                      |                |
|      | (再掲)<br>30人以上        | 231        | 122                 | 105        | 44         | 52                       | 106                  | 3              |
|      |                      |            | 52.8%               | 45.5%      | 19.0%      | 22.5%                    | 45.9%                | 1.3%           |
|      |                      |            |                     | 86.1%      | 36.1%      | 42.6%                    |                      |                |

表34-2 障がい者の今後の雇用予定

1段目:事業所数

2段目:回答事業所数に対する割合

(単位:社、%)

|      |                      | 障がい者を<br>雇用<br>している<br>事業所 | 雇用を増やす予<br>定あり | 雇用を増やす予<br>定なし | 無回答         | 障がい者を<br>雇用<br>していない<br>事業所 | 雇用を<br>予定・検討して<br>いる | 予定なし・分か<br>らない | 無回答        |
|------|----------------------|----------------------------|----------------|----------------|-------------|-----------------------------|----------------------|----------------|------------|
| 計    |                      | 149                        | 60<br>40.3%    | 74<br>49.7%    | 15<br>10.1% | 356                         | 37<br>10.4%          | 308<br>86.5%   | 11<br>3.1% |
| 産業   | 建設業                  | 12                         | 1<br>8.3%      | 11<br>91.7%    | 0<br>0.0%   | 45                          | 0<br>0.0%            | 42<br>0.0%     | 3<br>0.0%  |
|      | 製造業                  | 37                         | 21<br>56.8%    | 14<br>37.8%    | 2<br>5.4%   | 63                          | 7<br>11.1%           | 56<br>88.9%    | 0<br>0.0%  |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 10                         | 6<br>60.0%     | 3<br>30.0%     | 1<br>10.0%  | 23                          | 1<br>4.3%            | 22<br>95.7%    | 0<br>0.0%  |
|      | 卸売業・小売業              | 23                         | 7<br>30.4%     | 14<br>60.9%    | 2<br>8.7%   | 91                          | 15<br>16.5%          | 69<br>75.8%    | 7<br>7.7%  |
|      | 金融業・保険業              | 5                          | 3<br>60.0%     | 1<br>20.0%     | 1<br>20.0%  | 13                          | 1<br>7.7%            | 12<br>92.3%    | 0<br>0.0%  |
|      | サービス業                | 62                         | 22<br>35.5%    | 31<br>50.0%    | 9<br>14.5%  | 121                         | 13<br>10.7%          | 107<br>88.4%   | 1<br>0.8%  |
| 企業規模 | 9人以下                 | 7                          | 2<br>28.6%     | 5<br>71.4%     | 0<br>0.0%   | 82                          | 6<br>7.3%            | 74<br>90.2%    | 2<br>2.4%  |
|      | 10～29人               | 20                         | 2<br>10.0%     | 13<br>65.0%    | 5<br>25.0%  | 168                         | 7<br>4.2%            | 153<br>91.1%   | 8<br>4.8%  |
|      | 30～49人               | 22                         | 6<br>27.3%     | 14<br>63.6%    | 2<br>9.1%   | 54                          | 8<br>14.8%           | 46<br>85.2%    | 0<br>0.0%  |
|      | 50～99人               | 27                         | 8<br>29.6%     | 15<br>55.6%    | 4<br>14.8%  | 34                          | 14<br>41.2%          | 19<br>55.9%    | 0<br>0.0%  |
|      | 100～299人             | 30                         | 12<br>40.0%    | 15<br>50.0%    | 3<br>10.0%  | 14                          | 1<br>7.1%            | 13<br>92.9%    | 1<br>7.1%  |
|      | 300人以上               | 43                         | 30<br>69.8%    | 12<br>27.9%    | 1<br>2.3%   | 4                           | 1<br>25.0%           | 3<br>75.0%     | 0<br>0.0%  |
|      | (再掲)<br>10～299人      | 99                         | 28<br>28.3%    | 57<br>57.6%    | 14<br>14.1% | 270                         | 30<br>11.1%          | 231<br>85.6%   | 9<br>3.3%  |
|      | (再掲)<br>30人以上        | 122                        | 56<br>45.9%    | 56<br>45.9%    | 10<br>8.2%  | 106                         | 24<br>22.6%          | 81<br>76.4%    | 1<br>0.9%  |

表34-3 障がい者を雇用するにあたっての課題(複数回答)

1段目:事業所数

2段目:回答事業所数に対する割合(複数回答)

(単位:社、%)

|                      | 回答<br>事業所数 | 障がい者<br>雇用する<br>イメージ<br>が合わない | 従業員が<br>障がい者<br>の特性に<br>ついて<br>理解が<br>足りない | 採用時に<br>適正な<br>力と十分<br>把握でき<br>るか | 会社内に<br>適当な仕<br>事がある<br>か | 労働意<br>欲・作業<br>態度に不<br>安 | 給与・昇<br>給・資格<br>の処遇を<br>どうするか | 配置転換<br>等人事管<br>理面で<br>必要か | 通勤上の<br>配慮が必<br>要か | 業務内容・<br>時間等に<br>関係した<br>配慮が必<br>要か | 設備・施<br>設・機器<br>の改善を<br>どうするか | 職場の安<br>全・衛生<br>の確保に<br>必要か | 職場能力<br>の低下に<br>対応でき<br>ない | 職場定着<br>上の問題<br>について<br>外部の支<br>援を得ら<br>れるか | 職場復帰<br>のための<br>配慮をど<br>うするか | 仕事以外<br>の生活面<br>等の問題<br>への対応<br>が必要か | 雇用継続<br>が困難な<br>場合の受<br>入れの理<br>解が得ら<br>れるか | 障がい者<br>雇用につ<br>いて経営<br>トップの理<br>解が得ら<br>れるか |
|----------------------|------------|-------------------------------|--------------------------------------------|-----------------------------------|---------------------------|--------------------------|-------------------------------|----------------------------|--------------------|-------------------------------------|-------------------------------|-----------------------------|----------------------------|---------------------------------------------|------------------------------|--------------------------------------|---------------------------------------------|----------------------------------------------|
| 計                    | 509        | 129<br>25.3%                  | 108<br>21.2%                               | 155<br>30.5%                      | 362<br>71.1%              | 74<br>14.5%              | 55<br>10.8%                   | 63<br>12.4%                | 40<br>7.9%         | 83<br>16.3%                         | 98<br>19.3%                   | 209<br>41.1%                | 58<br>11.4%                | 15<br>2.9%                                  | 2<br>0.4%                    | 38<br>7.5%                           | 55<br>10.8%                                 | 7<br>1.4%                                    |
| 建設業                  | 57         | 21<br>36.8%                   | 16<br>28.1%                                | 15<br>26.3%                       | 41<br>71.9%               | 6<br>10.5%               | 6<br>10.5%                    | 7<br>12.3%                 | 5<br>8.8%          | 9<br>15.8%                          | 6<br>10.5%                    | 37<br>64.9%                 | 4<br>7.0%                  | 3<br>5.3%                                   | 0<br>0.0%                    | 3<br>5.3%                            | 9<br>15.8%                                  | 1<br>1.8%                                    |
| 製造業                  | 100        | 20<br>20.0%                   | 26<br>26.0%                                | 36<br>36.0%                       | 78<br>78.0%               | 14<br>14.0%              | 8<br>8.0%                     | 8<br>8.0%                  | 4<br>4.0%          | 20<br>20.0%                         | 24<br>24.0%                   | 56<br>56.0%                 | 16<br>16.0%                | 1<br>1.0%                                   | 1<br>1.0%                    | 8<br>8.0%                            | 9<br>9.0%                                   | 0<br>0.0%                                    |
| 運輸・通信業、<br>電気・ガス・水道業 | 33         | 5<br>15.2%                    | 9<br>27.3%                                 | 12<br>36.4%                       | 24<br>72.7%               | 4<br>12.1%               | 2<br>6.1%                     | 5<br>15.2%                 | 0<br>0.0%          | 3<br>9.1%                           | 6<br>18.2%                    | 14<br>42.4%                 | 1<br>3.0%                  | 1<br>3.0%                                   | 0<br>0.0%                    | 2<br>6.1%                            | 3<br>9.1%                                   | 0<br>0.0%                                    |
| 卸売業・小売業              | 114        | 31<br>27.2%                   | 20<br>17.5%                                | 37<br>32.5%                       | 79<br>69.3%               | 19<br>16.7%              | 10<br>8.8%                    | 16<br>14.0%                | 9<br>7.9%          | 20<br>17.5%                         | 31<br>27.2%                   | 38<br>33.3%                 | 11<br>9.6%                 | 1<br>0.9%                                   | 0<br>0.0%                    | 6<br>5.3%                            | 11<br>9.6%                                  | 2<br>1.8%                                    |
| 金融業・保険業              | 18         | 7<br>38.9%                    | 6<br>33.3%                                 | 9<br>50.0%                        | 11<br>61.1%               | 4<br>22.2%               | 3<br>16.7%                    | 1<br>5.6%                  | 0<br>0.0%          | 1<br>5.6%                           | 4<br>22.2%                    | 4<br>22.2%                  | 2<br>11.1%                 | 1<br>5.6%                                   | 0<br>0.0%                    | 1<br>5.6%                            | 2<br>11.1%                                  | 1<br>5.6%                                    |
| サービス業                | 187        | 45<br>24.1%                   | 31<br>16.6%                                | 46<br>24.6%                       | 129<br>69.0%              | 27<br>14.4%              | 26<br>13.9%                   | 26<br>13.9%                | 22<br>11.8%        | 30<br>16.0%                         | 27<br>14.4%                   | 60<br>32.1%                 | 24<br>12.8%                | 8<br>4.3%                                   | 1<br>0.5%                    | 18<br>9.6%                           | 21<br>11.2%                                 | 3<br>1.6%                                    |
| 9人以下                 | 89         | 42<br>47.2%                   | 15<br>16.9%                                | 19<br>21.3%                       | 56<br>62.9%               | 10<br>11.2%              | 8<br>9.0%                     | 9<br>10.1%                 | 3<br>3.4%          | 10<br>11.2%                         | 21<br>23.6%                   | 28<br>31.5%                 | 9<br>10.1%                 | 0<br>0.0%                                   | 0<br>0.0%                    | 7<br>7.9%                            | 5<br>5.6%                                   | 1<br>1.1%                                    |
| 10～29人               | 189        | 53<br>28.0%                   | 40<br>21.2%                                | 53<br>28.0%                       | 137<br>72.5%              | 19<br>10.1%              | 17<br>9.0%                    | 23<br>12.2%                | 15<br>7.9%         | 28<br>14.8%                         | 39<br>20.6%                   | 91<br>48.1%                 | 18<br>9.5%                 | 5<br>2.6%                                   | 1<br>0.5%                    | 11<br>5.8%                           | 22<br>11.6%                                 | 1<br>0.5%                                    |
| 30～49人               | 77         | 16<br>20.8%                   | 17<br>22.1%                                | 22<br>28.6%                       | 50<br>64.9%               | 14<br>18.2%              | 8<br>10.4%                    | 12<br>15.6%                | 4<br>5.2%          | 19<br>24.7%                         | 15<br>19.5%                   | 29<br>37.7%                 | 13<br>16.9%                | 2<br>2.6%                                   | 0<br>0.0%                    | 6<br>7.8%                            | 8<br>10.4%                                  | 1<br>1.3%                                    |
| 50～99人               | 61         | 11<br>18.0%                   | 12<br>19.7%                                | 26<br>42.6%                       | 46<br>75.4%               | 10<br>16.4%              | 10<br>16.4%                   | 8<br>13.1%                 | 9<br>14.8%         | 11<br>18.0%                         | 9<br>14.8%                    | 24<br>39.3%                 | 7<br>11.5%                 | 4<br>6.6%                                   | 1<br>1.6%                    | 6<br>9.8%                            | 7<br>11.5%                                  | 2<br>3.3%                                    |
| 100～299人             | 45         | 5<br>11.1%                    | 11<br>24.4%                                | 14<br>31.1%                       | 34<br>75.6%               | 9<br>20.0%               | 8<br>17.8%                    | 5<br>11.1%                 | 6<br>13.3%         | 9<br>20.0%                          | 9<br>20.0%                    | 16<br>35.6%                 | 4<br>8.9%                  | 2<br>4.4%                                   | 0<br>0.0%                    | 4<br>8.9%                            | 8<br>17.8%                                  | 0<br>0.0%                                    |
| 300人以上               | 48         | 2<br>4.2%                     | 13<br>27.1%                                | 21<br>43.8%                       | 39<br>81.3%               | 12<br>25.0%              | 4<br>8.3%                     | 6<br>12.5%                 | 3<br>6.3%          | 6<br>12.5%                          | 5<br>10.4%                    | 21<br>43.8%                 | 7<br>14.6%                 | 2<br>4.2%                                   | 0<br>0.0%                    | 4<br>8.3%                            | 5<br>10.4%                                  | 2<br>4.2%                                    |
| (再掲)                 | 372        | 85<br>22.8%                   | 80<br>21.5%                                | 115<br>30.9%                      | 267<br>71.8%              | 52<br>14.0%              | 43<br>11.6%                   | 48<br>12.9%                | 34<br>9.1%         | 67<br>18.0%                         | 72<br>19.4%                   | 160<br>43.0%                | 42<br>11.3%                | 13<br>3.5%                                  | 2<br>0.5%                    | 27<br>7.3%                           | 45<br>12.1%                                 | 4<br>1.1%                                    |
| 10～299人              |            |                               |                                            |                                   |                           |                          |                               |                            |                    |                                     |                               |                             |                            |                                             |                              |                                      |                                             |                                              |
| (再掲)                 | 231        | 34<br>14.7%                   | 53<br>22.9%                                | 83<br>35.9%                       | 169<br>73.2%              | 45<br>19.5%              | 30<br>13.0%                   | 31<br>13.4%                | 22<br>9.5%         | 45<br>19.5%                         | 38<br>16.5%                   | 90<br>39.0%                 | 31<br>13.4%                | 10<br>4.3%                                  | 1<br>0.4%                    | 20<br>8.7%                           | 28<br>12.1%                                 | 5<br>2.2%                                    |
| 30人以上                |            |                               |                                            |                                   |                           |                          |                               |                            |                    |                                     |                               |                             |                            |                                             |                              |                                      |                                             |                                              |



表35-1 働き方改革に関する取組実施状況

1段目:事業所数

2段目:回答事業所数に対する割合

(単位:社、%)

(単位:社、%)

|      |                      | 回答<br>事業所数 | 進めている        | 今後、<br>進めることとしている | 今のところ、<br>進める予定なし | 無回答       |
|------|----------------------|------------|--------------|-------------------|-------------------|-----------|
| 計    |                      | 509        | 315<br>61.9% | 125<br>24.6%      | 63<br>12.4%       | 6<br>1.2% |
| 産業   | 建設業                  | 57         | 30<br>52.6%  | 19<br>33.3%       | 8<br>14.0%        | 0<br>0.0% |
|      | 製造業                  | 100        | 73<br>73.0%  | 18<br>18.0%       | 9<br>9.0%         | 0<br>0.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33         | 21<br>63.6%  | 7<br>21.2%        | 5<br>15.2%        | 0<br>0.0% |
|      | 卸売業・小売業              | 114        | 76<br>66.7%  | 23<br>20.2%       | 14<br>12.3%       | 1<br>0.9% |
|      | 金融業・保険業              | 18         | 13<br>72.2%  | 5<br>27.8%        | 0<br>0.0%         | 0<br>0.0% |
|      | サービス業                | 187        | 102<br>54.5% | 53<br>28.3%       | 27<br>14.4%       | 5<br>2.7% |
| 企業規模 | 9人以下                 | 89         | 36<br>40.4%  | 28<br>31.5%       | 25<br>28.1%       | 0<br>0.0% |
|      | 10～29人               | 189        | 106<br>56.1% | 52<br>27.5%       | 30<br>15.9%       | 1<br>0.5% |
|      | 30～49人               | 77         | 49<br>63.6%  | 21<br>27.3%       | 5<br>6.5%         | 2<br>2.6% |
|      | 50～99人               | 61         | 47<br>77.0%  | 10<br>16.4%       | 3<br>4.9%         | 1<br>1.6% |
|      | 100～299人             | 45         | 36<br>80.0%  | 8<br>17.8%        | 0<br>0.0%         | 1<br>2.2% |
|      | 300人以上               | 48         | 41<br>85.4%  | 6<br>12.5%        | 0<br>0.0%         | 1<br>2.1% |
|      | (再掲)<br>10～299人      | 372        | 238<br>64.0% | 91<br>24.5%       | 38<br>10.2%       | 5<br>1.3% |
|      | (再掲)<br>30人以上        | 231        | 173<br>74.9% | 45<br>19.5%       | 8<br>3.5%         | 5<br>2.2% |

表35-2 働き方改革を進めている事業所の取り組み状況(複数回答)

1段目:事業所数  
2段目:回答事業所数に対する割合  
3段目:取り組んでいる事業所  
での取組内容の割合(複数回答)

|                 |                          | 回答<br>事業所数 | 取り組んで<br>いる<br>事業所数 | 長時間労働<br>(所定外労働時間)の<br>是正 | 休暇<br>(休み方)の<br>取得促進 | 非正規社員の<br>処遇改善 | 賃金引き上<br>げ、改定 | 人材育成、<br>教育訓練の<br>充実 | 女性の<br>活躍推進 | 高齢者の<br>活用 | テレワーク、<br>副業・兼業<br>などの柔軟<br>な働き方 | 労働生産性<br>の向上(機<br>械化・省力<br>化等) | オフィス改<br>革 | その他  |
|-----------------|--------------------------|------------|---------------------|---------------------------|----------------------|----------------|---------------|----------------------|-------------|------------|----------------------------------|--------------------------------|------------|------|
| 計               |                          | 509        | 315                 | 249                       | 298                  | 103            | 161           | 156                  | 115         | 184        | 38                               | 118                            | 48         | 0    |
|                 |                          |            | 61.9%               | 48.9%                     | 58.5%                | 20.2%          | 31.6%         | 30.6%                | 22.6%       | 36.1%      | 7.5%                             | 23.2%                          | 9.4%       | 0.0% |
|                 |                          |            |                     | 79.0%                     | 94.6%                | 32.7%          | 51.1%         | 49.5%                | 36.5%       | 58.4%      | 12.1%                            | 37.5%                          | 15.2%      | 0.0% |
| 産業              | 建設業                      | 57         | 30                  | 24                        | 30                   | 4              | 15            | 17                   | 6           | 18         | 2                                | 14                             | 5          | 0    |
|                 |                          |            | 52.6%               | 42.1%                     | 52.6%                | 7.0%           | 26.3%         | 29.8%                | 10.5%       | 31.6%      | 3.5%                             | 24.6%                          | 8.8%       | 0.0% |
|                 |                          |            |                     | 80.0%                     | 100.0%               | 13.3%          | 50.0%         | 56.7%                | 25.0%       | 60.0%      | 6.7%                             | 46.7%                          | 16.7%      | 0.0% |
|                 | 製造業                      | 100        | 73                  | 58                        | 66                   | 20             | 30            | 31                   | 17          | 33         | 8                                | 29                             | 7          | 0    |
|                 |                          |            | 73.0%               | 58.0%                     | 66.0%                | 20.0%          | 30.0%         | 31.0%                | 17.0%       | 33.0%      | 8.0%                             | 29.0%                          | 7.0%       | 0.0% |
|                 |                          |            |                     | 79.5%                     | 90.4%                | 27.4%          | 41.1%         | 42.5%                | 29.3%       | 45.2%      | 11.0%                            | 39.7%                          | 9.6%       | 0.0% |
|                 | 運輸・通信<br>業、電気・ガス・<br>水道業 | 33         | 21                  | 21                        | 21                   | 8              | 10            | 9                    | 8           | 13         | 3                                | 9                              | 4          | 0    |
|                 |                          |            | 63.6%               | 63.6%                     | 63.6%                | 24.2%          | 30.3%         | 27.3%                | 24.2%       | 39.4%      | 9.1%                             | 27.3%                          | 12.1%      | 0.0% |
|                 |                          |            |                     | 100.0%                    | 100.0%               | 38.1%          | 47.6%         | 42.9%                | 38.1%       | 61.9%      | 14.3%                            | 42.9%                          | 19.0%      | 0.0% |
|                 | 卸売業・小<br>売業              | 114        | 76                  | 56                        | 69                   | 20             | 47            | 29                   | 25          | 37         | 7                                | 29                             | 11         | 0    |
|                 |                          |            | 66.7%               | 49.1%                     | 60.5%                | 17.5%          | 41.2%         | 25.4%                | 21.9%       | 32.5%      | 6.1%                             | 25.4%                          | 9.6%       | 0.0% |
|                 |                          |            |                     | 73.7%                     | 90.8%                | 26.3%          | 61.8%         | 38.2%                | 44.6%       | 48.7%      | 9.2%                             | 38.2%                          | 14.5%      | 0.0% |
|                 | 金融業・保<br>険業              | 18         | 13                  | 9                         | 13                   | 5              | 4             | 8                    | 7           | 11         | 1                                | 5                              | 4          | 0    |
|                 |                          |            | 72.2%               | 50.0%                     | 72.2%                | 27.8%          | 22.2%         | 44.4%                | 38.9%       | 61.1%      | 5.6%                             | 27.8%                          | 22.2%      | 0.0% |
|                 |                          |            |                     | 69.2%                     | 100.0%               | 38.5%          | 30.8%         | 61.5%                | 77.8%       | 84.6%      | 7.7%                             | 38.5%                          | 30.8%      | 0.0% |
|                 | サービス業                    | 187        | 102                 | 81                        | 99                   | 46             | 55            | 62                   | 52          | 72         | 17                               | 32                             | 17         | 0    |
|                 |                          | 54.5%      | 43.3%               | 52.9%                     | 24.6%                | 29.4%          | 33.2%         | 27.8%                | 38.5%       | 9.1%       | 17.1%                            | 9.1%                           | 0.0%       |      |
|                 |                          |            | 79.4%               | 97.1%                     | 45.1%                | 53.9%          | 60.8%         | 64.2%                | 70.6%       | 16.7%      | 31.4%                            | 16.7%                          | 0.0%       |      |
| 企業規模            | 9人以下                     | 89         | 36                  | 29                        | 33                   | 10             | 18            | 13                   | 9           | 17         | 5                                | 11                             | 3          | 0    |
|                 |                          |            | 40.4%               | 32.6%                     | 37.1%                | 11.2%          | 20.2%         | 14.6%                | 10.1%       | 19.1%      | 5.6%                             | 12.4%                          | 3.4%       | 0.0% |
|                 |                          |            |                     | 80.6%                     | 91.7%                | 27.8%          | 50.0%         | 36.1%                | 31.0%       | 47.2%      | 13.9%                            | 30.6%                          | 8.3%       | 0.0% |
|                 | 10～29人                   | 189        | 106                 | 74                        | 96                   | 24             | 54            | 52                   | 32          | 47         | 5                                | 32                             | 14         | 0    |
|                 |                          |            | 56.1%               | 39.2%                     | 50.8%                | 12.7%          | 28.6%         | 27.5%                | 16.9%       | 24.9%      | 2.6%                             | 16.9%                          | 7.4%       | 0.0% |
|                 |                          |            |                     | 69.8%                     | 90.6%                | 22.6%          | 50.9%         | 49.1%                | 43.2%       | 44.3%      | 4.7%                             | 30.2%                          | 13.2%      | 0.0% |
|                 | 30～49人                   | 77         | 49                  | 35                        | 47                   | 21             | 30            | 19                   | 18          | 36         | 6                                | 16                             | 8          | 0    |
|                 |                          |            | 63.6%               | 45.5%                     | 61.0%                | 27.3%          | 39.0%         | 24.7%                | 23.4%       | 46.8%      | 7.8%                             | 20.8%                          | 10.4%      | 0.0% |
|                 |                          |            |                     | 71.4%                     | 95.9%                | 42.9%          | 61.2%         | 38.8%                | 51.4%       | 73.5%      | 12.2%                            | 32.7%                          | 16.3%      | 0.0% |
|                 | 50～99人                   | 61         | 47                  | 40                        | 46                   | 22             | 25            | 26                   | 23          | 34         | 8                                | 23                             | 9          | 0    |
|                 |                          |            | 77.0%               | 65.6%                     | 75.4%                | 36.1%          | 41.0%         | 42.6%                | 37.7%       | 55.7%      | 13.1%                            | 37.7%                          | 14.8%      | 0.0% |
|                 |                          |            |                     | 85.1%                     | 97.9%                | 46.8%          | 53.2%         | 55.3%                | 57.5%       | 72.3%      | 17.0%                            | 48.9%                          | 19.1%      | 0.0% |
|                 | 100～299人                 | 45         | 36                  | 32                        | 36                   | 9              | 19            | 18                   | 8           | 21         | 5                                | 17                             | 4          | 0    |
|                 |                          |            | 80.0%               | 71.1%                     | 80.0%                | 20.0%          | 42.2%         | 40.0%                | 17.8%       | 46.7%      | 11.1%                            | 37.8%                          | 8.9%       | 0.0% |
|                 |                          |            |                     | 88.9%                     | 100.0%               | 25.0%          | 52.8%         | 50.0%                | 22.2%       | 58.3%      | 13.9%                            | 47.2%                          | 11.1%      | 0.0% |
|                 | 300人以上                   | 48         | 41                  | 39                        | 40                   | 17             | 15            | 28                   | 25          | 29         | 9                                | 19                             | 10         | 0    |
|                 |                          |            | 85.4%               | 81.3%                     | 83.3%                | 35.4%          | 31.3%         | 58.3%                | 166.7%      | 193.3%     | 60.0%                            | 111.8%                         | 66.7%      | 0.0% |
|                 |                          |            |                     | 95.1%                     | 97.6%                | 41.5%          | 36.6%         | 68.3%                | 61.0%       | 70.7%      | 22.0%                            | 46.3%                          | 24.4%      | 0.0% |
| (再掲)<br>10～299人 | 372                      | 238        | 181                 | 225                       | 76                   | 128            | 115           | 81                   | 138         | 24         | 88                               | 35                             | 0          |      |
|                 |                          | 64.0%      | 48.7%               | 60.5%                     | 20.4%                | 34.4%          | 30.9%         | 21.8%                | 37.1%       | 6.5%       | 23.7%                            | 9.4%                           | 0.0%       |      |
|                 |                          |            | 76.1%               | 94.5%                     | 31.9%                | 53.8%          | 48.3%         | 34.0%                | 58.0%       | 10.1%      | 37.0%                            | 14.7%                          | 0.0%       |      |
| (再掲)<br>30人以上   | 231                      | 173        | 146                 | 169                       | 69                   | 89             | 91            | 74                   | 120         | 28         | 75                               | 31                             | 0          |      |
|                 |                          | 74.9%      | 63.2%               | 73.2%                     | 29.9%                | 38.5%          | 39.4%         | 32.0%                | 51.9%       | 12.1%      | 32.5%                            | 13.4%                          | 0.0%       |      |
|                 |                          |            | 84.4%               | 97.7%                     | 39.9%                | 51.4%          | 52.6%         | 42.8%                | 69.4%       | 16.2%      | 43.4%                            | 17.9%                          | 0.0%       |      |

※その他…技術・人文知識・国際業務 等

表35-3 働き方改革を進めている、または取り組む予定の事業所の今後の取組予定状況(複数回答)

1段目:事業所数  
2段目:回答事業所数に対する割合  
3段目:取り組む予定をしている事業所  
での取組む内容の割合(複数回答)

|                 |                          | 回答<br>事業所数 | 取り組んで<br>いる、または<br>今後取り組<br>む予定の<br>事業所数 | 長時間労働<br>(所定外労働<br>時間)の<br>是正 | 休暇<br>(休み方)の<br>取得促進 | 非正規社員<br>の処遇改善 | 賃金引き上<br>げ、改定 | 人材育成、<br>教育訓練の<br>充実 | 女性の<br>活躍推進 | 高齢者の<br>活用 | テレワーク、<br>副業・兼業<br>などの柔軟<br>な働き方 | 労働生産性<br>の向上(機<br>械化・省力<br>化等) | オフィス改<br>革 | その他  |
|-----------------|--------------------------|------------|------------------------------------------|-------------------------------|----------------------|----------------|---------------|----------------------|-------------|------------|----------------------------------|--------------------------------|------------|------|
| 計               |                          | 509        | 440                                      | 50                            | 58                   | 92             | 73            | 74                   | 81          | 63         | 84                               | 76                             | 88         | 7    |
|                 |                          |            | 86.4%                                    | 9.8%                          | 11.4%                | 18.1%          | 14.3%         | 14.5%                | 15.9%       | 12.4%      | 16.5%                            | 14.9%                          | 17.3%      | 1.4% |
|                 |                          |            |                                          | 11.4%                         | 13.2%                | 20.9%          | 16.6%         | 16.8%                | 18.4%       | 14.3%      | 19.1%                            | 17.3%                          | 20.0%      | 1.6% |
| 産業              | 建設業                      | 57         | 49                                       | 10                            | 7                    | 11             | 12            | 9                    | 10          | 11         | 11                               | 6                              | 8          | 0    |
|                 |                          |            | 86.0%                                    | 17.5%                         | 12.3%                | 19.3%          | 21.1%         | 15.8%                | 83.3%       | 91.7%      | 91.7%                            | 54.5%                          | 66.7%      | 0.0% |
|                 |                          |            | 20.4%                                    | 14.3%                         | 22.4%                | 24.5%          | 18.4%         | 20.4%                | 22.4%       | 22.4%      | 12.2%                            | 16.3%                          | 0.0%       |      |
|                 | 製造業                      | 100        | 91                                       | 7                             | 10                   | 20             | 15            | 14                   | 21          | 13         | 23                               | 21                             | 18         | 1    |
|                 |                          |            | 91.0%                                    | 7.0%                          | 10.0%                | 20.0%          | 15.0%         | 14.0%                | 21.0%       | 13.0%      | 23.0%                            | 21.0%                          | 18.0%      | 1.0% |
|                 |                          |            | 7.7%                                     | 11.0%                         | 22.0%                | 16.5%          | 15.4%         | 23.1%                | 14.3%       | 25.3%      | 23.1%                            | 19.8%                          | 1.1%       |      |
|                 | 運輸・通信<br>業、電気・ガス・<br>水道業 | 33         | 28                                       | 4                             | 2                    | 3              | 3             | 4                    | 4           | 1          | 5                                | 4                              | 4          | 1    |
|                 |                          |            | 84.8%                                    | 12.1%                         | 6.1%                 | 9.1%           | 9.1%          | 12.1%                | 12.1%       | 3.0%       | 15.2%                            | 12.1%                          | 12.1%      | 3.0% |
|                 |                          |            | 14.3%                                    | 7.1%                          | 10.7%                | 10.7%          | 14.3%         | 14.3%                | 3.6%        | 17.9%      | 14.3%                            | 14.3%                          | 3.6%       |      |
|                 | 卸売業・小<br>売業              | 114        | 99                                       | 13                            | 16                   | 19             | 13            | 18                   | 20          | 17         | 11                               | 16                             | 21         | 2    |
|                 |                          |            | 86.8%                                    | 11.4%                         | 14.0%                | 16.7%          | 11.4%         | 15.8%                | 17.5%       | 14.9%      | 9.6%                             | 14.0%                          | 18.4%      | 1.8% |
|                 |                          |            | 13.1%                                    | 16.2%                         | 19.2%                | 13.1%          | 18.2%         | 20.2%                | 17.2%       | 11.1%      | 16.2%                            | 21.2%                          | 2.0%       |      |
|                 | 金融業・保<br>険業              | 18         | 18                                       | 1                             | 3                    | 2              | 1             | 0                    | 2           | 1          | 3                                | 2                              | 2          | 0    |
|                 |                          |            | 100.0%                                   | 5.6%                          | 16.7%                | 11.1%          | 5.6%          | 0.0%                 | 11.1%       | 5.6%       | 16.7%                            | 11.1%                          | 11.1%      | 0.0% |
|                 |                          |            | 5.6%                                     | 16.7%                         | 11.1%                | 5.6%           | 0.0%          | 11.1%                | 5.6%        | 16.7%      | 11.1%                            | 11.1%                          | 0.0%       |      |
|                 | サービス業                    | 187        | 155                                      | 15                            | 20                   | 37             | 29            | 29                   | 24          | 20         | 31                               | 27                             | 35         | 3    |
|                 |                          |            | 82.9%                                    | 8.0%                          | 10.7%                | 19.8%          | 15.5%         | 15.5%                | 12.8%       | 10.7%      | 16.6%                            | 17.4%                          | 18.7%      | 1.6% |
|                 |                          |            | 9.7%                                     | 12.9%                         | 23.9%                | 18.7%          | 18.7%         | 15.5%                | 12.9%       | 20.0%      | 17.4%                            | 22.6%                          | 1.9%       |      |
| 企業規模            | 9人以下                     | 89         | 64                                       | 4                             | 12                   | 6              | 10            | 10                   | 6           | 10         | 6                                | 11                             | 8          | 1    |
|                 |                          |            | 71.9%                                    | 4.5%                          | 13.5%                | 6.7%           | 11.2%         | 11.2%                | 6.7%        | 11.2%      | 6.7%                             | 12.4%                          | 9.0%       | 1.1% |
|                 |                          |            | 6.3%                                     | 18.8%                         | 9.4%                 | 15.6%          | 15.6%         | 9.4%                 | 15.6%       | 9.4%       | 17.2%                            | 12.5%                          | 1.6%       |      |
|                 | 10～29人                   | 189        | 158                                      | 23                            | 23                   | 31             | 28            | 27                   | 30          | 28         | 33                               | 30                             | 28         | 1    |
|                 |                          |            | 83.6%                                    | 12.2%                         | 12.2%                | 16.4%          | 14.8%         | 14.3%                | 15.9%       | 14.8%      | 17.6%                            | 19.0%                          | 14.8%      | 0.5% |
|                 |                          |            | 14.6%                                    | 14.6%                         | 19.6%                | 17.7%          | 17.1%         | 19.0%                | 17.7%       | 20.9%      | 19.0%                            | 17.7%                          | 0.6%       |      |
|                 | 30～49人                   | 77         | 70                                       | 11                            | 8                    | 14             | 10            | 15                   | 17          | 6          | 11                               | 12                             | 18         | 2    |
|                 |                          |            | 90.9%                                    | 14.3%                         | 10.4%                | 18.2%          | 13.0%         | 19.5%                | 22.1%       | 7.8%       | 14.3%                            | 15.6%                          | 23.4%      | 2.6% |
|                 |                          |            | 15.7%                                    | 11.4%                         | 20.0%                | 14.3%          | 21.4%         | 24.3%                | 8.6%        | 15.7%      | 17.1%                            | 25.7%                          | 2.9%       |      |
|                 | 50～99人                   | 61         | 57                                       | 6                             | 5                    | 10             | 10            | 7                    | 11          | 6          | 14                               | 11                             | 14         | 2    |
|                 |                          |            | 93.4%                                    | 9.8%                          | 8.2%                 | 16.4%          | 16.4%         | 11.5%                | 18.0%       | 9.8%       | 23.0%                            | 18.0%                          | 23.0%      | 3.3% |
|                 |                          |            | 10.5%                                    | 8.8%                          | 17.5%                | 17.5%          | 12.3%         | 19.3%                | 10.5%       | 24.6%      | 19.3%                            | 24.6%                          | 3.5%       |      |
|                 | 100～299人                 | 45         | 44                                       | 4                             | 6                    | 19             | 7             | 12                   | 12          | 8          | 10                               | 3                              | 11         | 1    |
|                 |                          |            | 97.8%                                    | 8.9%                          | 13.3%                | 42.2%          | 15.6%         | 26.7%                | 26.7%       | 17.8%      | 22.2%                            | 6.7%                           | 24.4%      | 2.2% |
|                 |                          |            | 9.1%                                     | 13.6%                         | 43.2%                | 15.9%          | 27.3%         | 27.3%                | 18.2%       | 22.7%      | 6.8%                             | 25.0%                          | 2.3%       |      |
|                 | 300人以上                   | 48         | 47                                       | 2                             | 4                    | 12             | 8             | 3                    | 5           | 5          | 10                               | 9                              | 9          | 0    |
|                 |                          |            | 97.9%                                    | 4.2%                          | 8.3%                 | 25.0%          | 16.7%         | 6.3%                 | 62.5%       | 62.5%      | 125.0%                           | 75.0%                          | 18.8%      | 0.0% |
|                 |                          |            | 4.3%                                     | 8.5%                          | 25.5%                | 17.0%          | 6.4%          | 10.6%                | 10.6%       | 21.3%      | 19.1%                            | 19.1%                          | 0.0%       |      |
| (再掲)<br>10～299人 | 372                      | 329        | 44                                       | 42                            | 74                   | 55             | 61            | 70                   | 48          | 68         | 56                               | 71                             | 6          |      |
|                 |                          | 88.4%      | 11.8%                                    | 11.3%                         | 19.9%                | 14.8%          | 16.4%         | 18.8%                | 12.9%       | 18.3%      | 15.1%                            | 19.1%                          | 1.6%       |      |
|                 |                          | 13.4%      | 12.8%                                    | 22.5%                         | 16.7%                | 18.5%          | 21.3%         | 14.6%                | 20.7%       | 17.0%      | 21.6%                            | 1.8%                           |            |      |
| (再掲)<br>30人以上   | 231                      | 218        | 23                                       | 23                            | 55                   | 35             | 37            | 45                   | 25          | 45         | 35                               | 52                             | 5          |      |
|                 |                          | 94.4%      | 10.0%                                    | 10.0%                         | 23.8%                | 15.2%          | 16.0%         | 19.5%                | 10.8%       | 19.5%      | 15.2%                            | 22.5%                          | 2.2%       |      |
|                 |                          | 10.6%      | 10.6%                                    | 25.2%                         | 16.1%                | 17.0%          | 20.6%         | 11.5%                | 20.6%       | 16.1%      | 23.9%                            | 2.3%                           |            |      |

※その他…技術・人文知識・国際業務 等

表35-4 働き方改革を今のところ進める予定がない理由

1段目:事業所数  
 2段目:回答事業所数に対する割合  
 3段目:今のところ進める予定のない事業所での  
 取り組まない理由の割合(複数回答)

|      | 回答<br>事業所数                   | 今のところ<br>進める予定<br>のない事業<br>所数 | 効果を<br>期待できな<br>い | ノウハウが<br>ない | 人手不足、<br>業務多忙の<br>ため手が<br>回らない | 取引先の<br>理解を<br>得られない | 経営者の<br>理解を<br>得られない | 時間とコスト<br>がかかる | すでに<br>働き方改革<br>への対応を<br>終えている | その他       |
|------|------------------------------|-------------------------------|-------------------|-------------|--------------------------------|----------------------|----------------------|----------------|--------------------------------|-----------|
| 計    | 509                          | 63<br>12.4%                   | 13<br>2.6%        | 11<br>2.2%  | 38<br>7.5%                     | 5<br>1.0%            | 4<br>0.8%            | 10<br>2.0%     | 4<br>0.8%                      | 5<br>1.0% |
| 産業   | 建設業                          | 57<br>14.0%                   | 8<br>1.8%         | 1<br>2.5%   | 4<br>7.0%                      | 8<br>14.0%           | 2<br>3.5%            | 2<br>3.5%      | 0<br>0.0%                      | 0<br>0.0% |
|      | 製造業                          | 100<br>9.0%                   | 9<br>2.0%         | 2<br>2.2%   | 1<br>1.0%                      | 4<br>4.0%            | 0<br>0.0%            | 0<br>0.0%      | 2<br>2.0%                      | 1<br>1.0% |
|      | 運輸・通信<br>業、<br>電気・ガス・<br>水道業 | 33<br>15.2%                   | 5<br>3.0%         | 1<br>3.0%   | 2<br>6.1%                      | 2<br>6.1%            | 1<br>3.0%            | 1<br>3.0%      | 0<br>0.0%                      | 0<br>0.0% |
|      | 卸売業・小<br>売業                  | 114<br>12.3%                  | 14<br>2.6%        | 3<br>2.6%   | 2<br>1.8%                      | 8<br>7.0%            | 1<br>0.9%            | 0<br>0.0%      | 5<br>4.4%                      | 1<br>0.9% |
|      | 金融業・保<br>険業                  | 18<br>0.0%                    | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%                      | 0<br>0.0%            | 0<br>0.0%            | 0<br>0.0%      | 0<br>0.0%                      | 0<br>0.0% |
|      | サービス業                        | 187<br>14.4%                  | 27<br>3.2%        | 6<br>3.2%   | 2<br>1.1%                      | 16<br>8.6%           | 1<br>0.5%            | 1<br>0.5%      | 2<br>1.1%                      | 4<br>2.1% |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |
| 企業規模 | 9人以下                         | 89<br>28.1%                   | 25<br>6.7%        | 6<br>6.7%   | 5<br>5.6%                      | 14<br>15.7%          | 2<br>2.2%            | 1<br>1.1%      | 2<br>2.2%                      | 3<br>3.4% |
|      | 10～29人                       | 189<br>15.9%                  | 30<br>3.7%        | 7<br>2.3%   | 5<br>1.6%                      | 18<br>9.5%           | 2<br>1.1%            | 3<br>1.6%      | 7<br>3.7%                      | 1<br>0.5% |
|      | 30～49人                       | 77<br>6.5%                    | 5<br>0.0%         | 0<br>0.0%   | 0<br>0.0%                      | 4<br>5.2%            | 0<br>0.0%            | 0<br>0.0%      | 0<br>0.0%                      | 0<br>0.0% |
|      | 50～99人                       | 61<br>4.9%                    | 3<br>0.0%         | 0<br>0.0%   | 1<br>1.6%                      | 2<br>3.3%            | 1<br>1.6%            | 0<br>0.0%      | 1<br>1.6%                      | 0<br>0.0% |
|      | 100～299人                     | 45<br>0.0%                    | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%                      | 0<br>0.0%            | 0<br>0.0%            | 0<br>0.0%      | 0<br>0.0%                      | 0<br>0.0% |
|      | 300人以上                       | 48<br>0.0%                    | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%                      | 0<br>0.0%            | 0<br>0.0%            | 0<br>0.0%      | 0<br>0.0%                      | 0<br>0.0% |
|      | (再掲)<br>10～299人              | 372<br>10.2%                  | 38<br>1.9%        | 7<br>1.9%   | 6<br>1.6%                      | 24<br>6.5%           | 3<br>0.8%            | 3<br>0.8%      | 8<br>2.2%                      | 2<br>0.5% |
|      | (再掲)<br>30人以上                | 231<br>3.5%                   | 8<br>0.0%         | 0<br>0.0%   | 1<br>0.4%                      | 6<br>2.6%            | 1<br>0.4%            | 0<br>0.0%      | 1<br>0.4%                      | 0<br>0.0% |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |
|      |                              |                               |                   |             |                                |                      |                      |                |                                |           |

※その他…技術・人文知識・国際業務 等