

## 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無

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

(単位: 社、%)

| 業 業 業            | 非正規従業員雇用形態区分       |                      |                 |                         |                     |             |              |          |                    |                      | 女性              |                         |                     |             |              |
|------------------|--------------------|----------------------|-----------------|-------------------------|---------------------|-------------|--------------|----------|--------------------|----------------------|-----------------|-------------------------|---------------------|-------------|--------------|
|                  | 正 規 従 業 員 の いる 事業所 | 非 正 規 従 業 員 の いる 事業所 | パートタイム労働者のいる事業所 | 時1日と同一日および週1回以上の労働者数(人) | 時1日または週1回以上の労働者数(人) | 派遣従業員のいる事業所 | その他(※)のいる事業所 | 男性のいる事業所 | 正 規 従 業 員 の いる 事業所 | 非 正 規 従 業 員 の いる 事業所 | パートタイム労働者のいる事業所 | 時1日と同一日および週1回以上の労働者数(人) | 時1日または週1回以上の労働者数(人) | 派遣従業員のいる事業所 | その他(※)のいる事業所 |
|                  |                    |                      |                 |                         |                     |             |              |          |                    |                      |                 |                         |                     |             |              |
| 計                | 481                | 468                  | 356             | 313                     | 150                 | 87          | 150          | 457      | 443                | 251                  | 194             | 90                      | 156                 | 49          | 125          |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 建設業              | 60                 | 60                   | 21              | 18                      | 7                   | 4           | 6            | 60       | 60                 | 14                   | 10              | 5                       | 7                   | 3           | 4            |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 製造業              | 96                 | 94                   | 77              | 64                      | 31                  | 34          | 38           | 93       | 91                 | 58                   | 39              | 21                      | 29                  | 23          | 34           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 運輸・通信業、電気・ガス・水道業 | 34                 | 34                   | 23              | 17                      | 4                   | 4           | 13           | 32       | 32                 | 16                   | 10              | 3                       | 10                  | 3           | 11           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 卸売業・小売業          | 102                | 97                   | 76              | 72                      | 39                  | 61          | 21           | 99       | 94                 | 52                   | 45              | 21                      | 32                  | 5           | 18           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 金融業・保険業          | 16                 | 16                   | 10              | 5                       | 0                   | 5           | 8            | 16       | 16                 | 7                    | 2               | 0                       | 2                   | 0           | 7            |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| サービス業            | 173                | 167                  | 149             | 137                     | 69                  | 28          | 66           | 157      | 150                | 104                  | 89              | 40                      | 73                  | 15          | 51           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 9人以下             | 80                 | 75                   | 45              | 37                      | 10                  | 28          | 9            | 70       | 67                 | 19                   | 12              | 5                       | 7                   | 1           | 7            |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 10~29人           | 176                | 170                  | 113             | 99                      | 35                  | 14          | 34           | 168      | 161                | 66                   | 27              | 15                      | 30                  | 2           | 24           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 30~49人           | 71                 | 71                   | 59              | 52                      | 30                  | 11          | 24           | 69       | 68                 | 43                   | 36              | 16                      | 28                  | 5           | 16           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 50~99人           | 54                 | 54                   | 45              | 42                      | 23                  | 9           | 24           | 53       | 52                 | 37                   | 29              | 16                      | 20                  | 4           | 21           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 100~299人         | 59                 | 58                   | 54              | 50                      | 32                  | 26          | 32           | 57       | 55                 | 49                   | 42              | 20                      | 36                  | 18          | 31           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| 300人以上           | 41                 | 40                   | 40              | 33                      | 20                  | 25          | 27           | 40       | 40                 | 37                   | 29              | 18                      | 27                  | 7           | 26           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| (再掲) 10~299人     | 360                | 353                  | 271             | 243                     | 120                 | 60          | 114          | 347      | 336                | 195                  | 153             | 67                      | 122                 | 31          | 92           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |
| (再掲) 30人以上       | 225                | 223                  | 198             | 177                     | 105                 | 71          | 107          | 219      | 215                | 166                  | 133             | 70                      | 111                 | 44          | 94           |
|                  | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        | 100.0    | 100.0              | 100.0                | 100.0           | 100.0                   | 100.0               | 100.0       | 100.0        |

※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、臨時雇用者、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、%)

| 事業所数<br>回答 | 従業員数<br>(総数)         |        | 正規従業員  |        | 非正規従業員 |        | 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<br>の所定労働<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     |
|            | 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          | 481                  | 47,727 | 26,068 | 21,659 | 32,666 | 20,828 | 11,838        | 15,061 | 5,240                                                | 9,821 | 10,378                                                    | 2,599 | 7,779     | 3,655 | 1,154           | 2,301 |
|            |                      |        | 54.6%  | 45.4%  | 69.4%  | 43.5%  | 24.5%         | 31.5%  | 11.0%                                                | 20.6% | 21.7%                                                     | 5.4%  | 16.3%     | 7.7%  | 2.4%            | 5.2%  |
|            |                      |        | 100.0% | 100.0% | 79.9%  | 54.7%  | 31.5%         | 43.5%  | 20.1%                                                | 43.3% | 21.7%                                                     | 10.0% | 35.9%     | 21.1% | 4.4%            | 11.5% |
| 産業         | 建設業                  | 60     | 1,621  | 1,327  | 294    | 1,547  | 1,276         | 271    | 74                                                   | 51    | 23                                                        | 32    | 21        | 15    | 13              | 2     |
|            |                      |        | 81.9%  | 16.1%  | 95.4%  | 78.7%  | 16.7%         | 1.6%   | 3.1%                                                 | 1.4%  | 3.3%                                                      | 2.0%  | 1.3%      | 0.9%  | 0.8%            | 0.1%  |
|            |                      |        | 100.0% | 100.0% | 96.2%  | 92.2%  | 92.2%         | 4.8%   | 3.8%                                                 | 7.8%  | 2.4%                                                      | 2.4%  | 7.1%      | 0.7%  | 1.0%            | 0.7%  |
|            | 製造業                  | 96     | 17,018 | 11,624 | 5,394  | 12,797 | 9,318         | 4,221  | 3,365                                                | 1,915 | 1,423                                                     | 2,985 | 1,935     | 762   | 318             | 464   |
|            |                      |        | 68.3%  | 31.7%  | 75.2%  | 54.8%  | 20.4%         | 24.8%  | 13.6%                                                | 11.3% | 8.4%                                                      | 2.9%  | 5.5%      | 4.3%  | 1.9%            | 2.7%  |
| 企業規模       | 運輸・通信業、<br>電気・ガス・水道業 | 34     | 4,172  | 3,273  | 899    | 3,300  | 3,016         | 284    | 872                                                  | 257   | 615                                                       | 147   | 529       | 334   | 109             | 225   |
|            |                      |        | 78.5%  | 21.5%  | 79.1%  | 72.3%  | 6.8%          | 20.9%  | 6.2%                                                 | 14.7% | 16.2%                                                     | 4.5%  | 12.7%     | 8.0%  | 3.3%            | 5.4%  |
|            |                      |        | 100.0% | 100.0% | 92.1%  | 92.1%  | 31.6%         | 7.9%   | 7.9%                                                 | 68.4% | 16.2%                                                     | 4.5%  | 58.8%     | 25.0% | 3.3%            | 25.0% |
|            | 卸売業・小売業              | 102    | 7,131  | 3,149  | 3,982  | 3,288  | 2,292         | 996    | 3,843                                                | 857   | 2,986                                                     | 3,365 | 2,738     | 1,293 | 233             | 1,060 |
|            |                      |        | 44.2%  | 55.8%  | 46.1%  | 32.1%  | 14.0%         | 53.9%  | 12.0%                                                | 41.9% | 47.2%                                                     | 8.8%  | 38.4%     | 18.1% | 7.4%            | 14.9% |
| 企業規模       | 金融業・保険業              | 16     | 740    | 355    | 385    | 639    | 334           | 305    | 101                                                  | 21    | 80                                                        | 43    | 40        | 0     | 0               | 0     |
|            |                      |        | 48.0%  | 52.0%  | 86.4%  | 45.1%  | 41.2%         | 13.6%  | 2.8%                                                 | 10.8% | 5.5%                                                      | 0.4%  | 5.4%      | 0.0%  | 0.0%            | 0.0%  |
|            |                      |        | 100.0% | 100.0% | 94.1%  | 79.2%  | 79.2%         | 5.9%   | 5.9%                                                 | 20.8% | 7.0%                                                      | 0.8%  | 10.4%     | 0.8%  | 0.0%            | 0.0%  |
|            | サービス業                | 173    | 17,045 | 6,340  | 10,705 | 11,095 | 4,592         | 6,503  | 5,950                                                | 1,748 | 4,202                                                     | 4,818 | 3,516     | 1,231 | 481             | 750   |
|            |                      |        | 37.2%  | 62.8%  | 65.1%  | 26.9%  | 38.2%         | 34.9%  | 10.3%                                                | 24.7% | 28.3%                                                     | 7.6%  | 20.6%     | 7.2%  | 2.8%            | 4.4%  |
| 企業規模       | 9人以下                 | 80     | 645    | 302    | 343    | 364    | 224           | 140    | 281                                                  | 78    | 203                                                       | 232   | 51        | 181   | 45              | 36    |
|            |                      |        | 46.8%  | 53.2%  | 56.4%  | 34.7%  | 21.7%         | 43.9%  | 12.1%                                                | 31.5% | 36.9%                                                     | 7.9%  | 28.1%     | 7.0%  | 1.4%            | 5.6%  |
|            |                      |        | 100.0% | 100.0% | 74.2%  | 40.8%  | 40.8%         | 25.8%  | 25.8%                                                | 59.2% | 59.2%                                                     | 16.9% | 52.8%     | 13.9% | 3.0%            | 10.5% |
|            | 10～29人               | 176    | 3,221  | 1,744  | 1,477  | 2,376  | 1,516         | 860    | 845                                                  | 228   | 617                                                       | 633   | 135       | 498   | 107             | 30    |
|            |                      |        | 54.1%  | 45.9%  | 73.3%  | 47.1%  | 26.7%         | 26.2%  | 7.1%                                                 | 19.2% | 19.2%                                                     | 4.2%  | 15.5%     | 3.3%  | 0.9%            | 2.4%  |
| 企業規模       | 30～49人               | 71     | 2,751  | 1,460  | 1,291  | 1,827  | 1,144         | 683    | 924                                                  | 316   | 608                                                       | 764   | 245       | 519   | 195             | 72    |
|            |                      |        | 53.1%  | 46.9%  | 66.4%  | 41.6%  | 24.8%         | 33.5%  | 11.5%                                                | 22.1% | 27.8%                                                     | 8.9%  | 18.9%     | 7.1%  | 2.6%            | 4.5%  |
|            |                      |        | 100.0% | 100.0% | 78.4%  | 58.2%  | 58.2%         | 21.6%  | 21.6%                                                | 47.1% | 47.1%                                                     | 16.8% | 40.2%     | 9.5%  | 4.9%            | 9.5%  |
|            | 50～99人               | 54     | 3,665  | 1,824  | 1,841  | 2,745  | 1,479         | 1,266  | 920                                                  | 345   | 575                                                       | 645   | 177       | 468   | 95              | 35    |
|            |                      |        | 49.8%  | 50.2%  | 74.9%  | 40.4%  | 34.5%         | 25.1%  | 25.1%                                                | 9.4%  | 15.7%                                                     | 17.6% | 4.8%      | 12.8% | 2.6%            | 1.6%  |
| 企業規模       | 100～299人             | 59     | 8,707  | 4,391  | 4,316  | 5,840  | 3,416         | 2,395  | 2,867                                                | 946   | 1,921                                                     | 2,020 | 574       | 1,446 | 396             | 207   |
|            |                      |        | 50.4%  | 49.6%  | 67.1%  | 39.6%  | 27.5%         | 32.7%  | 32.7%                                                | 10.9% | 22.1%                                                     | 22.1% | 6.6%      | 16.6% | 4.3%            | 2.4%  |
|            |                      |        | 100.0% | 100.0% | 78.5%  | 55.5%  | 55.5%         | 21.5%  | 21.5%                                                | 44.5% | 44.5%                                                     | 13.1% | 33.5%     | 9.5%  | 4.3%            | 4.8%  |
|            | 300人以上               | 41     | 28,738 | 16,347 | 12,391 | 19,514 | 13,020        | 6,494  | 9,224                                                | 3,327 | 5,897                                                     | 6,094 | 1,417     | 4,667 | 2,817           | 1,998 |
|            |                      |        | 56.9%  | 43.1%  | 67.9%  | 45.3%  | 32.6%         | 32.1%  | 11.6%                                                | 20.5% | 21.2%                                                     | 4.9%  | 16.2%     | 9.5%  | 2.8%            | 7.0%  |
| 企業規模       | (再掲)<br>10～299人      | 360    | 18,344 | 9,419  | 8,925  | 12,768 | 7,594         | 5,204  | 5,556                                                | 1,895 | 3,721                                                     | 4,062 | 1,331     | 2,733 | 793             | 467   |
|            |                      |        | 51.3%  | 48.7%  | 69.7%  | 41.3%  | 28.4%         | 30.3%  | 30.3%                                                | 10.0% | 20.3%                                                     | 22.1% | 6.2%      | 16.0% | 4.3%            | 2.5%  |
|            |                      |        | 100.0% | 100.0% | 80.5%  | 58.3%  | 58.3%         | 19.5%  | 19.5%                                                | 41.7% | 41.7%                                                     | 12.0% | 32.8%     | 9.7%  | 3.5%            | 5.2%  |
|            | (再掲)<br>30人以上        | 225    | 43,861 | 24,022 | 19,839 | 29,926 | 19,088        | 10,838 | 13,935                                               | 4,934 | 9,001                                                     | 9,513 | 2,413     | 7,100 | 3,503           | 2,388 |
|            |                      |        | 54.8%  | 45.2%  | 65.2%  | 43.5%  | 24.7%         | 31.5%  | 11.2%                                                | 20.5% | 21.7%                                                     | 5.5%  | 16.2%     | 8.0%  | 2.5%            | 5.4%  |



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、%)

| 産業                   | 回答事業所数 | 60歳以上の従業員数(総数) |        | 正規従業員(60歳以上) |       | 非正規従業員(60歳以上) |       | パートタイム労働者(60歳以上) |       | 1日および1週の所定労働時間(日数)が正規従業員と同じ者(60歳以上) |       | 1日または1週の所定労働時間(日数)が正規従業員より短い者(60歳以上) |       | 派遣従業員(60歳以上) |       | その他の労働者(60歳以上) |       |       |      |      |       |       |       |       |
|----------------------|--------|----------------|--------|--------------|-------|---------------|-------|------------------|-------|-------------------------------------|-------|--------------------------------------|-------|--------------|-------|----------------|-------|-------|------|------|-------|-------|-------|-------|
|                      |        |                |        |              |       |               |       |                  |       |                                     |       |                                      |       |              |       |                |       |       |      |      |       |       |       |       |
|                      |        | 男              | 女      | 男            | 女     | 男             | 女     | 男                | 女     | 男                                   | 女     | 男                                    | 女     | 男            | 女     | 男              | 女     |       |      |      |       |       |       |       |
| 計                    | 481    | 6,101          | 3,067  | 3,034        | 1,571 | 1,027         | 544   | 2,490            | 3,403 | 1,268                               | 2,135 | 1,176                                | 494   | 682          | 2,227 | 774            | 1,453 | 78    | 58   | 20   | 1,049 | 714   | 335   |       |
|                      |        |                | 50.3%  | 49.7%        | 25.7% | 16.8%         | 8.9%  | 33.4%            | 55.8% | 20.8%                               | 35.0% | 19.3%                                | 8.1%  | 11.2%        | 36.5% | 12.7%          | 23.8% | 1.3%  | 1.0% | 0.3% | 17.2% | 11.7% | 5.5%  |       |
|                      |        |                | 100.0% | 100.0%       | 33.5% | 33.5%         | 17.9% | 66.5%            | 41.3% | 70.4%                               | 41.3% | 70.4%                                | 16.1% | 22.5%        | 60.0% | 25.2%          | 47.9% |       | 1.9% | 0.7% | 23.3% | 23.3% | 11.0% |       |
| 建設業                  | 60     | 297            | 245    | 52           | 253   | 206           | 47    | 39               | 33    | 29                                  | 4     | 12                                   | 11    | 11           | 21    | 18             | 3     | 0     | 0    | 0    | 11    | 10    | 1     |       |
|                      |        |                | 82.5%  | 17.5%        | 85.2% | 69.4%         | 15.8% | 13.1%            | 17.7% | 11.1%                               | 1.3%  | 4.0%                                 | 3.7%  | 0.3%         | 7.1%  | 6.1%           | 1.0%  | 0.0%  | 0.0% | 0.0% | 3.7%  | 3.4%  | 0.3%  |       |
|                      |        |                | 100.0% | 100.0%       | 90.4% | 84.1%         | 90.4% | 15.9%            | 11.8% | 11.8%                               | 7.7%  | 4.0%                                 | 4.5%  | 1.9%         | 7.3%  | 5.8%           | 5.8%  | 0.0%  | 0.0% | 0.0% | 4.1%  | 4.1%  | 1.9%  |       |
| 製造業                  | 96     | 1,119          | 730    | 359          | 226   | 159           | 67    | 893              | 490   | 276                                 | 214   | 283                                  | 159   | 124          | 207   | 117            | 90    | 17    | 14   | 3    | 386   | 281   | 105   |       |
|                      |        |                | 65.2%  | 34.8%        | 20.2% | 14.2%         | 6.0%  | 79.8%            | 51.0% | 43.8%                               | 24.7% | 19.1%                                | 25.3% | 14.2%        | 11.1% | 18.5%          | 10.5% | 8.0%  | 1.5% | 1.3% | 0.3%  | 34.5% | 25.1% | 9.4%  |
|                      |        |                | 100.0% | 100.0%       | 17.2% | 21.8%         | 17.2% | 78.2%            | 37.8% | 55.0%                               | 55.0% | 29.9%                                | 21.8% | 31.9%        | 45.7% | 32.3%          | 16.0% | 23.1% | 1.9% | 0.8% | 0.8%  | 38.5% | 27.0% | 10.5% |
| 運輸・通信業、<br>電気・ガス・水道業 | 34     | 311            | 250    | 61           | 122   | 113           | 9     | 189              | 95    | 50                                  | 45    | 29                                   | 18    | 11           | 66    | 32             | 34    | 8     | 0    | 0    | 86    | 79    | 7     |       |
|                      |        |                | 80.4%  | 19.6%        | 39.2% | 36.3%         | 2.9%  | 60.8%            | 44.1% | 16.7%                               | 30.5% | 9.3%                                 | 5.8%  | 3.5%         | 21.2% | 10.3%          | 10.9% | 2.6%  | 2.6% | 0.0% | 27.7% | 25.4% | 2.3%  |       |
|                      |        |                | 100.0% | 100.0%       | 45.2% | 45.2%         | 14.8% | 85.2%            | 54.8% | 20.0%                               | 73.8% | 73.8%                                | 9.3%  | 7.2%         | 18.0% | 45.7%          | 32.3% | 55.7% | 3.2% | 3.2% | 0.0%  | 31.6% | 31.6% | 11.5% |
| 卸売業・小売業              | 102    | 1,626          | 613    | 1,013        | 172   | 127           | 45    | 1,454            | 1,229 | 328                                 | 901   | 486                                  | 130   | 356          | 743   | 198            | 545   | 15    | 12   | 3    | 210   | 146   | 64    |       |
|                      |        |                | 37.7%  | 62.3%        | 10.6% | 20.7%         | 7.8%  | 29.9%            | 59.5% | 20.2%                               | 35.4% | 29.9%                                | 8.0%  | 21.9%        | 45.7% | 12.2%          | 33.5% | 0.9%  | 0.7% | 0.2% | 12.9% | 9.0%  | 3.9%  |       |
|                      |        |                | 100.0% | 100.0%       | 4.4%  | 20.7%         | 4.4%  | 79.3%            | 55.6% | 53.5%                               | 88.9% | 88.9%                                | 21.2% | 35.1%        | 45.7% | 32.3%          | 53.8% | 23.8% | 2.0% | 0.3% | 0.3%  | 23.8% | 23.8% | 6.3%  |
| 金融業・保険業              | 16     | 44             | 23     | 21           | 19    | 6             | 13    | 25               | 4     | 3                                   | 1     | 0                                    | 0     | 0            | 4     | 3              | 1     | 0     | 0    | 0    | 21    | 14    | 7     |       |
|                      |        |                | 52.3%  | 47.7%        | 43.2% | 13.6%         | 29.5% | 38.6%            | 18.2% | 9.1%                                | 6.8%  | 2.3%                                 | 0.0%  | 0.0%         | 9.1%  | 6.8%           | 2.3%  | 0.0%  | 0.0% | 0.0% | 47.7% | 31.8% | 15.9% |       |
|                      |        |                | 100.0% | 100.0%       | 26.1% | 26.1%         | 61.9% | 73.9%            | 38.1% | 13.0%                               | 4.8%  | 0.0%                                 | 0.0%  | 0.0%         | 0.0%  | 13.0%          | 4.8%  | 4.8%  | 0.0% | 0.0% | 60.9% | 60.9% | 33.3% |       |
| サービス業                | 173    | 2,704          | 1,206  | 1,498        | 779   | 416           | 363   | 1,925            | 1,352 | 582                                 | 970   | 366                                  | 176   | 190          | 1,186 | 406            | 780   | 38    | 24   | 14   | 335   | 184   | 151   |       |
|                      |        |                | 44.6%  | 55.4%        | 28.8% | 15.4%         | 13.4% | 29.2%            | 42.0% | 57.4%                               | 35.9% | 13.5%                                | 14.6% | 7.0%         | 43.9% | 15.0%          | 28.8% | 1.4%  | 0.9% | 0.5% | 12.4% | 6.8%  | 5.0%  |       |
|                      |        |                | 100.0% | 100.0%       | 34.5% | 34.5%         | 24.2% | 65.5%            | 75.8% | 48.3%                               | 64.8% | 88.9%                                | 29.9% | 14.6%        | 12.7% | 43.9%          | 33.7% | 52.1% | 2.0% | 2.0% | 0.9%  | 15.3% | 15.3% | 10.1% |
| 企業規模                 | 9人以下   | 80             | 123    | 55           | 68    | 34            | 25    | 64               | 43    | 53                                  | 13    | 40                                   | 29    | 6            | 23    | 24             | 7     | 17    | 0    | 0    | 11    | 8     | 3     |       |
|                      |        |                | 44.7%  | 55.3%        | 48.0% | 27.6%         | 20.3% | 35.9%            | 43.1% | 10.6%                               | 22.5% | 23.6%                                | 10.9% | 33.8%        | 9.5%  | 5.7%           | 13.8% | 0.0%  | 0.0% | 0.0% | 8.9%  | 6.5%  | 2.4%  |       |
|                      |        |                | 100.0% | 100.0%       | 61.8% | 61.8%         | 36.8% | 63.2%            | 23.6% | 23.6%                               | 58.8% | 23.6%                                | 10.9% | 33.8%        | 9.5%  | 12.7%          | 25.0% | 0.0%  | 0.0% | 0.0% | 14.5% | 14.5% | 4.4%  |       |
| 10～29人               | 176    | 710            | 454    | 256          | 369   | 289           | 80    | 341              | 165   | 226                                 | 98    | 128                                  | 38    | 22           | 16    | 188            | 76    | 112   | 4    | 2    | 2     | 111   | 65    | 46    |
|                      |        |                | 63.9%  | 36.1%        | 52.0% | 40.7%         | 11.3% | 24.8%            | 23.2% | 31.8%                               | 18.0% | 5.4%                                 | 3.1%  | 2.3%         | 26.5% | 10.7%          | 15.8% | 0.6%  | 0.3% | 0.3% | 15.6% | 9.2%  | 6.3%  |       |
|                      |        |                | 100.0% | 100.0%       | 63.7% | 63.7%         | 31.3% | 68.8%            | 36.3% | 21.6%                               | 50.0% | 50.0%                                | 17.6% | 4.8%         | 6.3%  | 26.5%          | 16.7% | 43.8% | 0.6% | 0.4% | 0.8%  | 14.3% | 14.3% | 18.0% |
| 30～49人               | 71     | 541            | 324    | 217          | 175   | 129           | 46    | 366              | 195   | 314                                 | 159   | 155                                  | 95    | 54           | 41    | 219            | 105   | 114   | 0    | 0    | 0     | 52    | 36    | 16    |
|                      |        |                | 59.9%  | 40.1%        | 32.3% | 23.8%         | 8.5%  | 31.6%            | 58.0% | 29.4%                               | 28.7% | 17.6%                                | 10.0% | 7.6%         | 40.5% | 19.4%          | 21.1% | 0.0%  | 0.0% | 0.0% | 9.6%  | 6.7%  | 3.0%  |       |
|                      |        |                | 100.0% | 100.0%       | 39.8% | 39.8%         | 21.2% | 78.8%            | 60.2% | 49.1%                               | 71.4% | 71.4%                                | 28.7% | 16.7%        | 18.9% | 40.5%          | 32.4% | 52.5% | 0.0% | 0.0% | 0.0%  | 11.1% | 11.1% | 7.4%  |
| 50～99人               | 54     | 594            | 328    | 266          | 249   | 168           | 81    | 345              | 160   | 253                                 | 100   | 153                                  | 39    | 20           | 19    | 214            | 105   | 134   | 10   | 7    | 3     | 82    | 53    | 29    |
|                      |        |                | 55.2%  | 44.8%        | 41.9% | 28.3%         | 13.6% | 31.1%            | 42.8% | 16.8%                               | 25.8% | 6.6%                                 | 3.4%  | 3.2%         | 36.0% | 13.5%          | 22.6% | 1.7%  | 1.2% | 0.5% | 13.8% | 8.9%  | 4.9%  |       |
|                      |        |                | 100.0% | 100.0%       | 51.2% | 51.2%         | 30.5% | 69.5%            | 48.8% | 30.5%                               | 57.5% | 57.5%                                | 17.6% | 6.1%         | 7.1%  | 36.0%          | 24.4% | 50.4% | 1.7% | 2.1% | 1.1%  | 16.2% | 16.2% | 10.9% |
| 100～299人             | 59     | 1,443          | 713    | 730          | 240   | 158           | 82    | 1,203            | 555   | 919                                 | 370   | 549                                  | 197   | 112          | 85    | 722            | 258   | 464   | 35   | 24   | 11    | 249   | 161   | 88    |
|                      |        |                | 49.4%  | 50.6%        | 16.6% | 10.9%         | 5.7%  | 38.5%            | 44.9% | 63.7%                               | 25.6% | 35.0%                                | 13.7% | 7.8%         | 5.9%  | 50.0%          | 17.9% | 32.2% | 2.4% | 1.7% | 0.8%  | 17.3% | 11.2% | 6.1%  |
|                      |        |                | 100.0% | 100.0%       | 22.2% | 22.2%         | 11.2% | 88.8%            | 77.8% | 51.9%                               | 75.2% | 75.2%                                | 26.0% | 15.7%        | 11.6% | 50.0%          | 36.2% | 63.6% | 2.4% | 3.4% | 1.5%  | 22.6% | 22.6% | 12.1% |
| 300人以上               | 41     | 2,890          | 1,193  | 1,497        | 479   | 249           | 230   | 2,211            | 944   | 1,638                               | 528   | 1,110                                | 778   | 290          | 498   | 860            | 248   | 612   | 29   | 25   | 4     | 544   | 391   | 153   |
|                      |        |                | 44.3%  | 55.7%        | 17.8% | 9.3%          | 8.6%  | 41.1%            | 42.8% | 19.6%                               | 41.3% | 26.0%                                | 10.4% | 15.5%        | 32.0% | 9.2%           | 22.8% | 1.1%  | 0.9% | 0.1% | 20.2% | 14.5% | 5.7%  |       |
|                      |        |                | 100.0% | 100.0%       | 20.9% | 20.9%         | 15.4% | 79.1%            | 84.6% | 44.3%                               | 74.1% | 74.1%                                | 26.0% | 23.5%        | 33.3% | 32.0%          | 20.8% | 40.9% | 1.1% | 2.1% | 0.3%  | 32.8% | 32.8% | 10.2% |
| (再掲)<br>10～299人      | 360    | 3,288          | 1,819  | 1,469        | 1,033 | 744           | 289   | 2,255            | 1,075 | 1,180                               | 727   | 985                                  | 369   | 208          | 161   | 1,343          | 519   | 824   | 49   | 33   | 16    | 494   | 315   | 179   |
|                      |        |                | 55.3%  | 44.7%        | 31.4% | 22.6%         | 8.6%  | 35.9%            | 52.1% | 22.1%                               | 30.0% | 11.2%                                | 6.3%  | 4.9%         | 40.8% | 15.8%          | 25.1% | 1.5%  | 1.0% | 0.5% | 15.0% | 9.6%  | 5.4%  |       |
|                      |        |                | 100.0% | 100.0%       | 40.9% | 40.9%         | 19.7% | 80.3%            | 59.1% | 40.9%                               | 67.1% | 67.1%                                | 26.0% | 14.4%        | 11.0% | 38.2%          | 28.5% | 56.1% | 1.5% | 1.8% | 1.1%  | 17.3% | 17.3% | 12.2% |
| (再掲)<br>30人以上        | 225    | 5,268          | 2,568  | 2,710        | 1,143 | 704           | 439   | 4,125            | 1,854 | 2,271                               | 1,157 | 1,967                                | 1,109 | 466          | 643   | 2,015          | 691   | 1,324 | 74   | 56   | 18    | 927   | 641   | 286   |
|                      |        |                | 48.6%  | 51.4%        | 21.7% | 13.4%         | 8.3%  | 35.2%            | 43.1% | 59.3%                               | 37.3% | 21.1%                                | 8.8%  | 12.2%        | 38.2% | 12.2%          | 25.1% | 1.4%  | 1.1% | 0.3% | 17.6% | 12.2% | 5.4%  |       |
|                      |        |                | 100.0% | 100.0%       | 27.5% | 27.5%         | 16.2% | 72.5%            | 45.2% | 45.2%                               | 72.6% | 21.1%                                | 18.2% | 23.7%        | 38.2% | 27.0%          | 48.9% | 1.4%  | 2.2% | 0.7% | 25.1% | 25.1% | 10.6% |       |

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    |                      | 481        | 380                   | 5,394          | 1,108                             | 487        |
|      |                      |            | 79.0%                 |                | 20.5%                             | 9.0%       |
|      |                      |            |                       |                |                                   | 44.0%      |
| 産業   | 建設業                  | 60         | 48                    | 302            | 117                               | 46         |
|      |                      |            | 80.0%                 |                | 38.7%                             | 15.2%      |
|      |                      |            |                       |                |                                   | 39.3%      |
|      | 製造業                  | 96         | 76                    | 1,401          | 211                               | 100        |
|      |                      |            | 79.2%                 |                | 15.1%                             | 7.1%       |
|      |                      |            |                       |                |                                   | 47.4%      |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 29                    | 322            | 52                                | 9          |
|      |                      |            | 85.3%                 |                | 16.1%                             | 2.8%       |
|      |                      |            |                       |                |                                   | 17.3%      |
|      | 卸売業・小売業              | 102        | 77                    | 622            | 162                               | 98         |
|      |                      |            | 75.5%                 |                | 26.0%                             | 15.8%      |
|      |                      |            |                       |                |                                   | 60.5%      |
|      | 金融業・保険業              | 16         | 14                    | 83             | 14                                | 16         |
|      |                      |            | 87.5%                 |                | 16.9%                             | 19.3%      |
|      |                      |            |                       |                |                                   | 114.3%     |
|      | サービス業                | 173        | 136                   | 2,664          | 552                               | 218        |
|      |                      |            | 78.6%                 |                | 20.7%                             | 8.2%       |
|      |                      |            |                       |                |                                   | 39.5%      |
| 企業規模 | 9人以下                 | 80         | 35                    | 74             | 24                                | 14         |
|      |                      |            | 43.8%                 |                | 32.4%                             | 18.9%      |
|      |                      |            |                       |                |                                   | 58.3%      |
|      | 10～29人               | 176        | 137                   | 639            | 200                               | 80         |
|      |                      |            | 77.8%                 |                | 31.3%                             | 12.5%      |
|      |                      |            |                       |                |                                   | 40.0%      |
|      | 30～49人               | 71         | 63                    | 437            | 136                               | 39         |
|      |                      |            | 88.7%                 |                | 31.1%                             | 8.9%       |
|      |                      |            |                       |                |                                   | 28.7%      |
|      | 50～99人               | 54         | 49                    | 628            | 152                               | 70         |
|      |                      |            | 90.7%                 |                | 24.2%                             | 11.1%      |
|      |                      |            |                       |                |                                   | 46.1%      |
|      | 100～299人             | 59         | 56                    | 959            | 231                               | 118        |
|      |                      |            | 94.9%                 |                | 24.1%                             | 12.3%      |
|      |                      |            |                       |                |                                   | 51.1%      |
|      | 300人以上               | 41         | 40                    | 2,657          | 365                               | 166        |
|      |                      |            | 97.6%                 |                | 13.7%                             | 6.2%       |
|      |                      |            |                       |                |                                   | 45.5%      |
|      | (再掲)<br>10～299人      | 360        | 305                   | 2,663          | 719                               | 307        |
|      |                      |            | 84.7%                 |                | 27.0%                             | 11.5%      |
|      |                      |            |                       |                |                                   | 42.7%      |
|      | (再掲)<br>30人以上        | 225        | 208                   | 4,681          | 884                               | 393        |
|      |                      |            | 92.4%                 |                | 18.9%                             | 8.4%       |
|      |                      |            |                       |                |                                   | 44.5%      |

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    |                      | 481    | 4,466   | 539<br>12.1% |
| 産業   | 建設業                  | 60     | 302     | 33<br>10.9%  |
|      | 製造業                  | 96     | 1,351   | 76<br>5.6%   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34     | 560     | 12<br>2.1%   |
|      | 卸売業・小売業              | 102    | 696     | 67<br>9.6%   |
|      | 金融業・保険業              | 16     | 203     | 21<br>10.3%  |
|      | サービス業                | 173    | 1,354   | 330<br>24.4% |
| 企業規模 | 9人以下                 | 80     | 117     | 24<br>20.5%  |
|      | 10～29人               | 176    | 563     | 107<br>19.0% |
|      | 30～49人               | 71     | 369     | 46<br>12.5%  |
|      | 50～99人               | 54     | 451     | 68<br>15.1%  |
|      | 100～299人             | 59     | 848     | 116<br>13.7% |
|      | 300人以上               | 41     | 2,118   | 178<br>8.4%  |
|      | (再掲)<br>10～299人      | 360    | 2,231   | 337<br>15.1% |
|      | (再掲)<br>30人以上        | 225    | 3,786   | 408<br>10.8% |

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    |                      | 481    | 5,199   | 1,328<br>25.5% |
| 産業   | 建設業                  | 60     | 241     | 18<br>7.5%     |
|      | 製造業                  | 96     | 1,959   | 262<br>13.4%   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34     | 568     | 21<br>3.7%     |
|      | 卸売業・小売業              | 102    | 723     | 155<br>21.4%   |
|      | 金融業・保険業              | 16     | 121     | 66<br>54.5%    |
|      | サービス業                | 173    | 1,587   | 806<br>50.8%   |
| 企業規模 | 9人以下                 | 80     | 44      | 18<br>40.9%    |
|      | 10～29人               | 176    | 336     | 118<br>35.1%   |
|      | 30～49人               | 71     | 277     | 95<br>34.3%    |
|      | 50～99人               | 54     | 373     | 129<br>34.6%   |
|      | 100～299人             | 59     | 1,050   | 322<br>30.7%   |
|      | 300人以上               | 41     | 3,119   | 646<br>20.7%   |
|      | (再掲)<br>10～29人       | 360    | 2,036   | 664<br>32.6%   |
|      | (再掲)<br>30人以上        | 225    | 4,819   | 1,192<br>24.7% |



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    |                      | 481    | 14    | 12    |
| 産業   | 建設業                  | 60     | 15    | 14    |
|      | 製造業                  | 96     | 15    | 14    |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34     | 15    | 12    |
|      | 卸売業・小売業              | 102    | 15    | 11    |
|      | 金融業・保険業              | 16     | 16    | 16    |
|      | サービス業                | 173    | 14    | 13    |
| 企業規模 | 9人以下                 | 80     | 18    | 14    |
|      | 10～29人               | 176    | 13    | 12    |
|      | 30～49人               | 71     | 13    | 11    |
|      | 50～99人               | 54     | 13    | 11    |
|      | 100～299人             | 59     | 15    | 13    |
|      | 300人以上               | 41     | 16    | 15    |
|      | (再掲)<br>10～299人      | 360    | 13    | 12    |
|      | (再掲)<br>30人以上        | 225    | 14    | 13    |

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    |                      | 481        | 457             | 21               | 3    |
|      |                      |            | 95.0%           | 4.4%             | 0.6% |
| 産業   | 建設業                  | 60         | 57              | 3                | 0    |
|      |                      |            | 95.0%           | 5.0%             | 0.0% |
|      | 製造業                  | 96         | 92              | 2                | 2    |
|      |                      |            | 95.8%           | 2.1%             | 2.1% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 34              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | 卸売業・小売業              | 102        | 97              | 4                | 1    |
|      |                      |            | 95.1%           | 3.9%             | 1.0% |
|      | 金融業・保険業              | 16         | 15              | 1                | 0    |
|      |                      |            | 93.8%           | 6.3%             | 0.0% |
|      | サービス業                | 173        | 162             | 11               | 0    |
|      |                      |            | 93.6%           | 6.4%             | 0.0% |
| 企業規模 | 9人以下                 | 80         | 63              | 15               | 2    |
|      |                      |            | 78.8%           | 18.8%            | 2.5% |
|      | 10～29人               | 176        | 170             | 6                | 0    |
|      |                      |            | 96.6%           | 3.4%             | 0.0% |
|      | 30～49人               | 71         | 71              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | 50～99人               | 54         | 54              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | 100～299人             | 59         | 58              | 0                | 1    |
|      |                      |            | 98.3%           | 0.0%             | 1.7% |
|      | 300人以上               | 41         | 41              | 0                | 0    |
|      |                      |            | 100.0%          | 0.0%             | 0.0% |
|      | (再掲)<br>10～299人      | 360        | 353             | 6                | 1    |
|      |                      |            | 98.1%           | 1.7%             | 0.3% |
|      | (再掲)<br>30人以上        | 225        | 224             | 0                | 1    |
|      |                      |            | 99.6%           | 0.0%             | 0.4% |

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    |                          | 481        | 14<br>2.9% | 21<br>4.4% | 395<br>82.1%      | 130<br>27.0%    | 265<br>55.1%      | 5<br>1.0%                     | 28<br>5.8%              | 18<br>3.7% |
| 産業   | 建設業                      | 60         | 3<br>5.0%  | 4<br>6.7%  | 48<br>80.0%       | 6<br>10.0%      | 42<br>70.0%       |                               | 5<br>8.3%               | 0<br>0.0%  |
|      | 製造業                      | 96         | 2<br>2.1%  | 1<br>1.0%  | 78<br>81.3%       | 20<br>20.8%     | 58<br>60.4%       | 2<br>2.1%                     | 8<br>8.3%               | 5<br>5.2%  |
|      | 運輸・通信業、<br>電気・ガス・水道<br>業 | 34         | 1<br>2.9%  | 3<br>8.8%  | 27<br>79.4%       | 9<br>26.5%      | 18<br>52.9%       | 0<br>0.0%                     | 3<br>8.8%               | 0<br>0.0%  |
|      | 卸売業・小売業                  | 102        | 2<br>2.0%  | 6<br>5.9%  | 81<br>79.4%       | 20<br>19.6%     | 61<br>59.8%       |                               | 7<br>6.9%               | 6<br>5.9%  |
|      | 金融業・保険業                  | 16         | 0<br>0.0%  | 0<br>0.0%  | 16<br>100.0%      | 15<br>93.8%     | 1<br>6.3%         | 0<br>0.0%                     | 0<br>0.0%               | 0<br>0.0%  |
|      | サービス業                    | 173        | 6<br>3.5%  | 7<br>4.0%  | 145<br>83.8%      | 60<br>34.7%     | 85<br>49.1%       | 3<br>1.7%                     | 5<br>2.9%               | 7<br>4.0%  |
| 企業規模 | 9人以下                     | 80         | 7<br>8.8%  | 5<br>6.3%  | 55<br>68.8%       | 22<br>27.5%     | 33<br>41.3%       | 0<br>0.0%                     | 5<br>6.3%               | 8<br>10.0% |
|      | 10～29人                   | 176        | 7<br>4.0%  | 9<br>5.1%  | 139<br>79.0%      | 42<br>23.9%     | 97<br>55.1%       | 2<br>1.1%                     | 11<br>6.3%              | 8<br>4.5%  |
|      | 30～49人                   | 71         | 0<br>0.0%  | 3<br>4.2%  | 59<br>83.1%       | 11<br>15.5%     | 48<br>67.6%       | 1<br>1.4%                     | 7<br>9.9%               | 1<br>1.4%  |
|      | 50～99人                   | 54         | 0<br>0.0%  | 3<br>5.6%  | 47<br>87.0%       | 12<br>22.2%     | 35<br>64.8%       | 1<br>1.9%                     | 3<br>5.6%               | 0<br>0.0%  |
|      | 100～299人                 | 59         | 0<br>0.0%  | 1<br>1.7%  | 56<br>94.9%       | 23<br>39.0%     | 33<br>55.9%       | 0<br>0.0%                     | 1<br>1.7%               | 1<br>1.7%  |
|      | 300人以上                   | 41         | 0<br>0.0%  | 0<br>0.0%  | 39<br>95.1%       | 20<br>48.8%     | 19<br>46.3%       | 1<br>2.4%                     | 1<br>2.4%               | 0<br>0.0%  |
|      | (再掲)<br>10～299人          | 360        | 7<br>1.9%  | 16<br>4.4% | 301<br>83.6%      | 88<br>24.4%     | 213<br>59.2%      | 4<br>1.1%                     | 22<br>6.1%              | 10<br>2.8% |
|      | (再掲)<br>30人以上            | 225        | 0<br>0.0%  | 7<br>3.1%  | 201<br>89.3%      | 66<br>29.3%     | 135<br>60.0%      | 3<br>1.3%                     | 12<br>5.3%              | 2<br>0.9%  |

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    |                      | 481               | 116.58   |
| 産業   | 建設業                  | 60                | 144.08   |
|      | 製造業                  | 96                | 133.58   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34                | 132.64   |
|      | 卸売業・小売業              | 102               | 152.61   |
|      | 金融業・保険業              | 16                | 79.43    |
|      | サービス業                | 173               | 98.35    |
| 企業規模 | 9人以下                 | 80                | 96.77    |
|      | 10～29人               | 176               | 99.61    |
|      | 30～49人               | 71                | 117.00   |
|      | 50～99人               | 54                | 135.36   |
|      | 100～299人             | 59                | 162.07   |
|      | 300人以上               | 41                | 128.77   |
|      | (再掲)<br>10～299人      | 360               | 128.51   |
|      | (再掲)<br>30人以上        | 225               | 135.80   |



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>のための数<br>値目標設<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    |                      | 481        | 401         | 267                                | 120                             | 169          | 147                | 134                | 25                   | 10           | 50                   | 45                         | 79                 | 5                                    | 15   | 62    | 18    |
|      |                      |            | 83.4%       | 55.5%                              | 24.9%                           | 35.1%        | 30.6%              | 27.9%              | 5.2%                 | 2.1%         | 10.4%                | 9.4%                       | 16.4%              | 1.0%                                 | 3.1% | 12.9% | 3.7%  |
|      |                      |            |             | 66.6%                              | 29.9%                           | 42.1%        | 36.7%              | 33.4%              | 6.2%                 | 2.5%         | 12.5%                | 11.2%                      | 19.7%              | 1.2%                                 | 3.7% |       |       |
| 産業   | 建設業                  | 60         | 52          | 40                                 | 19                              | 19           | 7                  | 15                 | 1                    | 2            | 3                    | 3                          | 4                  | 1                                    | 1    | 8     | 0     |
|      |                      |            | 86.7%       | 66.7%                              | 31.7%                           | 31.7%        | 11.7%              | 25.0%              | 1.7%                 | 3.3%         | 5.0%                 | 5.0%                       | 6.7%               | 1.7%                                 | 1.7% | 13.3% | 0.0%  |
|      |                      |            |             | 76.9%                              | 36.5%                           | 36.5%        | 13.5%              | 28.8%              | 1.9%                 | 3.8%         | 5.8%                 | 5.8%                       | 7.7%               | 1.9%                                 | 1.9% |       |       |
|      | 製造業                  | 96         | 84          | 51                                 | 24                              | 33           | 43                 | 25                 | 6                    | 4            | 15                   | 14                         | 20                 | 2                                    | 2    | 8     | 4     |
|      |                      |            | 87.5%       | 53.1%                              | 25.0%                           | 34.4%        | 44.8%              | 26.0%              | 6.3%                 | 4.2%         | 15.6%                | 14.6%                      | 20.8%              | 0.0%                                 | 2.1% | 8.3%  | 4.2%  |
|      |                      |            |             | 60.7%                              | 28.6%                           | 39.3%        | 51.2%              | 29.8%              | 7.1%                 | 4.8%         | 17.9%                | 16.7%                      | 23.8%              | 0.0%                                 | 2.4% |       |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 28          | 19                                 | 8                               | 12           | 9                  | 11                 | 2                    | 1            | 8                    | 5                          | 6                  | 0                                    | 0    | 6     | 0     |
|      |                      |            | 82.4%       | 55.9%                              | 23.5%                           | 35.3%        | 26.5%              | 32.4%              | 5.9%                 | 2.9%         | 23.5%                | 14.7%                      | 17.6%              | 0.0%                                 | 0.0% | 17.6% | 0.0%  |
|      |                      |            |             | 67.9%                              | 28.6%                           | 42.9%        | 32.1%              | 39.3%              | 7.1%                 | 3.0%         | 28.6%                | 17.9%                      | 21.4%              | 0.0%                                 | 0.0% |       |       |
|      | 卸売業・小売業              | 102        | 82          | 56                                 | 17                              | 36           | 30                 | 28                 | 4                    |              | 9                    | 11                         | 17                 | 2                                    | 4    | 14    | 6     |
|      |                      |            | 80.4%       | 54.9%                              | 16.7%                           | 35.3%        | 29.4%              | 27.5%              | 3.9%                 | 0.0%         | 8.8%                 | 10.8%                      | 16.7%              | 2.0%                                 | 3.9% | 13.7% | 5.9%  |
|      |                      |            |             | 68.3%                              | 20.7%                           | 43.9%        | 36.6%              | 34.1%              | 4.9%                 | 0.0%         | 11.0%                | 13.4%                      | 20.7%              | 2.4%                                 | 4.9% |       |       |
|      | 金融業・保険業              | 16         | 12          | 5                                  | 5                               | 6            | 7                  | 3                  | 1                    | 1            | 4                    | 3                          | 9                  | 1                                    | 1    | 2     | 2     |
|      |                      |            | 75.0%       | 31.3%                              | 31.3%                           | 37.5%        | 43.8%              | 18.8%              | 6.3%                 | 6.3%         | 25.0%                | 18.8%                      | 56.3%              | 6.3%                                 | 6.3% | 12.5% | 12.5% |
|      |                      |            |             | 41.7%                              | 41.7%                           | 50.0%        | 58.3%              | 25.0%              | 8.3%                 | 8.3%         | 33.3%                | 25.0%                      | 75.0%              | 8.3%                                 | 8.3% |       |       |
|      | サービス業                | 173        | 143         | 96                                 | 47                              | 63           | 51                 | 52                 | 11                   | 2            | 11                   | 9                          | 23                 | 1                                    | 7    | 24    | 6     |
|      |                      |            | 82.7%       | 55.5%                              | 27.2%                           | 36.4%        | 29.5%              | 30.1%              | 6.4%                 | 1.2%         | 6.4%                 | 5.2%                       | 13.3%              | 0.6%                                 | 4.0% | 13.9% | 3.5%  |
|      |                      |            |             | 67.1%                              | 32.9%                           | 44.1%        | 35.7%              | 36.4%              | 7.7%                 | 1.4%         | 7.7%                 | 6.3%                       | 16.1%              | 0.7%                                 | 4.9% |       |       |
| 企業規模 | 9人以下                 | 80         | 43          | 30                                 | 4                               | 11           | 8                  | 8                  | 4                    | 0            | 1                    | 0                          | 2                  | 1                                    | 2    | 29    | 8     |
|      |                      |            | 53.8%       | 37.5%                              | 5.0%                            | 13.8%        | 10.0%              | 10.0%              | 5.0%                 | 0.0%         | 1.3%                 | 0.0%                       | 2.5%               | 1.3%                                 | 2.5% | 36.3% | 10.0% |
|      |                      |            |             | 69.8%                              | 9.3%                            | 25.6%        | 18.6%              | 18.6%              | 9.3%                 | 0.0%         | 2.3%                 | 0.0%                       | 4.7%               | 2.3%                                 | 4.7% |       |       |
|      | 10～29人               | 176        | 146         | 98                                 | 47                              | 62           | 34                 | 35                 | 2                    | 1            | 9                    | 15                         | 14                 | 1                                    | 4    | 21    | 9     |
|      |                      |            | 83.0%       | 55.7%                              | 26.7%                           | 35.2%        | 19.3%              | 19.9%              | 1.1%                 | 0.6%         | 5.1%                 | 8.5%                       | 8.0%               | 0.6%                                 | 2.3% | 11.9% | 5.1%  |
|      |                      |            |             | 67.1%                              | 32.2%                           | 42.5%        | 23.3%              | 24.0%              | 1.4%                 | 0.7%         | 6.2%                 | 10.3%                      | 9.6%               | 0.7%                                 | 2.7% |       |       |
|      | 30～49人               | 71         | 63          | 40                                 | 16                              | 22           | 20                 | 27                 | 4                    | 2            | 7                    | 3                          | 9                  | 1                                    | 3    | 8     | 0     |
|      |                      |            | 88.7%       | 56.3%                              | 22.5%                           | 31.0%        | 28.2%              | 38.0%              | 5.6%                 | 2.8%         | 9.9%                 | 4.2%                       | 12.7%              | 1.4%                                 | 4.2% | 11.3% | 0.0%  |
|      |                      |            |             | 63.5%                              | 25.4%                           | 34.9%        | 31.7%              | 42.9%              | 6.3%                 | 3.2%         | 11.1%                | 4.8%                       | 14.3%              | 1.6%                                 | 4.8% |       |       |
|      | 50～99人               | 54         | 50          | 34                                 | 19                              | 22           | 27                 | 17                 | 4                    | 2            | 11                   | 4                          | 13                 | 0                                    | 1    | 3     | 1     |
|      |                      |            | 92.6%       | 63.0%                              | 35.2%                           | 40.7%        | 50.0%              | 31.5%              | 7.4%                 | 3.7%         | 20.4%                | 7.4%                       | 24.1%              | 0.0%                                 | 1.9% | 5.6%  | 1.9%  |
|      |                      |            |             | 68.0%                              | 38.0%                           | 44.0%        | 54.0%              | 34.0%              | 8.0%                 | 4.0%         | 22.0%                | 8.0%                       | 26.0%              | 0.0%                                 | 2.0% |       |       |
|      | 100～299人             | 59         | 58          | 37                                 | 18                              | 26           | 31                 | 26                 | 4                    | 1            | 10                   | 13                         | 21                 | 1                                    | 5    | 1     | 0     |
|      |                      |            | 98.3%       | 62.7%                              | 30.5%                           | 44.1%        | 52.5%              | 44.1%              | 6.8%                 | 1.7%         | 16.9%                | 22.0%                      | 35.6%              | 1.7%                                 | 8.5% | 1.7%  | 0.0%  |
|      |                      |            |             | 63.8%                              | 31.0%                           | 44.8%        | 53.4%              | 44.8%              | 6.9%                 | 1.7%         | 17.2%                | 22.4%                      | 36.2%              | 1.7%                                 | 8.6% |       |       |
|      | 300人以上               | 41         | 41          | 28                                 | 16                              | 26           | 27                 | 21                 | 7                    | 4            | 12                   | 10                         | 20                 | 1                                    | 0    | 0     | 0     |
|      |                      |            | 100.0%      | 68.3%                              | 39.0%                           | 63.4%        | 65.9%              | 51.2%              | 17.1%                | 9.8%         | 29.3%                | 24.4%                      | 48.8%              | 2.4%                                 | 0.0% | 0.0%  | 0.0%  |
|      |                      |            |             | 68.3%                              | 39.0%                           | 63.4%        | 65.9%              | 51.2%              | 17.1%                | 9.8%         | 29.3%                | 24.4%                      | 48.8%              | 2.4%                                 | 0.0% |       |       |
|      | (再掲)<br>10～299人      | 360        | 317         | 209                                | 100                             | 132          | 112                | 105                | 14                   | 6            | 37                   | 35                         | 57                 | 3                                    | 13   | 33    | 10    |
|      |                      |            | 88.1%       | 58.1%                              | 27.8%                           | 36.7%        | 31.1%              | 29.2%              | 3.9%                 | 1.7%         | 10.3%                | 9.7%                       | 15.8%              | 0.8%                                 | 3.6% | 9.2%  | 2.8%  |
|      |                      |            |             | 65.9%                              | 31.5%                           | 41.6%        | 35.3%              | 33.1%              | 4.4%                 | 1.9%         | 11.7%                | 11.0%                      | 18.0%              | 0.9%                                 | 4.1% |       |       |
|      | (再掲)<br>30人以上        | 225        | 212         | 139                                | 69                              | 96           | 105                | 91                 | 19                   | 9            | 40                   | 30                         | 63                 | 3                                    | 9    | 12    | 1     |
|      |                      |            | 94.2%       | 61.8%                              | 30.7%                           | 42.7%        | 46.7%              | 40.4%              | 8.4%                 | 4.0%         | 17.8%                | 13.3%                      | 28.0%              | 1.3%                                 | 4.0% | 5.3%  | 0.4%  |
|      |                      |            |             | 65.6%                              | 32.5%                           | 45.3%        | 49.5%              | 42.9%              | 9.0%                 | 4.2%         | 18.9%                | 14.2%                      | 29.7%              | 1.4%                                 | 4.2% |       |       |

※その他…定時帰社の呼びかけ、残業を削減した店舗を評価する制度の導入 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    |                      | 446              | 17.9       | 9.0        | 50.3% |
| 産業   | 建設業                  | 55               | 17.4       | 6.4        | 36.8% |
|      | 製造業                  | 92               | 18.2       | 10.5       | 57.7% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32               | 19.1       | 16.4       | 85.9% |
|      | 卸売業・小売業              | 91               | 17.1       | 4.4        | 25.7% |
|      | 金融業・保険業              | 15               | 18.9       | 9.0        | 47.6% |
|      | サービス業                | 161              | 17.6       | 6.8        | 38.6% |
| 企業規模 | 9人以下                 | 65               | 16.1       | 5.9        | 36.6% |
|      | 10～29人               | 163              | 16.3       | 6.3        | 38.7% |
|      | 30～49人               | 69               | 16.1       | 6.0        | 37.3% |
|      | 50～99人               | 54               | 16.8       | 6.4        | 38.1% |
|      | 100～299人             | 57               | 17.0       | 7.7        | 45.3% |
|      | 300人以上               | 38               | 18.8       | 10.5       | 55.9% |
|      | (再掲)<br>10～29人       | 343              | 16.6       | 6.6        | 39.8% |
|      | (再掲)<br>30人以上        | 218              | 17.2       | 7.7        | 44.8% |

表11 年次有給休暇取得促進のための取組（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 | 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    |                      | 481        | 321         | 54                             | 66                 | 19                     | 223                          | 37                          | 2                                       | 28                                | 71                                       | 23    | 139   | 21    |
|      |                      |            | 66.7%       | 11.2%                          | 13.7%              | 4.0%                   | 46.4%                        | 7.7%                        | 0.4%                                    | 5.8%                              | 14.8%                                    | 4.8%  | 28.9% | 4.4%  |
|      |                      |            |             | 16.8%                          | 20.6%              | 5.9%                   | 69.5%                        | 11.5%                       | 0.6%                                    | 8.7%                              | 22.1%                                    | 7.2%  |       |       |
| 産業   | 建設業                  | 60         | 39          | 5                              | 3                  |                        | 27                           | 7                           |                                         | 9                                 | 10                                       | 1     | 20    | 1     |
|      |                      |            | 65.0%       | 8.3%                           | 5.0%               | 0.0%                   | 45.0%                        | 11.7%                       | 0.0%                                    | 15.0%                             | 16.7%                                    | 1.7%  | 33.3% | 1.7%  |
|      |                      |            |             | 12.8%                          | 7.7%               | 0.0%                   | 69.2%                        | 17.9%                       | 0.0%                                    | 23.1%                             | 25.6%                                    | 2.6%  |       |       |
|      | 製造業                  | 96         | 69          | 4                              | 17                 | 5                      | 51                           | 5                           | 1                                       | 5                                 | 16                                       | 4     | 23    | 4     |
|      |                      |            | 71.9%       | 4.2%                           | 17.7%              | 5.2%                   | 53.1%                        | 5.2%                        | 1.0%                                    | 5.2%                              | 16.7%                                    | 4.2%  | 24.0% | 4.2%  |
|      |                      |            |             | 5.8%                           | 24.6%              | 7.2%                   | 73.9%                        | 7.2%                        | 1.4%                                    | 7.2%                              | 23.2%                                    | 5.8%  |       |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 23          | 4                              | 3                  | 1                      | 19                           | 1                           | 1                                       | 3                                 | 4                                        | 0     | 10    | 1     |
|      |                      |            | 67.6%       | 11.8%                          | 8.8%               | 2.9%                   | 55.9%                        | 2.9%                        | 2.9%                                    | 8.8%                              | 11.8%                                    | 0.0%  | 29.4% | 2.9%  |
|      |                      |            |             | 17.4%                          | 13.0%              | 4.3%                   | 82.6%                        | 4.3%                        | 4.3%                                    | 13.0%                             | 17.4%                                    | 0.0%  |       |       |
|      | 卸売業・小売業              | 102        | 62          | 15                             | 10                 | 5                      | 35                           | 6                           |                                         | 2                                 | 17                                       | 8     | 33    | 7     |
|      |                      |            | 60.8%       | 14.7%                          | 9.8%               | 4.9%                   | 34.3%                        | 5.9%                        | 0.0%                                    | 2.0%                              | 16.7%                                    | 7.8%  | 32.4% | 6.9%  |
|      |                      |            |             | 24.2%                          | 16.1%              | 8.1%                   | 56.5%                        | 9.7%                        | 0.0%                                    | 3.2%                              | 27.4%                                    | 12.9% |       |       |
| 企業規模 | 金融業・保険業              | 16         | 12          | 6                              | 6                  | 3                      | 5                            | 4                           |                                         | 2                                 | 1                                        | 1     | 3     | 1     |
|      |                      |            | 75.0%       | 37.5%                          | 37.5%              | 18.8%                  | 31.3%                        | 25.0%                       | 0.0%                                    | 12.5%                             | 6.3%                                     | 6.3%  | 18.8% | 6.3%  |
|      |                      |            |             | 50.0%                          | 50.0%              | 25.0%                  | 41.7%                        | 33.3%                       | 0.0%                                    | 16.7%                             | 8.3%                                     | 8.3%  |       |       |
|      | サービス業                | 173        | 116         | 20                             | 27                 | 5                      | 86                           | 14                          | 0                                       | 7                                 | 23                                       | 9     | 50    | 7     |
|      |                      |            | 67.1%       | 11.6%                          | 15.6%              | 2.9%                   | 49.7%                        | 8.1%                        | 0.0%                                    | 4.0%                              | 13.3%                                    | 5.2%  | 28.9% | 4.0%  |
|      |                      |            |             | 17.2%                          | 23.3%              | 4.3%                   | 74.1%                        | 12.1%                       | 0.0%                                    | 6.0%                              | 19.8%                                    | 7.8%  |       |       |
|      | 9人以下                 | 80         | 31          | 6                              | 6                  | 2                      | 12                           | 3                           | 1                                       | 4                                 | 7                                        | 3     | 41    | 8     |
|      |                      |            | 38.8%       | 7.5%                           | 7.5%               | 2.5%                   | 15.0%                        | 3.8%                        | 1.3%                                    | 5.0%                              | 8.8%                                     | 3.8%  | 51.3% | 10.0% |
|      |                      |            |             | 19.4%                          | 19.4%              | 6.5%                   | 38.7%                        | 9.7%                        | 3.2%                                    | 12.9%                             | 22.6%                                    | 9.7%  |       |       |
|      | 10～29人               | 176        | 106         | 22                             | 18                 | 7                      | 73                           | 10                          | 0                                       | 7                                 | 20                                       | 4     | 61    | 9     |
|      |                      |            | 60.2%       | 12.5%                          | 10.2%              | 4.0%                   | 41.5%                        | 5.7%                        | 0.0%                                    | 4.0%                              | 11.4%                                    | 2.3%  | 34.7% | 5.1%  |
|      |                      |            |             | 20.8%                          | 17.0%              | 6.6%                   | 68.9%                        | 9.4%                        | 0.0%                                    | 6.6%                              | 18.9%                                    | 3.8%  |       |       |
|      | 30～49人               | 71         | 49          | 7                              | 7                  | 2                      | 34                           | 8                           | 0                                       | 5                                 | 14                                       | 6     | 20    | 2     |
|      |                      |            | 69.0%       | 9.9%                           | 9.9%               | 2.8%                   | 47.9%                        | 11.3%                       | 0.0%                                    | 7.0%                              | 19.7%                                    | 8.5%  | 28.2% | 2.8%  |
|      |                      |            |             | 14.3%                          | 14.3%              | 4.1%                   | 69.4%                        | 16.3%                       | 0.0%                                    | 10.2%                             | 28.6%                                    | 12.2% |       |       |
|      | 50～99人               | 54         | 46          | 6                              | 7                  | 3                      | 35                           | 7                           | 0                                       | 2                                 | 13                                       | 6     | 8     | 0     |
|      |                      |            | 85.2%       | 11.1%                          | 13.0%              | 5.6%                   | 64.8%                        | 13.0%                       | 0.0%                                    | 3.7%                              | 24.1%                                    | 11.1% | 14.8% | 0.0%  |
|      |                      |            |             | 13.0%                          | 15.2%              | 6.5%                   | 76.1%                        | 15.2%                       | 0.0%                                    | 4.3%                              | 28.3%                                    | 13.0% |       |       |
|      | 100～299人             | 59         | 50          | 5                              | 14                 | 3                      | 42                           | 4                           | 1                                       | 7                                 | 9                                        | 3     | 7     | 2     |
|      |                      |            | 84.7%       | 8.5%                           | 23.7%              | 5.1%                   | 71.2%                        | 6.8%                        | 1.7%                                    | 11.9%                             | 15.3%                                    | 5.1%  | 11.9% | 3.4%  |
|      |                      |            |             | 10.0%                          | 28.0%              | 6.0%                   | 84.0%                        | 8.0%                        | 2.0%                                    | 14.0%                             | 18.0%                                    | 6.0%  |       |       |
|      | 300人以上               | 41         | 39          | 8                              | 14                 | 2                      | 27                           | 5                           | 0                                       | 3                                 | 8                                        | 1     | 2     | 0     |
|      |                      |            | 95.1%       | 19.5%                          | 34.1%              | 4.9%                   | 65.9%                        | 12.2%                       | 0.0%                                    | 7.3%                              | 19.5%                                    | 2.4%  | 4.9%  | 0.0%  |
|      |                      |            |             | 20.5%                          | 35.9%              | 5.1%                   | 69.2%                        | 12.8%                       | 0.0%                                    | 7.7%                              | 20.5%                                    | 2.6%  |       |       |
|      | (再掲)<br>10～299人      | 360        | 251         | 40                             | 46                 | 15                     | 184                          | 29                          | 1                                       | 21                                | 56                                       | 19    | 96    | 13    |
|      |                      |            | 69.7%       | 11.1%                          | 12.8%              | 4.2%                   | 51.1%                        | 8.1%                        | 0.3%                                    | 5.8%                              | 15.6%                                    | 5.3%  | 26.7% | 3.6%  |
|      |                      |            |             | 15.9%                          | 18.3%              | 6.0%                   | 73.3%                        | 11.6%                       | 0.4%                                    | 8.4%                              | 22.3%                                    | 7.6%  |       |       |
|      | (再掲)<br>30人以上        | 225        | 184         | 26                             | 42                 | 10                     | 138                          | 24                          | 1                                       | 17                                | 44                                       | 16    | 37    | 4     |
|      |                      |            | 81.8%       | 11.6%                          | 18.7%              | 4.4%                   | 61.3%                        | 10.7%                       | 0.4%                                    | 7.6%                              | 19.6%                                    | 7.1%  | 16.4% | 1.8%  |
|      |                      |            |             | 14.1%                          | 22.8%              | 5.4%                   | 75.0%                        | 13.0%                       | 0.5%                                    | 9.2%                              | 23.9%                                    | 8.7%  |       |       |

※その他…年次取得の目標日数を設定 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>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 | 社会保障料負担を<br>抑制するため | その他※       |
|---------|----------------------|--------------------|-----------------------------------|--------------------------------------------|----------------------------------------|-----------------------------------------|--------------------------------|-------------------------------|-------------------------------|----------------|--------------------|------------|
| 計       | 313                  | 13<br>4.2          | 85<br>27.2                        | 63<br>20.1                                 | 113<br>36.1                            | 53<br>16.9                              | 50<br>16.0                     | 131<br>41.9                   | 55<br>17.6                    | 101<br>32.3    | 30<br>9.6          | 33<br>10.5 |
| 産 業     | 建設業                  | 18<br>5.6          | 3<br>16.7                         | 2<br>11.1                                  | 9<br>50.0                              | 6<br>33.3                               | 0<br>0.0                       | 8<br>44.4                     | 5<br>27.8                     | 3<br>16.7      | 1<br>5.6           | 3<br>16.7  |
|         | 製造業                  | 64<br>4.7          | 3<br>21.9                         | 14<br>18.8                                 | 19<br>29.7                             | 18<br>28.1                              | 5<br>7.8                       | 30<br>46.9                    | 4<br>6.3                      | 18<br>28.1     | 6<br>9.4           | 5<br>7.8   |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 17<br>0.0          | 0<br>0.0                          | 1<br>5.9                                   | 6<br>35.3                              | 6<br>35.3                               | 0<br>0.0                       | 9<br>52.9                     | 1<br>5.9                      | 5<br>29.4      | 2<br>11.8          | 2<br>11.8  |
|         | 卸売業・小売業              | 72<br>5.6          | 4<br>27.8                         | 20<br>27.8                                 | 29<br>40.3                             | 7<br>9.7                                | 6<br>8.3                       | 29<br>40.3                    | 8<br>11.1                     | 27<br>37.5     | 7<br>9.7           | 8<br>11.1  |
|         | 金融業・保険業              | 5<br>0.0           | 1<br>20.0                         | 1<br>20.0                                  | 1<br>20.0                              | 1<br>0.0                                | 1<br>20.0                      | 1<br>20.0                     | 3<br>60.0                     | 2<br>40.0      | 0<br>0.0           | 2<br>40.0  |
| 企 業 規 模 | サービス業                | 137<br>3.6         | 5<br>33.6                         | 46<br>33.6                                 | 36<br>26.3                             | 49<br>35.8                              | 16<br>11.7                     | 54<br>39.4                    | 34<br>24.8                    | 46<br>33.6     | 14<br>10.2         | 13<br>9.5  |
|         | 9人以下                 | 37<br>2.7          | 1<br>32.4                         | 12<br>32.4                                 | 8<br>21.6                              | 9<br>24.3                               | 3<br>8.1                       | 6<br>16.2                     | 7<br>18.9                     | 12<br>32.4     | 5<br>13.5          | 5<br>13.5  |
|         | 10～29人               | 99<br>5.1          | 5<br>23.2                         | 23<br>23.2                                 | 16<br>16.2                             | 41<br>41.4                              | 18<br>18.2                     | 38<br>38.4                    | 16<br>16.2                    | 34<br>34.3     | 13<br>13.1         | 10<br>10.1 |
|         | 30～49人               | 52<br>1.9          | 1<br>34.6                         | 18<br>34.6                                 | 14<br>26.9                             | 17<br>32.7                              | 12<br>23.1                     | 9<br>46.2                     | 7<br>13.5                     | 24<br>46.2     | 7<br>13.5          | 4<br>7.7   |
|         | 50～99人               | 42<br>7.1          | 3<br>31.0                         | 13<br>31.0                                 | 7<br>16.7                              | 16<br>38.1                              | 7<br>16.7                      | 24<br>57.1                    | 9<br>21.4                     | 9<br>21.4      | 1<br>2.4           | 5<br>11.9  |
| (再掲)    | 100～299人             | 50<br>4.0          | 2<br>24.0                         | 12<br>24.0                                 | 10<br>20.0                             | 17<br>34.0                              | 3<br>6.0                       | 23<br>46.0                    | 11<br>22.0                    | 12<br>24.0     | 3<br>6.0           | 8<br>16.0  |
|         | 300人以上               | 33<br>3.0          | 1<br>21.2                         | 7<br>21.2                                  | 8<br>24.2                              | 13<br>39.4                              | 10<br>30.3                     | 16<br>48.5                    | 5<br>15.2                     | 10<br>30.3     | 1<br>3.0           | 1<br>3.0   |
|         | (再掲)                 | 243<br>4.5         | 11<br>27.2                        | 66<br>27.2                                 | 47<br>19.3                             | 91<br>37.4                              | 40<br>16.5                     | 109<br>44.9                   | 43<br>17.7                    | 79<br>32.5     | 24<br>9.9          | 27<br>11.1 |
| (再掲)    | 10～299人              | 177<br>4.0         | 7<br>28.2                         | 50<br>28.2                                 | 39<br>22.0                             | 63<br>35.6                              | 32<br>18.1                     | 87<br>49.2                    | 32<br>18.1                    | 55<br>31.1     | 12<br>6.8          | 18<br>10.2 |
|         | 30人以上                |                    |                                   |                                            |                                        |                                         |                                |                               |                               |                |                    |            |

※その他…本人の希望、単純作業のため、短時間業務のため

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>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    | 87                   | 4<br>4.6%          | 33<br>37.9%                       | 28<br>32.2%                                | 32<br>36.8%                            | 35<br>40.2%                             | 42<br>48.3%                    | 13<br>14.9%                   | 21<br>24.1%                   | 16<br>18.4%    | 7<br>8.0%          | 6<br>6.9%  |
| 産業   | 建設業                  | 4<br>1<br>25.0%    | 2<br>50.0%                        | 0<br>0.0%                                  | 2<br>50.0%                             | 1<br>25.0%                              | 0<br>0.0%                      | 1<br>25.0%                    | 2<br>50.0%                    | 0<br>0.0%      | 0<br>0.0%          | 0<br>0.0%  |
|      | 製造業                  | 34<br>1<br>2.9%    | 12<br>35.3%                       | 16<br>47.1%                                | 14<br>41.2%                            | 18<br>52.9%                             | 9<br>26.5%                     | 3<br>8.8%                     | 6<br>17.6%                    | 7<br>20.6%     | 2<br>5.9%          | 0<br>0.0%  |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 4<br>0<br>0.0%     | 2<br>50.0%                        | 3<br>75.0%                                 | 1<br>25.0%                             | 2<br>50.0%                              | 2<br>50.0%                     | 1<br>25.0%                    | 1<br>25.0%                    | 2<br>50.0%     | 2<br>50.0%         | 1<br>25.0% |
|      | 卸売業・小売業              | 12<br>1<br>8.3%    | 4<br>33.3%                        | 4<br>33.3%                                 | 3<br>25.0%                             | 6<br>50.0%                              | 13<br>108.3%                   | 3<br>25.0%                    | 1<br>8.3%                     | 2<br>16.7%     | 2<br>16.7%         | 3<br>25.0% |
|      | 金融業・保険業              | 5<br>0<br>0.0%     | 2<br>40.0%                        | 2<br>40.0%                                 | 2<br>40.0%                             | 1<br>20.0%                              | 2<br>40.0%                     | 0<br>0.0%                     | 1<br>20.0%                    | 1<br>20.0%     | 0<br>0.0%          | 0<br>0.0%  |
| 企業規模 | サービス業                | 28<br>1<br>3.6%    | 11<br>39.3%                       | 3<br>10.7%                                 | 10<br>35.7%                            | 7<br>25.0%                              | 16<br>57.1%                    | 5<br>17.9%                    | 10<br>35.7%                   | 4<br>14.3%     | 1<br>3.6%          | 2<br>7.1%  |
|      | 9人以下                 | 2<br>0<br>0.0%     | 1<br>50.0%                        | 0<br>0.0%                                  | 5<br>250.0%                            | 1<br>50.0%                              | 1<br>50.0%                     | 0<br>0.0%                     | 0<br>0.0%                     | 1<br>50.0%     | 1<br>50.0%         | 0<br>0.0%  |
|      | 10～29人               | 14<br>0<br>0.0%    | 5<br>35.7%                        | 1<br>7.1%                                  | 3<br>21.4%                             | 6<br>42.9%                              | 5<br>35.7%                     | 5<br>35.7%                    | 4<br>28.6%                    | 6<br>42.9%     | 1<br>7.1%          | 1<br>7.1%  |
|      | 30～49人               | 11<br>1<br>9.1%    | 8<br>72.7%                        | 6<br>54.5%                                 | 1<br>9.1%                              | 2<br>18.2%                              | 4<br>36.4%                     | 2<br>18.2%                    | 0<br>0.0%                     | 3<br>27.3%     | 3<br>27.3%         | 0<br>0.0%  |
|      | 50～99人               | 9<br>1<br>11.1%    | 2<br>22.2%                        | 1<br>11.1%                                 | 5<br>55.6%                             | 4<br>44.4%                              | 4<br>44.4%                     | 0<br>0.0%                     | 4<br>44.4%                    | 0<br>0.0%      | 0<br>0.0%          | 2<br>22.2% |
|      | 100～299人             | 26<br>0<br>0.0%    | 9<br>34.6%                        | 9<br>34.6%                                 | 8<br>30.8%                             | 7<br>26.9%                              | 14<br>53.8%                    | 3<br>11.5%                    | 5<br>19.2%                    | 1<br>3.8%      | 0<br>0.0%          | 3<br>11.5% |
|      | 300人以上               | 25<br>2<br>8.0%    | 8<br>32.0%                        | 11<br>44.0%                                | 10<br>40.0%                            | 15<br>60.0%                             | 14<br>56.0%                    | 3<br>12.0%                    | 8<br>32.0%                    | 5<br>20.0%     | 2<br>8.0%          | 0<br>0.0%  |
| (再掲) | (再掲)                 | 60<br>2<br>3.3%    | 24<br>40.0%                       | 17<br>28.3%                                | 17<br>28.3%                            | 19<br>31.7%                             | 27<br>45.0%                    | 10<br>16.7%                   | 13<br>21.7%                   | 10<br>16.7%    | 4<br>6.7%          | 6<br>10.0% |
|      | 10～299人              | 71<br>4<br>5.6%    | 27<br>38.0%                       | 27<br>38.0%                                | 24<br>33.8%                            | 28<br>39.4%                             | 36<br>50.7%                    | 8<br>11.3%                    | 17<br>23.9%                   | 9<br>12.7%     | 5<br>7.0%          | 5<br>7.0%  |
|      | 30人以上                |                    |                                   |                                            |                                        |                                         |                                |                               |                               |                |                    |            |

※その他…本人の希望、単純作業のため、短時間業務のため



表14 パートタイム労働者に対する処遇(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           | 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       | 313                  | 234<br>74.8% | 5<br>1.6%    | 222<br>70.9%  | 9<br>2.9%    | 189<br>60.4%   | 7<br>2.2%    | 48<br>15.3% | 9<br>2.9%   | 250<br>79.9%               | 7<br>2.2% | 136<br>43.5%   | 10<br>3.2% | 90<br>28.8%       | 11<br>3.5% | 173<br>55.3%       | 17<br>5.4% | 88<br>28.1%       | 10<br>3.2% | 168<br>53.7%  | 7<br>2.2% |
| 産 業     | 建設業                  | 18           | 12<br>66.7%  | 0<br>0.0%     | 13<br>72.2%  | 0<br>0.0%      | 14<br>77.8%  | 2<br>11.1%  | 3<br>16.7%  | 12<br>66.7%                | 0<br>0.0% | 7<br>38.9%     | 1<br>5.6%  | 3<br>16.7%        | 1<br>5.6%  | 7<br>38.9%         | 1<br>5.6%  | 6<br>33.3%        | 0<br>0.0%  | 9<br>50.0%    | 0<br>0.0% |
|         | 製造業                  | 64           | 48<br>75.0%  | 1<br>1.6%     | 44<br>68.8%  | 0<br>0.0%      | 40<br>62.5%  | 1<br>1.6%   | 6<br>9.4%   | 52<br>81.3%                | 1<br>1.6% | 29<br>45.3%    | 2<br>3.1%  | 24<br>37.5%       | 1<br>1.6%  | 32<br>50.0%        | 4<br>6.3%  | 9<br>14.1%        | 4<br>6.3%  | 34<br>53.1%   | 2<br>3.1% |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 17           | 15<br>88.2%  | 0<br>0.0%     | 15<br>88.2%  | 0<br>0.0%      | 9<br>52.9%   | 1<br>5.9%   | 0<br>0.0%   | 12<br>70.6%                | 0<br>0.0% | 6<br>35.3%     | 0<br>0.0%  | 4<br>23.5%        | 1<br>5.9%  | 7<br>41.2%         | 0<br>0.0%  | 3<br>17.6%        | 0<br>0.0%  | 12<br>70.6%   | 0<br>0.0% |
|         | 卸売業・小売業              | 72           | 49<br>68.1%  | 2<br>2.8%     | 47<br>65.3%  | 4<br>5.6%      | 36<br>50.0%  | 3<br>4.2%   | 10<br>13.9% | 53<br>73.6%                | 4<br>5.6% | 30<br>41.7%    | 4<br>5.6%  | 20<br>27.8%       | 2<br>2.8%  | 44<br>61.1%        | 4<br>5.6%  | 20<br>27.8%       | 2<br>2.8%  | 33<br>45.8%   | 1<br>1.4% |
|         | 金融業・保険業              | 5            | 6<br>120.0%  | 0<br>0.0%     | 7<br>140.0%  | 0<br>0.0%      | 6<br>120.0%  | 0<br>0.0%   | 0<br>0.0%   | 7<br>140.0%                | 0<br>0.0% | 2<br>40.0%     | 0<br>0.0%  | 1<br>20.0%        | 0<br>0.0%  | 4<br>80.0%         | 0<br>0.0%  | 2<br>40.0%        | 0<br>0.0%  | 4<br>80.0%    | 0<br>0.0% |
|         | サービス業                | 137          | 104<br>75.9% | 2<br>1.5%     | 96<br>70.1%  | 5<br>3.6%      | 84<br>61.3%  | 0<br>0.0%   | 29<br>21.2% | 114<br>83.2%               | 2<br>1.5% | 62<br>45.3%    | 3<br>2.2%  | 38<br>27.7%       | 6<br>4.4%  | 79<br>57.7%        | 7<br>5.1%  | 48<br>35.0%       | 4<br>2.9%  | 76<br>55.5%   | 4<br>2.9% |
| 企 業 規 模 | 9人以下                 | 37           | 20<br>54.1%  | 1<br>2.7%     | 9<br>24.3%   | 2<br>5.4%      | 15<br>40.5%  | 2<br>5.4%   | 8<br>21.6%  | 25<br>67.6%                | 1<br>2.7% | 14<br>37.8%    | 1<br>2.7%  | 10<br>27.0%       | 3<br>8.1%  | 12<br>32.4%        | 4<br>10.8% | 4<br>10.8%        | 3<br>8.1%  | 9<br>24.3%    | 0<br>0.0% |
|         | 10~29人               | 99           | 68<br>68.7%  | 1<br>1.0%     | 57<br>57.6%  | 3<br>3.0%      | 55<br>55.6%  | 3<br>3.0%   | 19<br>19.2% | 72<br>72.7%                | 4<br>4.0% | 40<br>40.4%    | 5<br>5.1%  | 27<br>27.3%       | 1<br>1.0%  | 46<br>46.5%        | 7<br>7.1%  | 18<br>18.2%       | 1<br>1.0%  | 48<br>48.5%   | 2<br>2.0% |
|         | 30~49人               | 52           | 37<br>71.2%  | 2<br>3.8%     | 38<br>73.1%  | 1<br>1.9%      | 38<br>73.1%  | 2<br>3.8%   | 10<br>19.2% | 44<br>84.6%                | 0<br>0.0% | 32<br>61.5%    | 3<br>5.8%  | 12<br>23.1%       | 1<br>1.9%  | 33<br>63.5%        | 2<br>3.8%  | 12<br>23.1%       | 2<br>3.8%  | 29<br>55.8%   | 3<br>5.8% |
|         | 50~99人               | 42           | 31<br>73.8%  | 0<br>0.0%     | 35<br>83.3%  | 1<br>2.4%      | 29<br>69.0%  | 0<br>0.0%   | 6<br>14.3%  | 32<br>76.2%                | 1<br>2.4% | 19<br>45.2%    | 1<br>2.4%  | 12<br>28.6%       | 3<br>7.1%  | 27<br>64.3%        | 2<br>4.8%  | 16<br>38.1%       | 3<br>7.1%  | 21<br>50.0%   | 1<br>2.4% |
|         | 100~299人             | 50           | 46<br>92.0%  | 0<br>0.0%     | 53<br>106.0% | 1<br>2.0%      | 31<br>62.0%  | 0<br>0.0%   | 3<br>6.0%   | 48<br>96.0%                | 0<br>0.0% | 19<br>38.0%    | 0<br>0.0%  | 18<br>36.0%       | 3<br>6.0%  | 35<br>70.0%        | 1<br>2.0%  | 23<br>46.0%       | 0<br>0.0%  | 37<br>74.0%   | 1<br>2.0% |
|         | 300人以上               | 33           | 32<br>97.0%  | 1<br>3.0%     | 30<br>90.9%  | 1<br>3.0%      | 21<br>63.6%  | 0<br>0.0%   | 2<br>6.1%   | 29<br>87.9%                | 1<br>3.0% | 12<br>36.4%    | 0<br>0.0%  | 11<br>33.3%       | 0<br>0.0%  | 20<br>60.6%        | 1<br>3.0%  | 15<br>45.5%       | 1<br>3.0%  | 24<br>72.7%   | 0<br>0.0% |
|         | (再掲)<br>10~299人      | 243          | 182<br>74.9% | 3<br>1.2%     | 183<br>75.3% | 6<br>2.5%      | 153<br>63.0% | 5<br>2.1%   | 38<br>15.6% | 196<br>80.7%               | 5<br>2.1% | 110<br>45.3%   | 9<br>3.7%  | 69<br>28.4%       | 8<br>3.3%  | 141<br>58.0%       | 12<br>4.9% | 69<br>28.4%       | 6<br>2.5%  | 135<br>55.6%  | 7<br>2.9% |
|         | (再掲)<br>30人以上        | 177          | 146<br>82.5% | 3<br>1.7%     | 156<br>88.1% | 4<br>2.3%      | 119<br>67.2% | 2<br>1.1%   | 21<br>11.9% | 153<br>86.4%               | 2<br>1.1% | 82<br>46.3%    | 4<br>2.3%  | 53<br>29.9%       | 7<br>4.0%  | 115<br>65.0%       | 6<br>3.4%  | 66<br>37.3%       | 6<br>3.4%  | 111<br>62.7%  | 5<br>2.8% |

※その他…本人の希望、単純作業のため、短時間業務のため

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

|      | パートタイマー              |              |                |              |             | 派遣労働者       |             |                |             |             | その他    |             |                |             |             |
|------|----------------------|--------------|----------------|--------------|-------------|-------------|-------------|----------------|-------------|-------------|--------|-------------|----------------|-------------|-------------|
|      | 回答事業所数               | 転換制度あり       | 転換した人数(過去3年以内) | 転換制度なし       | 無回答         | 回答事業所数      | 転換制度あり      | 転換した人数(過去3年以内) | 転換制度なし      | 無回答         | 回答事業所数 | 転換制度あり      | 転換した人数(過去3年以内) | 転換制度なし      | 無回答         |
|      |                      |              |                |              |             |             |             |                |             |             |        |             |                |             |             |
| 計    | 313                  | 132<br>42.2% | 389            | 154<br>49.2% | 27<br>8.6%  | 87          | 23<br>26.4% | 52             | 54<br>62.1% | 10<br>11.5% | 150    | 22<br>14.7% | 163            | 74<br>49.3% | 54<br>36.0% |
| 産業   | 建設業                  | 18<br>4      | 4              | 11<br>61.1%  | 3<br>16.7%  | 4           | 0<br>0.0%   | 0              | 3<br>75.0%  | 1<br>25.0%  | 4      | 1<br>25.0%  | 6              | 2<br>50.0%  | 1<br>25.0%  |
|      | 製造業                  | 64           | 22<br>34.4%    | 115          | 37<br>57.8% | 5<br>7.8%   | 34          | 12<br>35.3%    | 18<br>52.9% | 4<br>11.8%  | 38     | 5<br>13.2%  | 62             | 20<br>52.6% | 13<br>34.2% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 17           | 7<br>41.2%     | 37           | 9<br>52.9%  | 1<br>5.9%   | 4           | 1<br>25.0%     | 3<br>75.0%  | 0<br>0.0%   | 13     | 2<br>15.4%  | 4              | 7<br>53.8%  | 4<br>30.8%  |
|      | 卸売業・小売業              | 72           | 32<br>44.4%    | 90           | 36<br>50.0% | 4<br>5.6%   | 12          | 5<br>41.7%     | 7<br>58.3%  | 0<br>0.0%   | 21     | 0<br>0.0%   | 0              | 10<br>47.6% | 11<br>52.4% |
|      | 金融業・保険業              | 5            | 1<br>20.0%     | 2            | 4<br>80.0%  | 0<br>0.0%   | 5           | 0<br>0.0%      | 5<br>100.0% | 0<br>0.0%   | 8      | 1<br>12.5%  | 1              | 4<br>50.0%  | 3<br>37.5%  |
| 企業規模 | サービス業                | 137          | 66<br>48.2%    | 141          | 57<br>41.6% | 14<br>10.2% | 28          | 5<br>17.9%     | 18<br>64.3% | 5<br>17.9%  | 66     | 13<br>19.7% | 90             | 31<br>47.0% | 22<br>33.3% |
|      | 9人以下                 | 37           | 5<br>13.5%     | 5            | 24<br>64.9% | 8<br>21.6%  | 2           | 0<br>0.0%      | 2<br>100.0% | 0<br>0.0%   | 9      | 1<br>11.1%  | 0              | 5<br>55.6%  | 3<br>33.3%  |
|      | 10～29人               | 99           | 27<br>27.3%    | 29           | 64<br>64.6% | 8<br>8.1%   | 14          | 3<br>21.4%     | 9<br>64.3%  | 2<br>14.3%  | 34     | 5<br>14.7%  | 10             | 18<br>52.9% | 11<br>32.4% |
|      | 30～49人               | 52           | 24<br>46.2%    | 44           | 25<br>48.1% | 3<br>5.8%   | 11          | 1<br>9.1%      | 8<br>72.7%  | 2<br>18.2%  | 24     | 1<br>4.2%   | 0              | 11<br>45.8% | 12<br>50.0% |
|      | 50～99人               | 42           | 22<br>52.4%    | 37           | 17<br>40.5% | 3<br>7.1%   | 9           | 4<br>44.4%     | 2<br>22.2%  | 3<br>33.3%  | 24     | 4<br>16.7%  | 3              | 11<br>45.8% | 9<br>37.5%  |
|      | 100～299人             | 50           | 32<br>64.0%    | 65           | 15<br>30.0% | 3<br>6.0%   | 26          | 10<br>38.5%    | 14<br>53.8% | 2<br>7.7%   | 32     | 5<br>15.6%  | 15             | 14<br>43.8% | 13<br>40.6% |
|      | 300人以上               | 33           | 22<br>66.7%    | 209          | 9<br>27.3%  | 2<br>6.1%   | 25          | 5<br>20.0%     | 19<br>76.0% | 1<br>4.0%   | 27     | 6<br>22.2%  | 135            | 15<br>55.6% | 6<br>22.2%  |
|      | (再掲)                 | 243          | 105            | 175          | 121         | 17          | 60          | 18             | 33          | 9           | 114    | 15          | 28             | 54          | 45          |
|      | 10～299人              |              | 43.2%          |              | 49.8%       | 7.0%        |             | 30.0%          | 55.0%       | 15.0%       |        | 13.2%       |                | 47.4%       | 39.5%       |
|      | (再掲)                 | 177          | 100            | 355          | 66          | 11          | 71          | 20             | 43          | 8           | 107    | 16          | 153            | 51          | 40          |
|      | 30人以上                |              | 56.5%          |              | 37.3%       | 6.2%        |             | 28.2%          | 60.6%       | 11.3%       |        | 15.0%       |                | 47.7%       | 37.4%       |

(単位:社、%)

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<br>(特別の<br>場合1歳<br>6ヵ月)<br>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 | 子が3歳<br>未満 | 子が3歳<br>以上 | うち<br>法規定<br>以上<br>計 | 規定<br>なし | 無回答   |
|------|----------------------|----------|------------------------------------|-------------------------------------------|------------|------------|------------|----------------------|----------|-------|
|      |                      |          |                                    |                                           |            |            |            |                      |          |       |
| 計    | 468                  | 376      | 194                                | 114                                       | 49         | 16         | 3          | 68                   | 74       | 18    |
|      |                      | 80.3%    | 41.5%                              | 24.4%                                     | 10.5%      | 3.4%       | 0.6%       | 14.5%                | 15.8%    | 3.8%  |
|      |                      |          | 51.6%                              | 30.3%                                     | 13.0%      | 4.3%       | 0.8%       | 18.1%                |          |       |
| 産業   | 建設業                  | 60       | 42                                 | 21                                        | 12         | 8          | 1          | 9                    | 16       | 2     |
|      |                      |          | 70.0%                              | 35.0%                                     | 20.0%      | 13.3%      | 1.7%       | 0.0%                 | 15.0%    | 26.7% |
|      |                      |          |                                    | 50.0%                                     | 28.6%      | 19.0%      | 2.4%       | 0.0%                 | 21.4%    | 3.3%  |
|      | 製造業                  | 94       | 79                                 | 30                                        | 32         | 14         | 3          | 17                   | 10       | 5     |
|      |                      |          | 84.0%                              | 31.9%                                     | 34.0%      | 14.9%      | 3.2%       | 0.0%                 | 18.1%    | 10.6% |
|      |                      |          |                                    | 38.0%                                     | 40.5%      | 17.7%      | 3.8%       | 0.0%                 | 21.5%    | 5.3%  |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34       | 26                                 | 14                                        | 6          | 4          | 1          | 6                    | 6        | 2     |
| 企業規模 |                      |          | 76.5%                              | 41.2%                                     | 17.6%      | 11.8%      | 2.9%       | 2.9%                 | 17.6%    | 17.6% |
|      |                      |          |                                    | 53.8%                                     | 23.1%      | 15.4%      | 3.8%       | 3.8%                 | 23.1%    | 5.9%  |
|      | 卸売業・小売業              | 97       | 73                                 | 43                                        | 20         | 8          | 2          | 10                   | 19       | 5     |
|      |                      |          | 75.3%                              | 44.3%                                     | 20.6%      | 8.2%       | 2.1%       | 0.0%                 | 10.3%    | 19.6% |
|      |                      |          |                                    | 58.9%                                     | 27.4%      | 11.0%      | 2.7%       | 0.0%                 | 13.7%    | 5.2%  |
|      | 金融業・保険業              | 16       | 15                                 | 6                                         | 6          | 1          | 1          | 3                    | 1        | 0     |
|      |                      |          | 93.8%                              | 37.5%                                     | 37.5%      | 6.3%       | 6.3%       | 6.3%                 | 18.8%    | 6.3%  |
| 企業規模 |                      |          |                                    | 40.0%                                     | 40.0%      | 6.7%       | 6.7%       | 6.7%                 | 20.0%    | 0.0%  |
|      | サービス業                | 167      | 141                                | 80                                        | 38         | 14         | 8          | 1                    | 23       | 22    |
|      |                      |          | 84.4%                              | 47.9%                                     | 22.8%      | 8.4%       | 4.8%       | 0.6%                 | 13.8%    | 13.2% |
|      |                      |          |                                    | 56.7%                                     | 27.0%      | 9.9%       | 5.7%       | 0.7%                 | 16.3%    | 2.4%  |
|      | 9人以下                 | 75       | 32                                 | 20                                        | 8          | 3          | 1          | 0                    | 4        | 33    |
|      |                      |          | 42.7%                              | 26.7%                                     | 10.7%      | 4.0%       | 1.3%       | 0.0%                 | 5.3%     | 44.0% |
|      |                      |          |                                    | 62.5%                                     | 25.0%      | 9.4%       | 3.1%       | 0.0%                 | 12.5%    | 13.3% |
| 企業規模 | 10～29人               | 170      | 132                                | 86                                        | 25         | 13         | 8          | 0                    | 21       | 32    |
|      |                      |          | 77.6%                              | 50.6%                                     | 14.7%      | 7.6%       | 4.7%       | 0.0%                 | 12.4%    | 18.8% |
|      |                      |          |                                    | 65.2%                                     | 18.9%      | 9.8%       | 6.1%       | 0.0%                 | 15.9%    | 3.5%  |
|      | 30～49人               | 71       | 63                                 | 38                                        | 17         | 7          | 1          | 0                    | 8        | 6     |
|      |                      |          | 88.7%                              | 53.5%                                     | 23.9%      | 9.9%       | 1.4%       | 0.0%                 | 11.3%    | 8.5%  |
|      |                      |          |                                    | 60.3%                                     | 27.0%      | 11.1%      | 1.6%       | 0.0%                 | 12.7%    | 2.8%  |
|      | 50～99人               | 54       | 51                                 | 22                                        | 21         | 8          | 0          | 0                    | 8        | 3     |
| 企業規模 |                      |          | 94.4%                              | 40.7%                                     | 38.9%      | 14.8%      | 0.0%       | 0.0%                 | 14.8%    | 5.6%  |
|      |                      |          |                                    | 43.1%                                     | 41.2%      | 15.7%      | 0.0%       | 0.0%                 | 15.7%    | 0.0%  |
|      | 100～299人             | 58       | 58                                 | 19                                        | 31         | 7          | 1          | 0                    | 8        | 0     |
|      |                      |          | 100.0%                             | 32.8%                                     | 53.4%      | 12.1%      | 1.7%       | 0.0%                 | 13.8%    | 0.0%  |
|      |                      |          |                                    | 32.8%                                     | 53.4%      | 12.1%      | 1.7%       | 0.0%                 | 13.8%    | 0.0%  |
|      | 300人以上               | 40       | 40                                 | 9                                         | 12         | 11         | 5          | 3                    | 19       | 0     |
|      |                      |          | 100.0%                             | 22.5%                                     | 30.0%      | 27.5%      | 12.5%      | 7.5%                 | 47.5%    | 0.0%  |
| 企業規模 |                      |          |                                    | 22.5%                                     | 30.0%      | 27.5%      | 12.5%      | 7.5%                 | 47.5%    | 0.0%  |
|      | (再掲)<br>10～299人      | 353      | 304                                | 165                                       | 94         | 35         | 10         | 0                    | 45       | 41    |
|      |                      |          | 86.1%                              | 46.7%                                     | 26.6%      | 9.9%       | 2.8%       | 0.0%                 | 12.7%    | 11.6% |
|      |                      |          |                                    | 54.3%                                     | 30.9%      | 11.5%      | 3.3%       | 0.0%                 | 14.8%    | 2.3%  |
|      | (再掲)<br>30人以上        | 223      | 212                                | 88                                        | 81         | 33         | 7          | 3                    | 43       | 9     |
|      |                      |          | 95.1%                              | 39.5%                                     | 36.3%      | 14.8%      | 3.1%       | 1.3%                 | 19.3%    | 4.0%  |
|      |                      |          |                                    | 41.5%                                     | 38.2%      | 15.6%      | 3.3%       | 1.4%                 | 20.3%    | 0.9%  |

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1歳<br>6ヵ月)<br>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    | 313                  | 164      | 78                                 | 65                                        | 15         | 6          | 0          | 21                   | 70       | 79    |
|      |                      | 52.4%    | 24.9%                              | 20.8%                                     | 4.8%       | 1.9%       | 0.0%       | 6.7%                 | 22.4%    | 25.2% |
|      |                      |          | 47.6%                              | 39.6%                                     | 9.1%       | 3.7%       | 0.0%       | 12.8%                |          |       |
| 産業   | 建設業                  | 18       | 4                                  | 1                                         | 2          | 1          | 0          | 1                    | 7        | 7     |
|      |                      |          | 22.2%                              | 5.6%                                      | 11.1%      | 5.6%       | 0.0%       | 5.6%                 | 38.9%    | 38.9% |
|      |                      |          | 25.0%                              | 50.0%                                     | 25.0%      | 0.0%       | 0.0%       | 25.0%                |          |       |
|      | 製造業                  | 64       | 40                                 | 15                                        | 17         | 6          | 2          | 8                    | 13       | 11    |
|      |                      |          | 62.5%                              | 23.4%                                     | 26.6%      | 9.4%       | 3.1%       | 12.5%                | 20.3%    | 17.2% |
|      |                      |          | 37.5%                              | 42.5%                                     | 15.0%      | 5.0%       | 0.0%       | 20.0%                |          |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 17       | 7                                  | 3                                         | 2          | 1          | 1          | 2                    | 2        | 8     |
| 企業規模 |                      |          | 41.2%                              | 17.6%                                     | 11.8%      | 5.9%       | 5.9%       | 11.8%                | 11.8%    | 47.1% |
|      |                      |          | 42.9%                              | 28.6%                                     | 14.3%      | 14.3%      | 0.0%       | 28.6%                |          |       |
|      | 卸売業・小売業              | 72       | 32                                 | 15                                        | 14         | 3          | 0          | 3                    | 19       | 21    |
|      |                      |          | 44.4%                              | 20.8%                                     | 19.4%      | 4.2%       | 0.0%       | 4.2%                 | 26.4%    | 29.2% |
|      |                      |          | 46.9%                              | 43.8%                                     | 9.4%       | 0.0%       | 0.0%       | 9.4%                 |          |       |
|      | 金融業・保険業              | 5        | 3                                  | 1                                         | 2          |            | 0          | 0                    | 1        | 1     |
|      |                      |          | 60.0%                              | 20.0%                                     | 40.0%      | 0.0%       | 0.0%       | 0.0%                 | 20.0%    | 20.0% |
|      |                      |          | 33.3%                              | 66.7%                                     | 0.0%       | 0.0%       | 0.0%       | 0.0%                 |          |       |
|      | サービス業                | 137      | 78                                 | 43                                        | 28         | 4          | 3          | 7                    | 28       | 31    |
|      |                      |          | 56.9%                              | 31.4%                                     | 20.4%      | 2.9%       | 2.2%       | 5.1%                 | 20.4%    | 22.6% |
|      |                      |          | 55.1%                              | 35.9%                                     | 5.1%       | 3.8%       | 0.0%       | 9.0%                 |          |       |
|      | 9人以下                 | 37       | 5                                  | 2                                         | 3          | 0          | 0          | 0                    | 22       | 10    |
|      |                      |          | 13.5%                              | 5.4%                                      | 8.1%       | 0.0%       | 0.0%       | 0.0%                 | 59.5%    | 27.0% |
|      |                      |          | 40.0%                              | 60.0%                                     | 0.0%       | 0.0%       | 0.0%       | 0.0%                 |          |       |
|      | 10～29人               | 99       | 43                                 | 29                                        | 10         | 2          | 2          | 4                    | 29       | 27    |
|      |                      |          | 43.4%                              | 29.3%                                     | 10.1%      | 2.0%       | 2.0%       | 4.0%                 | 29.3%    | 27.3% |
|      |                      |          | 67.4%                              | 23.3%                                     | 4.7%       | 4.7%       | 0.0%       | 9.3%                 |          |       |
|      | 30～49人               | 52       | 24                                 | 14                                        | 7          | 3          | 0          | 3                    | 9        | 19    |
|      |                      |          | 46.2%                              | 26.9%                                     | 13.5%      | 5.8%       | 0.0%       | 5.8%                 | 17.3%    | 36.5% |
|      |                      |          | 58.3%                              | 29.2%                                     | 12.5%      | 0.0%       | 0.0%       | 12.5%                |          |       |
|      | 50～99人               | 42       | 25                                 | 12                                        | 11         | 2          | 0          | 2                    | 5        | 12    |
|      |                      |          | 59.5%                              | 28.6%                                     | 26.2%      | 4.8%       | 0.0%       | 4.8%                 | 11.9%    | 28.6% |
|      |                      |          | 48.0%                              | 44.0%                                     | 8.0%       | 0.0%       | 0.0%       | 8.0%                 |          |       |
|      | 100～299人             | 50       | 38                                 | 11                                        | 21         | 5          | 1          | 6                    | 4        | 8     |
|      |                      |          | 76.0%                              | 22.0%                                     | 42.0%      | 10.0%      | 2.0%       | 12.0%                | 8.0%     | 16.0% |
|      |                      |          | 28.9%                              | 55.3%                                     | 13.2%      | 2.6%       | 0.0%       | 15.8%                |          |       |
|      | 300人以上               | 33       | 29                                 | 10                                        | 13         | 3          | 3          | 6                    | 1        | 3     |
|      |                      |          | 87.9%                              | 30.3%                                     | 39.4%      | 9.1%       | 9.1%       | 18.2%                | 3.0%     | 9.1%  |
|      |                      |          | 34.5%                              | 44.8%                                     | 10.3%      | 10.3%      | 0.0%       | 20.7%                |          |       |
|      | (再掲)<br>10～299人      | 243      | 130                                | 66                                        | 49         | 12         | 3          | 15                   | 47       | 66    |
|      |                      |          | 53.5%                              | 27.2%                                     | 20.2%      | 4.9%       | 1.2%       | 6.2%                 | 19.3%    | 27.2% |
|      |                      |          | 50.8%                              | 37.7%                                     | 9.2%       | 2.3%       | 0.0%       | 11.5%                |          |       |
|      | (再掲)<br>30人以上        | 177      | 116                                | 47                                        | 52         | 13         | 4          | 17                   | 19       | 42    |
|      |                      |          | 65.5%                              | 26.6%                                     | 29.4%      | 7.3%       | 2.3%       | 9.6%                 | 10.7%    | 23.7% |
|      |                      |          | 40.5%                              | 44.8%                                     | 11.2%      | 3.4%       | 0.0%       | 14.7%                |          |       |



1 項目：事業所数または出産者、育児休業取得者、育児休暇取得者人数  
2 項目：出産者人数に対する割合

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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:社、人、%)

[illegible]

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)

[illegible]

(女性)

[illegible]



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、%)

|                 |                      | 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>したがない | その他                | 特になし               | 無回答          |
|-----------------|----------------------|------------|----------------------|---------------------|-------------------------|--------------------------------------------------|-------------------------------------------|--------------------------------------------------|------------------------------------------|---------------------------------|-------------------------------------------|--------------------|--------------------|--------------|
| 計               |                      | 481        | 231<br>48.0%         | 2<br>0.4%<br>0.9%   | 21<br>4.4%<br>9.1%      | 104<br>21.6%<br>45.0%                            | 76<br>15.8%<br>32.9%                      | 31<br>6.4%<br>13.4%                              | 68<br>14.1%<br>29.4%                     | 97<br>20.2%<br>42.0%            | 33<br>6.9%<br>14.3%                       | 17<br>3.5%<br>7.4% | 148<br>30.8%       | 102<br>21.2% |
| 産業              | 建設業                  | 60         | 31<br>51.7%<br>0.0%  | 0<br>0.0%<br>0.0%   | 2<br>3.3%<br>6.5%       | 13<br>21.7%<br>41.9%                             | 14<br>23.3%<br>45.2%                      | 3<br>5.0%<br>9.7%                                | 8<br>13.3%<br>25.8%                      | 13<br>21.7%<br>41.9%            | 4<br>6.7%<br>12.9%                        | 2<br>3.3%<br>6.5%  | 19<br>31.7%        | 10<br>16.7%  |
|                 | 製造業                  | 96         | 52<br>54.2%<br>0.0%  | 0<br>0.0%<br>0.0%   | 3<br>3.1%<br>5.8%       | 22<br>22.9%<br>42.3%                             | 14<br>14.6%<br>26.9%                      | 10<br>10.4%<br>19.2%                             | 13<br>13.5%<br>25.0%                     | 23<br>24.0%<br>44.2%            | 10<br>10.4%<br>19.2%                      | 5<br>5.2%<br>9.6%  | 29<br>30.2%        | 15<br>15.6%  |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 18<br>52.9%<br>0.0%  | 0<br>0.0%<br>0.0%   | 1<br>2.9%<br>5.6%       | 5<br>14.7%<br>27.8%                              | 7<br>20.6%<br>38.9%                       | 4<br>11.8%<br>22.2%                              | 5<br>14.7%<br>27.8%                      | 9<br>26.5%<br>50.0%             | 0<br>0.0%<br>0.0%                         | 2<br>5.9%<br>11.1% | 9<br>26.5%         | 7<br>20.6%   |
|                 | 卸売業・小売業              | 102        | 53<br>52.0%<br>3.8%  | 2<br>2.0%<br>9.4%   | 5<br>4.9%<br>9.4%       | 31<br>30.4%<br>58.5%                             | 14<br>13.7%<br>26.4%                      | 4<br>3.9%<br>7.5%                                | 17<br>16.7%<br>32.1%                     | 20<br>19.6%<br>37.7%            | 6<br>5.9%<br>11.3%                        | 3<br>2.9%<br>5.7%  | 22<br>21.6%        | 27<br>26.5%  |
|                 | 金融業・保険業              | 16         | 6<br>37.5%<br>0.0%   | 0<br>0.0%<br>0.0%   | 1<br>6.3%<br>16.7%      | 3<br>18.8%<br>50.0%                              | 2<br>12.5%<br>33.3%                       | 1<br>6.3%<br>16.7%                               | 3<br>18.8%<br>50.0%                      | 2<br>12.5%<br>33.3%             | 1<br>6.3%<br>16.7%                        | 0<br>0.0%<br>0.0%  | 8<br>50.0%         | 2<br>12.5%   |
|                 | サービス業                | 173        | 71<br>41.0%<br>0.0%  | 0<br>0.0%<br>0.0%   | 9<br>5.2%<br>12.7%      | 30<br>17.3%<br>42.3%                             | 25<br>14.5%<br>35.2%                      | 9<br>5.2%<br>12.7%                               | 22<br>12.7%<br>31.0%                     | 30<br>17.3%<br>42.3%            | 12<br>6.9%<br>16.9%                       | 5<br>2.9%<br>7.0%  | 61<br>35.3%        | 41<br>23.7%  |
|                 | 企業規模                 | 9人以下       | 80                   | 22<br>27.5%<br>4.5% | 1<br>1.3%<br>4.5%       | 3<br>3.8%<br>13.6%                               | 11<br>13.8%<br>50.0%                      | 8<br>10.0%<br>36.4%                              | 1<br>1.3%<br>4.5%                        | 2<br>2.5%<br>9.1%               | 8<br>10.0%<br>36.4%                       | 0<br>0.0%<br>0.0%  | 4<br>5.0%<br>18.2% | 26<br>32.5%  |
| 10～29人          |                      | 176        | 84<br>47.7%<br>0.0%  | 0<br>0.0%<br>0.0%   | 8<br>4.5%<br>9.5%       | 43<br>24.4%<br>51.2%                             | 32<br>18.2%<br>38.1%                      | 10<br>5.7%<br>11.9%                              | 17<br>9.7%<br>20.2%                      | 27<br>15.3%<br>32.1%            | 6<br>3.4%<br>7.1%                         | 6<br>3.4%<br>7.1%  | 54<br>30.7%        | 38<br>21.6%  |
| 30～49人          |                      | 71         | 34<br>47.9%<br>2.9%  | 1<br>1.4%<br>2.9%   | 1<br>1.4%<br>2.9%       | 15<br>21.1%<br>44.1%                             | 10<br>14.1%<br>29.4%                      | 5<br>7.0%<br>14.7%                               | 13<br>18.3%<br>38.2%                     | 18<br>25.4%<br>52.9%            | 7<br>9.9%<br>20.6%                        | 2<br>2.8%<br>5.9%  | 17<br>23.9%        | 20<br>28.2%  |
| 50～99人          |                      | 54         | 26<br>48.1%<br>0.0%  | 0<br>0.0%<br>0.0%   | 2<br>3.7%<br>7.7%       | 11<br>20.4%<br>42.3%                             | 10<br>18.5%<br>38.5%                      | 6<br>11.1%<br>23.1%                              | 9<br>16.7%<br>34.6%                      | 12<br>22.2%<br>46.2%            | 2<br>3.7%<br>7.7%                         | 2<br>3.7%<br>7.7%  | 21<br>38.9%        | 7<br>13.0%   |
| 100～299人        |                      | 59         | 39<br>66.1%<br>0.0%  | 0<br>0.0%<br>0.0%   | 4<br>6.8%<br>10.3%      | 20<br>33.9%<br>51.3%                             | 8<br>13.6%<br>20.5%                       | 6<br>10.2%<br>15.4%                              | 16<br>27.1%<br>41.0%                     | 16<br>27.1%<br>41.0%            | 7<br>11.9%<br>17.9%                       | 3<br>5.1%<br>7.7%  | 18<br>30.5%        | 2<br>3.4%    |
| 300人以上          |                      | 41         | 26<br>63.4%<br>0.0%  | 0<br>0.0%<br>0.0%   | 3<br>7.3%<br>11.5%      | 4<br>9.8%<br>15.4%                               | 8<br>19.5%<br>30.8%                       | 3<br>7.3%<br>11.5%                               | 11<br>26.8%<br>42.3%                     | 16<br>39.0%<br>61.5%            | 11<br>26.8%<br>42.3%                      | 0<br>0.0%<br>0.0%  | 12<br>29.3%        | 3<br>7.3%    |
| (再掲)<br>10～299人 |                      | 360        | 183<br>50.8%<br>0.5% | 1<br>0.3%<br>0.5%   | 15<br>4.2%<br>8.2%      | 89<br>24.7%<br>48.6%                             | 60<br>16.7%<br>32.8%                      | 27<br>7.5%<br>14.8%                              | 55<br>15.3%<br>30.1%                     | 73<br>20.3%<br>39.9%            | 22<br>6.1%<br>12.0%                       | 13<br>3.6%<br>7.1% | 110<br>30.6%       | 67<br>18.6%  |
| (再掲)<br>30人以上   |                      | 225        | 125<br>55.6%<br>0.8% | 1<br>0.4%<br>0.8%   | 10<br>4.4%<br>8.0%      | 50<br>22.2%<br>40.0%                             | 36<br>16.0%<br>28.8%                      | 20<br>8.9%<br>16.0%                              | 49<br>21.8%<br>39.2%                     | 62<br>27.6%<br>49.6%            | 27<br>12.0%<br>21.6%                      | 7<br>3.1%<br>5.6%  | 68<br>30.2%        | 32<br>14.2%  |

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>したがい | その他                | 特になし         | 無回答         |
|------|----------------------|------------|--------------|---------------------|-------------------------|--------------------------------------------------|-------------------------------------------|--------------------------------------------------|------------------------------------------|---------------------------------|------------------------------------------|--------------------|--------------|-------------|
| 計    |                      | 481        | 186<br>38.7% | 22<br>4.6%<br>11.8% | 29<br>6.0%<br>15.6%     | 119<br>24.7%<br>64.0%                            | 66<br>13.7%<br>35.5%                      | 14<br>2.9%<br>7.5%                               | 18<br>3.7%<br>9.7%                       | 18<br>3.7%<br>9.7%              | 1<br>0.2%<br>0.5%                        | 15<br>3.1%<br>8.1% | 213<br>44.3% | 82<br>17.0% |
| 産業   | 建設業                  | 60         | 19<br>31.7%  | 3<br>5.0%<br>15.8%  | 2<br>3.3%<br>10.5%      | 10<br>16.7%<br>52.6%                             | 7<br>11.7%<br>36.8%                       | 1<br>1.7%<br>5.3%                                | 2<br>3.3%<br>10.5%                       | 0<br>0.0%<br>0.0%               | 0<br>0.0%<br>0.0%                        | 4<br>6.7%<br>21.1% | 23<br>38.3%  | 18<br>30.0% |
|      | 製造業                  | 96         | 36<br>37.5%  | 4<br>4.2%<br>11.1%  | 3<br>3.1%<br>8.3%       | 22<br>22.9%<br>61.1%                             | 9<br>9.4%<br>25.0%                        | 4<br>4.2%<br>11.1%                               | 1<br>1.0%<br>2.8%                        | 2<br>2.1%<br>5.6%               | 0<br>0.0%<br>0.0%                        | 4<br>4.2%<br>11.1% | 44<br>45.8%  | 16<br>16.7% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 11<br>32.4%  | 1<br>2.9%<br>9.1%   | 2<br>5.9%<br>18.2%      | 6<br>17.6%<br>54.5%                              | 7<br>20.6%<br>63.6%                       | 2<br>5.9%<br>18.2%                               | 0<br>0.0%<br>0.0%                        | 1<br>2.9%<br>9.1%               | 0<br>0.0%<br>0.0%                        | 1<br>2.9%<br>9.1%  | 16<br>47.1%  | 7<br>20.6%  |
|      | 卸売業・小売業              | 102        | 48<br>47.1%  | 6<br>5.9%<br>12.5%  | 10<br>9.8%<br>20.8%     | 36<br>35.3%<br>75.0%                             | 15<br>14.7%<br>31.3%                      | 2<br>2.0%<br>4.2%                                | 7<br>6.9%<br>14.6%                       | 9<br>8.8%<br>18.8%              | 1<br>1.0%<br>2.1%                        | 2<br>2.0%<br>4.2%  | 36<br>35.3%  | 18<br>17.6% |
|      | 金融業・保険業              | 16         | 6<br>37.5%   | 0<br>0.0%<br>0.0%   | 2<br>12.5%<br>33.3%     | 3<br>18.8%<br>50.0%                              | 1<br>6.3%<br>16.7%                        | 1<br>6.3%<br>16.7%                               | 2<br>12.5%<br>33.3%                      | 1<br>6.3%<br>16.7%              | 0<br>0.0%<br>0.0%                        | 1<br>6.3%<br>16.7% | 9<br>56.3%   | 1<br>6.3%   |
|      | サービス業                | 173        | 66<br>38.2%  | 8<br>4.6%<br>12.1%  | 10<br>5.8%<br>15.2%     | 42<br>24.3%<br>63.6%                             | 27<br>15.6%<br>40.9%                      | 4<br>2.3%<br>6.1%                                | 6<br>3.5%<br>9.1%                        | 5<br>2.9%<br>7.6%               | 0<br>0.0%<br>0.0%                        | 3<br>1.7%<br>4.5%  | 85<br>49.1%  | 22<br>12.7% |
| 企業規模 | 9人以下                 | 80         | 22<br>27.5%  | 4<br>5.0%<br>18.2%  | 3<br>3.8%<br>13.6%      | 10<br>12.5%<br>45.5%                             | 10<br>12.5%<br>45.5%                      | 1<br>1.3%<br>4.5%                                | 1<br>1.3%<br>4.5%                        | 4<br>5.0%<br>18.2%              | 0<br>0.0%<br>0.0%                        | 3<br>3.8%<br>13.6% | 30<br>37.5%  | 28<br>35.0% |
|      | 10～29人               | 176        | 73<br>41.5%  | 9<br>5.1%<br>12.3%  | 13<br>7.4%<br>17.8%     | 51<br>29.0%<br>69.9%                             | 29<br>16.5%<br>39.7%                      | 4<br>2.3%<br>5.5%                                | 5<br>2.8%<br>6.8%                        | 7<br>4.0%<br>9.6%               | 0<br>0.0%<br>0.0%                        | 4<br>2.3%<br>5.5%  | 70<br>39.8%  | 33<br>18.8% |
|      | 30～49人               | 71         | 34<br>47.9%  | 4<br>5.6%<br>11.8%  | 4<br>5.6%<br>11.8%      | 20<br>28.2%<br>58.8%                             | 12<br>16.9%<br>35.3%                      | 3<br>4.2%<br>8.8%                                | 4<br>5.6%<br>11.8%                       | 3<br>4.2%<br>8.8%               | 1<br>1.4%<br>2.9%                        | 4<br>5.6%<br>11.8% | 29<br>40.8%  | 8<br>11.3%  |
|      | 50～99人               | 54         | 19<br>35.2%  | 5<br>9.3%<br>26.3%  | 2<br>3.7%<br>10.5%      | 9<br>16.7%<br>47.4%                              | 6<br>11.1%<br>31.6%                       | 4<br>7.4%<br>21.1%                               | 2<br>3.7%<br>10.5%                       | 2<br>3.7%<br>10.5%              | 0<br>0.0%<br>0.0%                        | 2<br>3.7%<br>10.5% | 30<br>55.6%  | 5<br>9.3%   |
|      | 100～299人             | 59         | 25<br>42.4%  | 0<br>0.0%<br>0.0%   | 2<br>3.4%<br>8.0%       | 21<br>35.6%<br>84.0%                             | 5<br>8.5%<br>20.0%                        | 2<br>3.4%<br>8.0%                                | 5<br>8.5%<br>20.0%                       | 1<br>1.7%<br>4.0%               | 0<br>0.0%<br>0.0%                        | 2<br>3.4%<br>8.0%  | 30<br>50.8%  | 4<br>6.8%   |
|      | 300人以上               | 41         | 13<br>31.7%  | 0<br>0.0%<br>0.0%   | 5<br>12.2%<br>38.5%     | 8<br>19.5%<br>61.5%                              | 4<br>9.8%<br>30.8%                        | 0<br>0.0%<br>0.0%                                | 1<br>2.4%<br>7.7%                        | 1<br>2.4%<br>7.7%               | 0<br>0.0%<br>0.0%                        | 0<br>0.0%<br>0.0%  | 24<br>58.5%  | 4<br>9.8%   |
|      | (再掲)<br>10～299人      | 360        | 151<br>41.9% | 18<br>5.0%<br>11.9% | 21<br>5.8%<br>13.9%     | 101<br>28.1%<br>66.9%                            | 52<br>14.4%<br>34.4%                      | 13<br>3.6%<br>8.6%                               | 16<br>4.4%<br>10.6%                      | 13<br>3.6%<br>8.6%              | 1<br>0.3%<br>0.7%                        | 12<br>3.3%<br>7.9% | 159<br>44.2% | 50<br>13.9% |
|      | (再掲)<br>30人以上        | 225        | 91<br>40.4%  | 9<br>4.0%<br>9.9%   | 13<br>5.8%<br>14.3%     | 58<br>25.8%<br>63.7%                             | 27<br>12.0%<br>29.7%                      | 9<br>4.0%<br>9.9%                                | 12<br>5.3%<br>13.2%                      | 7<br>3.1%<br>7.7%               | 1<br>0.4%<br>1.1%                        | 8<br>3.6%<br>8.8%  | 113<br>50.2% | 21<br>9.3%  |



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       | 468                  | 313                 | 491           | 6                  | 13<br>2.6%         | 19        | 90            | 7                  | 6<br>6.7%          | 13         |   |
| 産 業     | 建設業                  | 60                  | 9             | 0                  | 0<br>0.0%          | 0         | 0             | 0                  | 0<br>0.0%          | 0          |   |
|         | 製造業                  | 94                  | 131           | 0                  | 1<br>0.8%          | 1         | 17            | 0                  | 1<br>5.9%          | 1          |   |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 34                  | 17            | 5                  | 0<br>0.0%          | 0         | 7             | 1                  | 0<br>0.0%          | 1          |   |
|         | 卸売業・小売業              | 97                  | 72            | 46                 | 2                  | 3<br>6.5% | 5             | 22                 | 1                  | 0<br>0.0%  | 1 |
|         | 金融業・保険業              | 16                  | 5             | 12                 | 0                  | 0<br>0.0% | 0             | 0                  | 1                  | 0<br>0.0%  | 1 |
|         | サービス業                | 167                 | 137           | 288                | 4                  | 9<br>3.1% | 13            | 44                 | 4                  | 5<br>11.4% | 9 |
| 企 業 規 模 | 9人以下                 | 75                  | 4             | 1                  | 1<br>25.0%         | 2         | 3             | 2                  | 0<br>0.0%          | 2          |   |
|         | 10～29人               | 170                 | 99            | 28                 | 1                  | 0<br>0.0% | 1             | 7                  | 1<br>14.3%         | 2          |   |
|         | 30～49人               | 71                  | 52            | 24                 | 2                  | 1<br>4.2% | 3             | 10                 | 0<br>20.0%         | 2          |   |
|         | 50～99人               | 54                  | 42            | 24                 | 1                  | 1<br>4.2% | 2             | 5                  | 0<br>20.0%         | 1          |   |
|         | 100～299人             | 58                  | 50            | 85                 | 0                  | 5<br>5.9% | 5             | 16                 | 1<br>6.3%          | 2          |   |
|         | 300人以上               | 40                  | 33            | 326                | 1                  | 5<br>1.5% | 6             | 49                 | 3<br>2.0%          | 4          |   |
|         | (再掲)                 |                     |               |                    |                    |           |               |                    |                    |            |   |
|         | 10～299人              | 353                 | 243           | 161                | 4                  | 7<br>4.3% | 11            | 38                 | 2<br>13.2%         | 7          |   |
| (再掲)    |                      |                     |               |                    |                    |           |               |                    |                    |            |   |
| 30人以上   | 223                  | 177                 | 459           | 4                  | 12<br>2.6%         | 16        | 80            | 4<br>6.3%          | 5                  | 9          |   |

※1 出産した者とは、平成28年4月1日から平成29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28年4月1日から平成29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28年4月1日から平成29年3月31日までに出産した者のうち、出産後平成29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    |                      | 481        | 79          | 56                    | 12                         | 11                            | 346         | 116         | 134                               | 96                                  | 56    |
|      |                      |            | 16.4%       | 11.6%                 | 2.5%                       | 2.3%                          | 71.9%       | 24.1%       | 27.9%                             | 20.0%                               | 11.6% |
|      |                      |            |             | 70.9%                 | 15.2%                      | 13.9%                         |             | 33.5%       | 38.7%                             | 27.7%                               |       |
| 産業   | 建設業                  | 60         | 7           | 4                     | 3                          |                               | 49          | 12          | 24                                | 13                                  | 4     |
|      |                      |            | 11.7%       | 6.7%                  | 5.0%                       | 0.0%                          | 81.7%       | 20.0%       | 40.0%                             | 21.7%                               | 6.7%  |
|      |                      |            |             | 57.1%                 | 42.9%                      | 0.0%                          |             | 24.5%       | 49.0%                             | 26.5%                               |       |
|      | 製造業                  | 96         | 12          | 11                    | 1                          |                               | 73          | 19          | 29                                | 25                                  | 11    |
|      |                      |            | 12.5%       | 11.5%                 | 1.0%                       | 0.0%                          | 76.0%       | 19.8%       | 30.2%                             | 26.0%                               | 11.5% |
|      |                      |            |             | 91.7%                 | 8.3%                       | 0.0%                          |             | 26.0%       | 39.7%                             | 34.2%                               |       |
| 産業   | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 4           | 2                     | 2                          | 0                             | 23          | 3           | 13                                | 7                                   | 7     |
|      |                      |            | 11.8%       | 5.9%                  | 5.9%                       | 0.0%                          | 67.6%       | 8.8%        | 38.2%                             | 20.6%                               | 20.6% |
|      |                      |            |             | 50.0%                 | 50.0%                      | 0.0%                          |             | 13.0%       | 56.5%                             | 30.4%                               |       |
|      | 卸売業・小売業              | 102        | 23          | 15                    | 5                          | 3                             | 69          | 30          | 25                                | 14                                  | 10    |
|      |                      |            | 22.5%       | 14.7%                 | 4.9%                       | 2.9%                          | 67.6%       | 29.4%       | 24.5%                             | 13.7%                               | 9.8%  |
|      |                      |            |             | 65.2%                 | 21.7%                      | 13.0%                         |             | 43.5%       | 36.2%                             | 20.3%                               |       |
| 産業   | 金融業・保険業              | 16         | 2           | 1                     | 1                          |                               | 13          | 5           | 3                                 | 5                                   | 1     |
|      |                      |            | 12.5%       | 6.3%                  | 6.3%                       | 0.0%                          | 81.3%       | 31.3%       | 18.8%                             | 31.3%                               | 6.3%  |
|      |                      |            |             | 50.0%                 | 50.0%                      | 0.0%                          |             | 38.5%       | 23.1%                             | 38.5%                               |       |
|      | サービス業                | 173        | 31          | 23                    | 0                          | 8                             | 119         | 47          | 40                                | 32                                  | 23    |
|      |                      |            | 17.9%       | 13.3%                 | 0.0%                       | 4.6%                          | 68.8%       | 27.2%       | 23.1%                             | 18.5%                               | 13.3% |
|      |                      |            |             | 74.2%                 | 0.0%                       | 25.8%                         |             | 39.5%       | 33.6%                             | 26.9%                               |       |
| 企業規模 | 9人以下                 | 80         | 11          | 6                     | 1                          | 4                             | 49          | 12          | 12                                | 25                                  | 20    |
|      |                      |            | 13.8%       | 7.5%                  | 1.3%                       | 5.0%                          | 61.3%       | 15.0%       | 15.0%                             | 31.3%                               | 25.0% |
|      |                      |            |             | 54.5%                 | 9.1%                       | 36.4%                         |             | 24.5%       | 24.5%                             | 51.0%                               |       |
|      | 10～29人               | 176        | 34          | 26                    | 6                          | 2                             | 119         | 39          | 56                                | 24                                  | 23    |
|      |                      |            | 19.3%       | 14.8%                 | 3.4%                       | 1.1%                          | 67.6%       | 22.2%       | 31.8%                             | 13.6%                               | 13.1% |
|      |                      |            |             | 76.5%                 | 17.6%                      | 5.9%                          |             | 32.8%       | 47.1%                             | 20.2%                               |       |
|      | 30～49人               | 71         | 15          | 11                    | 2                          | 2                             | 50          | 18          | 25                                | 7                                   | 6     |
|      |                      |            | 21.1%       | 15.5%                 | 2.8%                       | 2.8%                          | 70.4%       | 25.4%       | 35.2%                             | 9.9%                                | 8.5%  |
|      |                      |            |             | 73.3%                 | 13.3%                      | 13.3%                         |             | 36.0%       | 50.0%                             | 14.0%                               |       |
|      | 50～99人               | 54         | 10          | 7                     | 0                          | 3                             | 41          | 13          | 18                                | 10                                  | 3     |
|      |                      |            | 18.5%       | 13.0%                 | 0.0%                       | 5.6%                          | 75.9%       | 24.1%       | 33.3%                             | 18.5%                               | 5.6%  |
|      |                      |            |             | 70.0%                 | 0.0%                       | 30.0%                         |             | 31.7%       | 43.9%                             | 24.4%                               |       |
| 企業規模 | 100～299人             | 59         | 5           | 4                     | 1                          | 0                             | 52          | 22          | 15                                | 15                                  | 2     |
|      |                      |            | 8.5%        | 6.8%                  | 1.7%                       | 0.0%                          | 88.1%       | 37.3%       | 25.4%                             | 25.4%                               | 3.4%  |
|      |                      |            |             | 80.0%                 | 20.0%                      | 0.0%                          |             | 42.3%       | 28.8%                             | 28.8%                               |       |
|      | 300人以上               | 41         | 4           | 2                     | 2                          | 0                             | 35          | 12          | 8                                 | 15                                  | 2     |
|      |                      |            | 9.8%        | 4.9%                  | 4.9%                       | 0.0%                          | 85.4%       | 29.3%       | 19.5%                             | 36.6%                               | 4.9%  |
|      |                      |            |             | 50.0%                 | 50.0%                      | 0.0%                          |             | 34.3%       | 22.9%                             | 42.9%                               |       |
| 企業規模 | (再掲)<br>10～299人      | 360        | 64          | 48                    | 9                          | 7                             | 262         | 92          | 114                               | 56                                  | 34    |
|      |                      |            | 17.8%       | 13.3%                 | 2.5%                       | 1.9%                          | 72.8%       | 25.6%       | 31.7%                             | 15.6%                               | 9.4%  |
| 企業規模 |                      |            |             | 75.0%                 | 14.1%                      | 10.9%                         |             | 35.1%       | 43.5%                             | 21.4%                               |       |
|      | (再掲)<br>30人以上        | 225        | 34          | 24                    | 5                          | 5                             | 178         | 65          | 66                                | 47                                  | 13    |
|      |                      |            | 15.1%       | 10.7%                 | 2.2%                       | 2.2%                          | 79.1%       | 28.9%       | 29.3%                             | 20.9%                               | 5.8%  |
|      |                      |            |             | 70.6%                 | 14.7%                      | 14.7%                         |             | 36.5%       | 37.1%                             | 26.4%                               |       |

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    |                      | 195                                          | 17<br>8.7%  | 3<br>1.5% | 5<br>2.6% | 131<br>67.2%      | 39<br>20.0% |
| 産業   | 建設業                  | 19                                           | 1<br>5.3%   | 0<br>0.0% | 0<br>0.0% | 15<br>78.9%       | 3<br>15.8%  |
|      | 製造業                  | 31                                           | 2<br>6.5%   | 0<br>0.0% | 0<br>0.0% | 24<br>77.4%       | 5<br>16.1%  |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 7                                            | 0<br>0.0%   | 0<br>0.0% | 0<br>0.0% | 5<br>71.4%        | 2<br>28.6%  |
|      | 卸売業・小売業              | 53                                           | 2<br>3.8%   | 0<br>0.0% | 1<br>1.9% | 36<br>67.9%       | 14<br>26.4% |
|      | 金融業・保険業              | 7                                            | 2<br>28.6%  | 0<br>0.0% | 0<br>0.0% | 4<br>57.1%        | 1<br>14.3%  |
|      | サービス業                | 78                                           | 10<br>12.8% | 3<br>3.8% | 4<br>5.1% | 47<br>60.3%       | 14<br>17.9% |
|      |                      |                                              |             |           |           |                   |             |
| 企業規模 | 9人以下                 | 23                                           | 2<br>8.7%   | 1<br>4.3% | 0<br>0.0% | 14<br>60.9%       | 6<br>26.1%  |
|      | 10～29人               | 73                                           | 5<br>6.8%   | 1<br>1.4% | 3<br>4.1% | 51<br>69.9%       | 13<br>17.8% |
|      | 30～49人               | 33                                           | 1<br>3.0%   | 0<br>0.0% | 1<br>3.0% | 27<br>81.8%       | 4<br>12.1%  |
|      | 50～99人               | 23                                           | 3<br>13.0%  | 1<br>4.3% | 1<br>4.3% | 13<br>56.5%       | 5<br>21.7%  |
|      | 100～299人             | 27                                           | 2<br>7.4%   | 0<br>0.0% | 0<br>0.0% | 18<br>66.7%       | 7<br>25.9%  |
|      | 300人以上               | 16                                           | 4<br>25.0%  | 0<br>0.0% | 0<br>0.0% | 8<br>50.0%        | 4<br>25.0%  |
|      |                      |                                              |             |           |           |                   |             |
|      | (再掲)<br>10～299人      | 156                                          | 11<br>7.1%  | 2<br>1.3% | 5<br>3.2% | 109<br>69.9%      | 29<br>18.6% |
|      | (再掲)<br>30人以上        | 99                                           | 10<br>10.1% | 1<br>1.0% | 2<br>2.0% | 66<br>66.7%       | 20<br>20.2% |

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、%)

|                 |                      | 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               |                      | 468          | 356<br>76.1% | 312<br>66.7%    | 7<br>1.5%               | 4<br>0.9% | 4<br>0.9%          | 15<br>3.2% | 3<br>0.6%        | 11<br>2.4%                  | 44<br>9.4%       | 90<br>19.2% | 22<br>4.7%  |
|                 |                      |              |              | 87.6%           | 2.0%                    | 1.1%      | 1.1%               | 4.2%       | 0.8%             | 3.1%                        | 12.4%            |             |             |
| 産業              | 建設業                  | 60           | 39<br>65.0%  | 34<br>56.7%     | 2<br>3.3%               |           | 1<br>1.7%          | 1<br>1.7%  |                  | 1<br>1.7%                   | 5<br>8.3%        | 19<br>31.7% | 2<br>3.3%   |
|                 |                      |              |              | 87.2%           | 5.1%                    | 0.0%      | 2.6%               | 2.6%       | 0.0%             | 2.6%                        | 12.8%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 製造業                  | 94           | 77<br>81.9%  | 64<br>68.1%     | 1<br>1.1%               | 1<br>1.1% | 1<br>1.1%          | 5<br>5.3%  | 1<br>1.1%        | 4<br>4.3%                   | 13<br>13.8%      | 10<br>10.6% | 7<br>7.4%   |
|                 |                      |              |              | 83.1%           | 1.3%                    | 1.3%      | 1.3%               | 6.5%       | 1.3%             | 5.2%                        | 16.9%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 34           | 29<br>85.3%  | 23<br>67.6%     | 0<br>0.0%               | 0<br>0.0% | 0<br>0.0%          | 3<br>8.8%  | 2<br>5.9%        | 1<br>2.9%                   | 6<br>17.6%       | 3<br>8.8%   | 2<br>5.9%   |
|                 |                      |              |              | 79.3%           | 0.0%                    | 0.0%      | 0.0%               | 10.3%      | 6.9%             | 3.4%                        | 20.7%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 卸売業・小売業              | 97           | 67<br>69.1%  | 62<br>63.9%     |                         | 0<br>0.0% |                    | 2<br>2.1%  |                  | 3<br>3.1%                   | 5<br>5.2%        | 26<br>26.8% | 4<br>4.1%   |
|                 |                      |              |              | 92.5%           | 0.0%                    | 0.0%      | 0.0%               | 3.0%       | 0.0%             | 4.5%                        | 7.5%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| 金融業・保険業         | 16                   | 14<br>87.5%  | 11<br>68.8%  |                 | 0<br>0.0%               |           | 3<br>18.8%         |            |                  | 3<br>18.8%                  | 2<br>12.5%       | 0<br>0.0%   |             |
|                 |                      |              | 78.6%        | 0.0%            | 0.0%                    | 0.0%      | 21.4%              | 0.0%       | 0.0%             | 21.4%                       |                  |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| サービス業           | 167                  | 130<br>77.8% | 118<br>70.7% | 4<br>2.4%       | 3<br>1.8%               | 2<br>1.2% | 1<br>0.6%          | 0<br>0.0%  | 2<br>1.2%        | 12<br>7.2%                  | 30<br>18.0%      | 7<br>4.2%   |             |
|                 |                      |              | 90.8%        | 3.1%            | 2.3%                    | 1.5%      | 0.8%               | 0.0%       | 1.5%             | 9.2%                        |                  |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| 企業規模            | 9人以下                 | 75           | 26<br>34.7%  | 24<br>32.0%     | 0<br>0.0%               | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0%  | 0<br>0.0%        | 2<br>2.7%                   | 2<br>2.7%        | 38<br>50.7% | 11<br>14.7% |
|                 |                      |              |              | 92.3%           | 0.0%                    | 0.0%      | 0.0%               | 0.0%       | 0.0%             | 7.7%                        | 7.7%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 10～29人               | 170          | 117<br>68.8% | 101<br>59.4%    | 2<br>1.2%               | 1<br>0.6% | 1<br>0.6%          | 4<br>2.4%  | 0<br>0.0%        | 8<br>4.7%                   | 16<br>9.4%       | 46<br>27.1% | 7<br>4.1%   |
|                 |                      |              |              | 86.3%           | 1.7%                    | 0.9%      | 0.9%               | 3.4%       | 0.0%             | 6.8%                        | 13.7%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 30～49人               | 71           | 62<br>87.3%  | 58<br>81.7%     | 2<br>2.8%               | 0<br>0.0% | 0<br>0.0%          | 1<br>1.4%  | 0<br>0.0%        | 1<br>1.4%                   | 4<br>5.6%        | 5<br>7.0%   | 4<br>5.6%   |
|                 |                      |              |              | 93.5%           | 3.2%                    | 0.0%      | 0.0%               | 1.6%       | 0.0%             | 1.6%                        | 6.5%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 50～99人               | 54           | 53<br>98.1%  | 49<br>90.7%     | 1<br>1.9%               | 1<br>1.9% | 0<br>0.0%          | 2<br>3.7%  | 0<br>0.0%        | 0<br>0.0%                   | 4<br>7.4%        | 1<br>1.9%   | 0<br>0.0%   |
|                 |                      |              |              | 92.5%           | 1.9%                    | 1.9%      | 0.0%               | 3.8%       | 0.0%             | 0.0%                        | 7.5%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 100～299人             | 58           | 58<br>100.0% | 55<br>94.8%     | 2<br>3.4%               | 0<br>0.0% | 0<br>0.0%          | 1<br>1.7%  | 0<br>0.0%        | 0<br>0.0%                   | 3<br>5.2%        | 0<br>0.0%   | 0<br>0.0%   |
|                 |                      |              |              | 94.8%           | 3.4%                    | 0.0%      | 0.0%               | 1.7%       | 0.0%             | 0.0%                        | 5.2%             |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
|                 | 300人以上               | 40           | 40<br>100.0% | 25<br>62.5%     | 0<br>0.0%               | 2<br>5.0% | 3<br>7.5%          | 7<br>17.5% | 3<br>7.5%        | 0<br>0.0%                   | 15<br>37.5%      | 0<br>0.0%   | 0<br>0.0%   |
|                 |                      |              |              | 62.5%           | 0.0%                    | 5.0%      | 7.5%               | 17.5%      | 7.5%             | 0.0%                        | 37.5%            |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| (再掲)<br>10～299人 | 353                  | 290<br>82.2% | 263<br>74.5% | 7<br>2.0%       | 2<br>0.6%               | 1<br>0.3% | 8<br>2.3%          | 0<br>0.0%  | 9<br>2.5%        | 27<br>7.6%                  | 52<br>14.7%      | 11<br>3.1%  |             |
|                 |                      |              | 90.7%        | 2.4%            | 0.7%                    | 0.3%      | 2.8%               | 0.0%       | 3.1%             | 9.3%                        |                  |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |
| (再掲)<br>30人以上   | 223                  | 213<br>95.5% | 187<br>83.9% | 5<br>2.2%       | 3<br>1.3%               | 3<br>1.3% | 11<br>4.9%         | 3<br>1.3%  | 1<br>0.4%        | 26<br>11.7%                 | 6<br>2.7%        | 4<br>1.8%   |             |
|                 |                      |              | 87.8%        | 2.3%            | 1.4%                    | 1.4%      | 5.2%               | 1.4%       | 0.5%             | 12.2%                       |                  |             |             |
|                 |                      |              |              |                 |                         |           |                    |            |                  |                             |                  |             |             |



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    | 313                  | 163<br>52.1% | 145<br>46.3%    | 4<br>1.3%               | 1<br>0.3% | 1<br>0.3%          | 4<br>1.3% | 1<br>0.3%        | 7<br>2.2%                   | 18<br>5.8%       | 87<br>27.8% | 63<br>20.1% |
|      |                      |              | 89.0%           | 2.5%                    | 0.6%      | 0.6%               | 2.5%      | 0.6%             | 4.3%                        | 11.0%            |             |             |
| 産業   | 建設業                  | 18<br>16.7%  | 3<br>16.7%      | 3<br>100.0%             | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0% | 0<br>0.0%        | 0<br>0.0%                   | 0<br>0.0%        | 8<br>44.4%  | 7<br>38.9%  |
|      |                      |              |                 | 0.0%                    | 0.0%      | 0.0%               | 0.0%      | 0.0%             | 0.0%                        | 0.0%             |             |             |
|      | 製造業                  | 64<br>57.8%  | 37<br>46.9%     | 1<br>1.6%               | 0<br>0.0% | 1<br>1.6%          | 1<br>1.6% | 1<br>1.6%        | 3<br>4.7%                   | 7<br>10.9%       | 15<br>23.4% | 12<br>18.8% |
|      |                      |              |                 | 2.7%                    | 0.0%      | 2.7%               | 2.7%      | 2.7%             | 8.1%                        | 18.9%            |             |             |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 17<br>41.2%  | 7<br>29.4%      | 5<br>71.4%              | 0<br>0.0% | 0<br>0.0%          | 1<br>5.9% | 0<br>0.0%        | 1<br>5.9%                   | 2<br>11.8%       | 2<br>11.8%  | 8<br>47.1%  |
|      |                      |              |                 | 0.0%                    | 0.0%      | 0.0%               | 14.3%     | 0.0%             | 14.3%                       | 28.6%            |             |             |
| 企業規模 | 卸売業・小売業              | 72<br>47.2%  | 34<br>44.4%     | 32<br>94.1%             | 0<br>0.0% | 0<br>0.0%          | 1<br>1.4% | 0<br>0.0%        | 1<br>1.4%                   | 2<br>2.8%        | 26<br>36.1% | 12<br>16.7% |
|      |                      |              |                 | 0.0%                    | 0.0%      | 0.0%               | 2.9%      | 0.0%             | 2.9%                        | 5.9%             |             |             |
|      | 金融業・保険業              | 5<br>60.0%   | 3<br>60.0%      | 3<br>100.0%             | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0% | 0<br>0.0%        | 0<br>0.0%                   | 0<br>0.0%        | 1<br>20.0%  | 1<br>20.0%  |
|      |                      |              |                 | 0.0%                    | 0.0%      | 0.0%               | 0.0%      | 0.0%             | 0.0%                        | 0.0%             |             |             |
|      | サービス業                | 137<br>57.7% | 79<br>52.6%     | 72<br>91.1%             | 3<br>2.2% | 1<br>0.7%          | 0<br>0.0% | 1<br>0.7%        | 0<br>1.5%                   | 2<br>5.1%        | 35<br>25.5% | 23<br>16.8% |
|      |                      |              |                 | 3.8%                    | 1.3%      | 0.0%               | 1.3%      | 0.0%             | 2.5%                        | 8.9%             |             |             |
| 企業規模 | 9人以下                 | 37<br>10.8%  | 4<br>8.1%       | 3<br>75.0%              | 0<br>0.0% | 0<br>0.0%          | 0<br>0.0% | 0<br>0.0%        | 1<br>2.7%                   | 1<br>2.7%        | 25<br>67.6% | 8<br>21.6%  |
|      |                      |              |                 | 0.0%                    | 0.0%      | 0.0%               | 0.0%      | 0.0%             | 25.0%                       | 25.0%            |             |             |
|      | 10～29人               | 99<br>43.4%  | 43<br>36.4%     | 36<br>83.7%             | 1<br>2.3% | 0<br>0.0%          | 0<br>0.0% | 1<br>2.3%        | 5<br>11.6%                  | 7<br>16.3%       | 38<br>38.4% | 18<br>18.2% |
|      |                      |              |                 | 2.3%                    | 0.0%      | 0.0%               | 2.3%      | 0.0%             | 11.6%                       | 16.3%            |             |             |
|      | 30～49人               | 52<br>48.1%  | 25<br>42.3%     | 22<br>88.0%             | 2<br>8.0% | 0<br>0.0%          | 0<br>0.0% | 0<br>0.0%        | 1<br>4.0%                   | 3<br>12.0%       | 11<br>21.2% | 16<br>30.8% |
|      |                      |              |                 | 8.0%                    | 0.0%      | 0.0%               | 0.0%      | 0.0%             | 4.0%                        | 12.0%            |             |             |
|      | 50～99人               | 42<br>54.8%  | 23<br>52.4%     | 22<br>95.7%             | 0<br>0.0% | 0<br>0.0%          | 1<br>4.3% | 0<br>0.0%        | 0<br>0.0%                   | 1<br>4.3%        | 9<br>21.4%  | 10<br>23.8% |
|      |                      |              |                 | 0.0%                    | 0.0%      | 0.0%               | 4.3%      | 0.0%             | 0.0%                        | 4.3%             |             |             |
|      | 100～299人             | 50<br>80.0%  | 40<br>78.0%     | 39<br>97.5%             | 1<br>2.5% | 0<br>0.0%          | 0<br>0.0% | 0<br>0.0%        | 0<br>0.0%                   | 1<br>2.5%        | 3<br>6.0%   | 7<br>14.0%  |
|      |                      |              |                 | 2.5%                    | 0.0%      | 0.0%               | 0.0%      | 0.0%             | 0.0%                        | 2.5%             |             |             |
|      | 300人以上               | 33<br>84.8%  | 28<br>69.7%     | 23<br>82.1%             | 0<br>0.0% | 1<br>3.6%          | 1<br>3.6% | 2<br>7.1%        | 1<br>3.6%                   | 5<br>17.9%       | 1<br>3.0%   | 4<br>12.1%  |
|      |                      |              |                 | 0.0%                    | 3.6%      | 3.6%               | 7.1%      | 3.6%             | 0.0%                        | 17.9%            |             |             |
| (再掲) | 10～299人              | 243<br>53.9% | 131<br>49.0%    | 119<br>90.8%            | 4<br>1.6% | 0<br>0.0%          | 0<br>0.0% | 2<br>0.8%        | 0<br>0.0%                   | 6<br>2.5%        | 12<br>4.9%  | 51<br>21.0% |
|      |                      |              |                 | 3.1%                    | 0.0%      | 0.0%               | 1.5%      | 0.0%             | 4.6%                        | 9.2%             |             |             |
|      | 30人以上                | 177<br>65.5% | 116<br>59.9%    | 106<br>91.4%            | 3<br>1.7% | 1<br>0.6%          | 1<br>0.6% | 3<br>1.7%        | 1<br>0.6%                   | 10<br>5.6%       | 24<br>13.6% | 37<br>20.9% |
|      |                      |              |                 | 2.6%                    | 0.9%      | 0.9%               | 2.6%      | 0.9%             | 0.9%                        | 8.6%             |             |             |

表23 介護休業の取得状況(平成28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<br>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      | 正規         | パート    | 計      | 正規     | パート   | 計      | 正規         | パート    | 計      |
|                      |                        |                         |        |        |        |            |        |        |        |       |        |            |        |        |        |       |        |            |        |        |
| 計                    | 468                    | 313                     | 32,666 | 10,378 | 43,044 | 10         | 15     | 25     | 20,828 | 2,599 | 23,427 | 4          | 2      | 6      | 11,838 | 7,779 | 19,617 | 6          | 13     | 19     |
|                      |                        |                         |        |        |        | 0.031%     | 0.145% | 0.058% |        |       |        | 0.019%     | 0.077% | 0.022% |        |       |        | 0.051%     | 0.167% | 0.097% |
| 建設業                  | 60                     | 18                      | 1,547  | 53     | 1,600  | 0          | 0      | 0      | 1,276  | 32    | 1,308  | 0          | 0      | 0      | 271    | 21    | 292    | 0          | 0      | 0      |
|                      |                        |                         |        |        |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.000%     | 0.000% | 0.000% |
| 製造業                  | 94                     | 64                      | 12,797 | 1,423  | 14,220 | 2          | 1      | 3      | 9,318  | 488   | 9,806  | 1          | 0      | 1      | 3,479  | 935   | 4,414  | 1          | 1      | 2      |
|                      |                        |                         |        |        |        | 0.016%     | 0.070% | 0.021% |        |       |        | 0.011%     | 0.000% | 0.010% |        |       |        | 0.029%     | 0.107% | 0.045% |
| 運輸・通信業、<br>電気・ガス・水道業 | 34                     | 17                      | 3,300  | 676    | 3,976  | 1          | 3      | 4      | 3,016  | 147   | 3,163  | 1          | 0      | 1      | 284    | 529   | 813    | 0          | 3      | 3      |
|                      |                        |                         |        |        |        | 0.030%     | 0.444% | 0.101% |        |       |        | 0.033%     | 0.000% | 0.032% |        |       |        | 0.000%     | 0.567% | 0.369% |
| 卸売業・小売業              | 97                     | 72                      | 3,288  | 3,365  | 6,653  | 2          | 9      | 11     | 2,292  | 627   | 2,919  | 2          | 2      | 4      | 996    | 2,738 | 3,734  | 0          | 7      | 7      |
|                      |                        |                         |        |        |        | 0.061%     | 0.267% | 0.165% |        |       |        | 0.087%     | 0.319% | 0.137% |        |       |        | 0.000%     | 0.256% | 0.187% |
| 金融業・保険業              | 16                     | 5                       | 639    | 43     | 682    | 0          | 0      | 0      | 334    | 3     | 337    | 0          | 0      | 0      | 305    | 40    | 345    | 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                | 167                    | 137                     | 11,095 | 4,818  | 15,913 | 5          | 2      | 7      | 4,592  | 1,302 | 5,894  | 0          | 0      | 0      | 6,503  | 3,516 | 10,019 | 5          | 2      | 7      |
|                      |                        |                         |        |        |        | 0.045%     | 0.042% | 0.044% |        |       |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.077%     | 0.057% | 0.070% |
| 9人以下                 | 75                     | 37                      | 364    | 232    | 596    | 2          | 0      | 2      | 224    | 51    | 275    | 1          | 0      | 1      | 140    | 181   | 321    | 1          | 0      | 1      |
|                      |                        |                         |        |        |        | 0.549%     | 0.000% | 0.336% |        |       |        | 0.446%     | 0.000% | 0.364% |        |       |        | 0.714%     | 0.000% | 0.312% |
| 10～29人               | 170                    | 99                      | 2,376  | 633    | 3,009  | 0          | 2      | 2      | 1,516  | 135   | 1,651  | 0          | 0      | 0      | 860    | 498   | 1,358  | 0          | 2      | 2      |
|                      |                        |                         |        |        |        | 0.000%     | 0.316% | 0.066% |        |       |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.000%     | 0.402% | 0.147% |
| 30～49人               | 71                     | 52                      | 1,827  | 764    | 2,591  | 0          | 0      | 0      | 1,144  | 245   | 1,389  | 0          | 0      | 0      | 683    | 519   | 1,202  | 0          | 0      | 0      |
|                      |                        |                         |        |        |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.000%     | 0.000% | 0.000% |
| 50～99人               | 54                     | 42                      | 2,745  | 645    | 3,390  | 0          | 3      | 3      | 1,479  | 177   | 1,656  | 0          | 0      | 0      | 1,266  | 468   | 1,734  | 0          | 3      | 3      |
|                      |                        |                         |        |        |        | 0.000%     | 0.465% | 0.088% |        |       |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.000%     | 0.641% | 0.173% |
| 100～299人             | 58                     | 50                      | 5,840  | 2,020  | 7,860  | 0          | 0      | 0      | 3,445  | 574   | 4,019  | 0          | 0      | 0      | 2,395  | 1,446 | 3,841  | 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               | 40                     | 33                      | 19,514 | 6,084  | 25,598 | 8          | 10     | 18     | 13,020 | 1,417 | 14,437 | 3          | 2      | 5      | 6,494  | 4,667 | 11,161 | 5          | 8      | 13     |
|                      |                        |                         |        |        |        | 0.041%     | 0.164% | 0.070% |        |       |        | 0.023%     | 0.141% | 0.035% |        |       |        | 0.077%     | 0.171% | 0.116% |
| (再掲)<br>10～299人      | 353                    | 243                     | 12,788 | 4,062  | 16,850 | 0          | 5      | 5      | 7,584  | 1,131 | 8,715  | 0          | 0      | 0      | 5,204  | 2,931 | 8,135  | 0          | 5      | 5      |
|                      |                        |                         |        |        |        | 0.000%     | 0.123% | 0.030% |        |       |        | 0.000%     | 0.000% | 0.000% |        |       |        | 0.000%     | 0.171% | 0.061% |
| (再掲)<br>30人以上        | 223                    | 177                     | 29,926 | 9,513  | 39,439 | 8          | 13     | 21     | 19,088 | 2,413 | 21,501 | 3          | 2      | 5      | 10,838 | 7,100 | 17,938 | 5          | 11     | 16     |
|                      |                        |                         |        |        |        | 0.027%     | 0.137% | 0.053% |        |       |        | 0.016%     | 0.083% | 0.023% |        |       |        | 0.046%     | 0.155% | 0.089% |

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、%)

(男女計)

|          | 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<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 |             |            | 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カ<br>月 | 1～3カ<br>月未満 | 3～6カ<br>月未満 | 6ヵ月<br>～1年 | 1年以<br>上 | 1週間<br>未満           | 1週間<br>～<br>2週間 | 2週間<br>～1カ<br>月 | 1～3カ<br>月未満         | 3～6カ<br>月未満 | 6ヵ月<br>～1年 | 1年以<br>上            | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1カ<br>月     | 1～3カ<br>月未満 | 3～6カ<br>月未満 | 6ヵ月<br>～1年 | 1年以<br>上 |      |      |      |        |
| 計        | 468                 | 313                 | 17                  | 0               | 0               | 6           | 7           | 3          | 0        | 1                   | 7               | 0               | 0                   | 3           | 4          | 0                   | 0         | 0               | 0                   | 0           | 0           | 10         | 0        | 3    | 3    | 0    | 1      |
|          |                     |                     | 0.0%                | 0.0%            | 0.0%            | 35.3%       | 41.2%       | 17.6%      | 0.0%     | 5.9%                |                 | 0.0%            | 0.0%                | 42.9%       | 57.1%      | 0.0%                | 0.0%      | 30.0%           | 30.0%               | 30.0%       | 0.0%        | 10.0%      |          |      |      |      |        |
| 産 業      | 建設業                 | 60                  | 18                  | 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                  | 64                  | 2               | 0               | 0           | 0           | 1          | 1        | 0                   | 1               | 0               | 0                   | 0           | 1          | 0                   | 0         | 0               | 0                   | 0           | 0           | 1          | 0        | 0    | 1    | 0    | 0      |
|          | 運輸・通信業<br>電気・ガス・水道業 | 34                  | 17                  | 3               | 0               | 0           | 0           | 1          | 2        | 0                   | 1               | 0               | 0                   | 0           | 1          | 0                   | 0         | 0               | 0                   | 0           | 0           | 2          | 0        | 0    | 2    | 0    | 0      |
|          | 卸売業・小売業             | 97                  | 72                  | 7               | 0               | 0           | 4           | 2          | 0        | 0                   | 1               | 2               | 0                   | 0           | 2          | 0                   | 0         | 0               | 0                   | 0           | 0           | 5          | 0        | 2    | 2    | 0    | 1      |
|          |                     |                     |                     | 0.0%            | 0.0%            | 0.0%        | 57.1%       | 28.6%      | 0.0%     | 14.3%               | 0.0%            | 0.0%            | 0.0%                | 100.0%      | 0.0%       | 0.0%                | 0.0%      | 0.0%            | 0.0%                | 40.0%       | 40.0%       | 0.0%       | 0.0%     | 0.0% | 0.0% | 0.0% | 20.0%  |
| 金融業・保険業  | 16                  | 5                   | 0                   | 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    | 167                 | 137                 | 5                   | 0               | 0               | 2           | 3           | 0          | 0        | 0                   | 3               | 0               | 0                   | 1           | 2          | 0                   | 0         | 0               | 0                   | 0           | 2           | 0          | 0        | 1    | 1    | 0    | 0      |
|          |                     |                     | 0.0%                | 0.0%            | 0.0%            | 40.0%       | 60.0%       | 0.0%       | 0.0%     | 0.0%                | 0.0%            | 33.3%           | 66.7%               | 0.0%        | 0.0%       | 0.0%                | 0.0%      | 0.0%            | 50.0%               | 50.0%       | 0.0%        | 0.0%       | 0.0%     | 0.0% | 0.0% | 0.0% | 0.0%   |
| 9人以下     | 75                  | 37                  | 1                   | 0               | 0               | 0           | 1           | 0          | 0        | 0                   | 1               | 0               | 0                   | 0           | 1          | 0                   | 0         | 0               | 0                   | 0           | 0           | 0          | 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%                | 100.0%      | 0.0%       | 0.0%                | 0.0%      | 0.0%            | —                   | —           | —           | —          | —        | —    | —    | —    | —      |
| 10～29人   | 170                 | 99                  | 1                   | 0               | 0               | 0           | 0           | 0          | 0        | 1                   | 0               | 0               | 0                   | 0           | 0          | 0                   | 0         | 0               | 0                   | 0           | 1           | 0          | 0        | 0    | 0    | 0    | 1      |
|          |                     |                     | 0.0%                | 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% | 100.0% |
| 30～49人   | 71                  | 52                  | 1                   | 0               | 0               | 0           | 1           | 0          | 0        | 0                   | 0               | 0               | 0                   | 0           | 0          | 0                   | 0         | 0               | 0                   | 0           | 1           | 0          | 0        | 1    | 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%        | 100.0%      | 0.0%       | 0.0%     | 0.0% | 0.0% | 0.0% | 0.0%   |
| 50～99人   | 54                  | 42                  | 0                   | 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 | 58                  | 50                  | 0                   | 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   | 40                  | 33                  | 14                  | 0               | 0               | 6           | 5           | 3          | 0        | 0                   | 6               | 0               | 0                   | 3           | 3          | 0                   | 0         | 0               | 0                   | 0           | 3           | 2          | 3        | 0    | 3    | 0    | 0      |
|          |                     |                     | 0.0%                | 0.0%            | 0.0%            | 42.9%       | 35.7%       | 21.4%      | 0.0%     | 0.0%                | 0.0%            | 50.0%           | 50.0%               | 0.0%        | 50.0%      | 0.0%                | 0.0%      | 0.0%            | 0.0%                | 0.0%        | 37.5%       | 25.0%      | 37.5%    | 0.0% | 0.0% | 0.0% | 0.0%   |
| (再掲)     | 353                 | 243                 | 2                   | 0               | 0               | 0           | 1           | 0          | 0        | 1                   | 0               | 0               | 0                   | 0           | 0          | 0                   | 0         | 0               | 0                   | 0           | 0           | 1          | 0        | 0    | 0    | 0    | 1      |
| 10～299人  |                     |                     | 0.0%                | 0.0%            | 0.0%            | 0.0%        | 50.0%       | 0.0%       | 0.0%     | 50.0%               | —               | —               | —                   | —           | —          | —                   | —         | —               | —                   | —           | 0.0%        | 50.0%      | 0.0%     | 0.0% | 0.0% | 0.0% | 50.0%  |
| (再掲)     | 223                 | 177                 | 15                  | 0               | 0               | 6           | 6           | 3          | 0        | 0                   | 6               | 0               | 0                   | 3           | 3          | 0                   | 0         | 0               | 0                   | 0           | 3           | 3          | 3        | 0    | 3    | 0    | 0      |
|          |                     |                     | 0.0%                | 0.0%            | 0.0%            | 40.0%       | 40.0%       | 20.0%      | 0.0%     | 0.0%                | 0.0%            | 50.0%           | 50.0%               | 0.0%        | 50.0%      | 0.0%                | 0.0%      | 0.0%            | 0.0%                | 0.0%        | 33.3%       | 33.3%      | 33.3%    | 0.0% | 0.0% | 0.0% | 0.0%   |







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    |                      | 481        | 354                               | 303             | 56                                   | 179                         | 244          | 6     | 14           | 13                  | 84                                                    | 11   | 109                                | 18                 |
|      |                      |            | 73.6%                             | 63.0%           | 11.6%                                | 37.2%                       | 50.7%        | 1.2%  | 2.9%         | 2.7%                | 17.5%                                                 | 2.3% | 22.7%                              | 3.7%               |
|      |                      |            |                                   | 85.6%           | 15.8%                                | 50.6%                       | 68.9%        | 1.7%  | 4.0%         | 3.7%                | 23.7%                                                 | 3.1% |                                    |                    |
| 産業   | 建設業                  | 60         | 37                                | 29              | 2                                    | 22                          | 25           | 0     | 0            | 2                   | 13                                                    | 2    | 22                                 | 1                  |
|      |                      |            | 61.7%                             | 48.3%           | 3.3%                                 | 36.7%                       | 41.7%        | 0.0%  | 0.0%         | 3.3%                | 21.7%                                                 | 3.3% | 36.7%                              | 1.7%               |
|      |                      |            |                                   | 78.4%           | 5.4%                                 | 59.5%                       | 67.6%        | 0.0%  | 0.0%         | 5.4%                | 35.1%                                                 | 5.4% |                                    |                    |
|      | 製造業                  | 96         | 73                                | 69              | 10                                   | 36                          | 58           | 1     | 0            | 1                   | 17                                                    | 6    | 15                                 | 8                  |
|      |                      |            | 76.0%                             | 71.9%           | 10.4%                                | 37.5%                       | 60.4%        | 1.0%  | 0.0%         | 1.0%                | 17.7%                                                 | 6.3% | 15.6%                              | 8.3%               |
|      |                      |            |                                   | 94.5%           | 13.7%                                | 49.3%                       | 79.5%        | 1.4%  | 0.0%         | 1.4%                | 23.3%                                                 | 8.2% |                                    |                    |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 20                                | 17              | 4                                    | 11                          | 15           | 3     | 2            | 1                   | 9                                                     | 1    | 13                                 | 1                  |
|      |                      |            | 58.8%                             | 50.0%           | 11.8%                                | 32.4%                       | 44.1%        | 8.8%  | 5.9%         | 2.9%                | 26.5%                                                 | 2.9% | 38.2%                              | 2.9%               |
|      |                      |            |                                   | 85.0%           | 20.0%                                | 55.0%                       | 75.0%        | 15.0% | 10.0%        | 5.0%                | 45.0%                                                 | 5.0% |                                    |                    |
|      | 卸売業・小売業              | 102        | 71                                | 53              | 9                                    | 34                          | 48           | 0     | 1            | 1                   | 10                                                    | 0    | 27                                 | 4                  |
|      |                      |            | 69.6%                             | 52.0%           | 8.8%                                 | 33.3%                       | 47.1%        | 0.0%  | 1.0%         | 1.0%                | 9.8%                                                  | 0.0% | 26.5%                              | 3.9%               |
|      |                      |            |                                   | 74.6%           | 12.7%                                | 47.9%                       | 67.6%        | 0.0%  | 1.4%         | 1.4%                | 14.1%                                                 | 0.0% |                                    |                    |
|      | 金融業・保険業              | 16         | 13                                | 13              | 1                                    | 6                           | 8            | 0     | 1            | 3                   | 4                                                     | 1    | 3                                  | 0                  |
|      |                      |            | 81.3%                             | 81.3%           | 6.3%                                 | 37.5%                       | 50.0%        | 0.0%  | 6.3%         | 18.8%               | 25.0%                                                 | 6.3% | 18.8%                              | 0.0%               |
|      |                      |            |                                   | 100.0%          | 7.7%                                 | 46.2%                       | 61.5%        | 0.0%  | 7.7%         | 23.1%               | 30.8%                                                 | 7.7% |                                    |                    |
|      | サービス業                | 173        | 140                               | 122             | 30                                   | 70                          | 90           | 2     | 10           | 5                   | 31                                                    | 1    | 29                                 | 4                  |
|      |                      |            | 80.9%                             | 70.5%           | 17.3%                                | 40.5%                       | 52.0%        | 1.2%  | 5.8%         | 2.9%                | 17.9%                                                 | 0.6% | 16.8%                              | 2.3%               |
|      |                      |            |                                   | 87.1%           | 21.4%                                | 50.0%                       | 64.3%        | 1.4%  | 7.1%         | 3.6%                | 22.1%                                                 | 0.7% |                                    |                    |
| 企業規模 | 9人以下                 | 80         | 37                                | 28              | 7                                    | 21                          | 24           | 0     | 1            | 1                   | 7                                                     | 1    | 36                                 | 7                  |
|      |                      |            | 46.3%                             | 35.0%           | 8.8%                                 | 26.3%                       | 30.0%        | 0.0%  | 1.3%         | 1.3%                | 8.8%                                                  | 1.3% | 45.0%                              | 8.8%               |
|      |                      |            |                                   | 75.7%           | 18.9%                                | 56.8%                       | 64.9%        | 0.0%  | 2.7%         | 2.7%                | 18.9%                                                 | 2.7% |                                    |                    |
|      | 10～29人               | 176        | 114                               | 87              | 23                                   | 56                          | 65           | 3     | 3            | 7                   | 32                                                    | 4    | 53                                 | 9                  |
|      |                      |            | 64.8%                             | 49.4%           | 13.1%                                | 31.8%                       | 36.9%        | 1.7%  | 1.7%         | 4.0%                | 18.2%                                                 | 2.3% | 30.1%                              | 5.1%               |
|      |                      |            |                                   | 76.3%           | 20.2%                                | 49.1%                       | 57.0%        | 2.6%  | 2.6%         | 6.1%                | 28.1%                                                 | 3.5% |                                    |                    |
|      | 30～49人               | 71         | 59                                | 53              | 10                                   | 32                          | 41           | 1     | 2            | 1                   | 6                                                     | 2    | 11                                 | 1                  |
|      |                      |            | 83.1%                             | 74.6%           | 14.1%                                | 45.1%                       | 57.7%        | 1.4%  | 2.8%         | 1.4%                | 8.5%                                                  | 2.8% | 15.5%                              | 1.4%               |
|      |                      |            |                                   | 89.8%           | 16.9%                                | 54.2%                       | 69.5%        | 1.7%  | 3.4%         | 1.7%                | 10.2%                                                 | 3.4% |                                    |                    |
|      | 50～99人               | 54         | 48                                | 43              | 6                                    | 16                          | 32           | 0     | 0            | 1                   | 8                                                     | 1    | 6                                  | 0                  |
|      |                      |            | 88.9%                             | 79.6%           | 11.1%                                | 29.6%                       | 59.3%        | 0.0%  | 0.0%         | 1.9%                | 14.8%                                                 | 1.9% | 11.1%                              | 0.0%               |
|      |                      |            |                                   | 89.6%           | 12.5%                                | 33.3%                       | 66.7%        | 0.0%  | 0.0%         | 2.1%                | 16.7%                                                 | 2.1% |                                    |                    |
|      | 100～299人             | 59         | 56                                | 52              | 4                                    | 31                          | 49           | 1     | 2            | 1                   | 10                                                    | 1    | 2                                  | 1                  |
|      |                      |            | 94.9%                             | 88.1%           | 6.8%                                 | 52.5%                       | 83.1%        | 1.7%  | 3.4%         | 1.7%                | 16.9%                                                 | 1.7% | 3.4%                               | 1.7%               |
|      |                      |            |                                   | 92.9%           | 7.1%                                 | 55.4%                       | 87.5%        | 1.8%  | 3.6%         | 1.8%                | 17.9%                                                 | 1.8% |                                    |                    |
|      | 300人以上               | 41         | 40                                | 40              | 6                                    | 23                          | 33           | 1     | 6            | 2                   | 21                                                    | 2    | 1                                  | 0                  |
|      |                      |            | 97.6%                             | 97.6%           | 14.6%                                | 56.1%                       | 80.5%        | 2.4%  | 14.6%        | 4.9%                | 51.2%                                                 | 4.9% | 2.4%                               | 0.0%               |
|      |                      |            |                                   | 100.0%          | 15.0%                                | 57.5%                       | 82.5%        | 2.5%  | 15.0%        | 5.0%                | 52.5%                                                 | 5.0% |                                    |                    |
|      | (再掲)<br>10～299人      | 360        | 277                               | 235             | 43                                   | 135                         | 187          | 5     | 7            | 10                  | 56                                                    | 8    | 72                                 | 11                 |
|      |                      |            | 76.9%                             | 65.3%           | 11.9%                                | 37.5%                       | 51.9%        | 1.4%  | 1.9%         | 2.8%                | 15.6%                                                 | 2.2% | 20.0%                              | 3.1%               |
|      |                      |            |                                   | 84.8%           | 15.5%                                | 48.7%                       | 67.5%        | 1.8%  | 2.5%         | 3.6%                | 20.2%                                                 | 2.9% |                                    |                    |
|      | (再掲)<br>30人以上        | 225        | 203                               | 188             | 26                                   | 102                         | 155          | 3     | 10           | 5                   | 45                                                    | 6    | 20                                 | 2                  |
|      |                      |            | 90.2%                             | 83.6%           | 11.6%                                | 45.3%                       | 68.9%        | 1.3%  | 4.4%         | 2.2%                | 20.0%                                                 | 2.7% | 8.9%                               | 0.9%               |
|      |                      |            |                                   | 92.6%           | 12.8%                                | 50.2%                       | 76.4%        | 1.5%  | 4.9%         | 2.5%                | 22.2%                                                 | 3.0% |                                    |                    |

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               |                      | 481        | 303   | 36                | 154         | 64                  | 16                 | 11                  | 22    | 91          | 142   | 36    |
|                 |                      |            | 63.0% | 7.5%              | 32.0%       | 13.3%               | 3.3%               | 2.3%                | 4.6%  | 18.9%       | 29.5% | 7.5%  |
|                 |                      |            |       | 11.9%             | 50.8%       | 21.1%               | 5.3%               | 3.6%                | 7.3%  | 30.0%       |       |       |
| 産業              | 建設業                  | 60         | 29    | 3                 | 13          | 6                   | 2                  | 0                   | 5     | 8           | 27    | 4     |
|                 |                      |            | 48.3% | 5.0%              | 21.7%       | 10.0%               | 3.3%               | 0.0%                | 8.3%  | 13.3%       | 45.0% | 6.7%  |
|                 |                      |            |       | 10.3%             | 44.8%       | 20.7%               | 6.9%               | 0.0%                | 17.2% | 27.6%       |       |       |
|                 | 製造業                  | 96         | 69    | 7                 | 38          | 9                   | 8                  | 3                   | 4     | 20          | 18    | 9     |
|                 |                      |            | 71.9% | 7.3%              | 39.6%       | 9.4%                | 8.3%               | 3.1%                | 4.2%  | 20.8%       | 18.8% | 9.4%  |
|                 |                      |            |       | 10.1%             | 55.1%       | 13.0%               | 11.6%              | 4.3%                | 5.8%  | 29.0%       |       |       |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 17    | 3                 | 7           | 4                   | 0                  | 2                   | 1     | 6           | 13    | 4     |
|                 |                      |            | 50.0% | 8.8%              | 20.6%       | 11.8%               | 0.0%               | 5.9%                | 2.9%  | 17.6%       | 38.2% | 11.8% |
|                 |                      |            |       | 17.6%             | 41.2%       | 23.5%               | 0.0%               | 11.8%               | 5.9%  | 35.3%       |       |       |
|                 | 卸売業・小売業              | 102        | 53    | 7                 | 30          | 12                  | 1                  | 1                   | 2     | 14          | 38    | 11    |
|                 |                      |            | 52.0% | 6.9%              | 29.4%       | 11.8%               | 1.0%               | 1.0%                | 2.0%  | 13.7%       | 37.3% | 10.8% |
|                 |                      |            |       | 13.2%             | 56.6%       | 22.6%               | 1.9%               | 1.9%                | 3.8%  | 26.4%       |       |       |
|                 | 金融業・保険業              | 16         | 13    | 2                 | 4           | 4                   | 2                  | 1                   | 0     | 7           | 3     | 0     |
|                 |                      |            | 81.3% | 12.5%             | 25.0%       | 25.0%               | 12.5%              | 6.3%                | 0.0%  | 43.8%       | 18.8% | 0.0%  |
|                 |                      |            |       | 15.4%             | 30.8%       | 30.8%               | 15.4%              | 7.7%                | 0.0%  | 53.8%       |       |       |
|                 | サービス業                | 173        | 122   | 14                | 62          | 29                  | 3                  | 4                   | 10    | 36          | 43    | 8     |
|                 |                      |            | 70.5% | 8.1%              | 35.8%       | 16.8%               | 1.7%               | 2.3%                | 5.8%  | 20.8%       | 24.9% | 4.6%  |
|                 |                      |            |       | 11.5%             | 50.8%       | 23.8%               | 2.5%               | 3.3%                | 8.2%  | 29.5%       |       |       |
| 企業規模            | 9人以下                 | 80         | 28    | 6                 | 7           | 8                   | 1                  | 3                   | 3     | 12          | 42    | 10    |
|                 |                      |            | 35.0% | 7.5%              | 8.8%        | 10.0%               | 1.3%               | 3.8%                | 3.8%  | 15.0%       | 52.5% | 12.5% |
|                 |                      |            |       | 21.4%             | 25.0%       | 28.6%               | 3.6%               | 10.7%               | 10.7% | 42.9%       |       |       |
|                 | 10～29人               | 176        | 87    | 18                | 38          | 16                  | 5                  | 2                   | 8     | 23          | 71    | 18    |
|                 |                      |            | 49.4% | 10.2%             | 21.6%       | 9.1%                | 2.8%               | 1.1%                | 4.5%  | 13.1%       | 40.3% | 10.2% |
|                 |                      |            |       | 20.7%             | 43.7%       | 18.4%               | 5.7%               | 2.3%                | 9.2%  | 26.4%       |       |       |
|                 | 30～49人               | 71         | 53    | 7                 | 29          | 11                  | 2                  | 2                   | 2     | 15          | 14    | 4     |
|                 |                      |            | 74.6% | 9.9%              | 40.8%       | 15.5%               | 2.8%               | 2.8%                | 2.8%  | 21.1%       | 19.7% | 5.6%  |
|                 |                      |            |       | 13.2%             | 54.7%       | 20.8%               | 3.8%               | 3.8%                | 3.8%  | 28.3%       |       |       |
|                 | 50～99人               | 54         | 43    | 3                 | 29          | 7                   | 2                  | 0                   | 2     | 9           | 9     | 2     |
|                 |                      |            | 79.6% | 5.6%              | 53.7%       | 13.0%               | 3.7%               | 0.0%                | 3.7%  | 16.7%       | 16.7% | 3.7%  |
|                 |                      |            |       | 7.0%              | 67.4%       | 16.3%               | 4.7%               | 0.0%                | 4.7%  | 20.9%       |       |       |
|                 | 100～299人             | 59         | 52    | 1                 | 35          | 7                   | 2                  | 3                   | 4     | 12          | 5     | 2     |
|                 |                      |            | 88.1% | 1.7%              | 59.3%       | 11.9%               | 3.4%               | 5.1%                | 6.8%  | 20.3%       | 8.5%  | 3.4%  |
|                 |                      |            |       | 1.9%              | 67.3%       | 13.5%               | 3.8%               | 5.8%                | 7.7%  | 23.1%       |       |       |
|                 | 300人以上               | 41         | 40    | 1                 | 16          | 15                  | 4                  | 1                   | 3     | 20          | 1     | 0     |
|                 |                      |            | 97.6% | 2.4%              | 39.0%       | 36.6%               | 9.8%               | 2.4%                | 7.3%  | 48.8%       | 2.4%  | 0.0%  |
|                 |                      |            |       | 2.5%              | 40.0%       | 37.5%               | 10.0%              | 2.5%                | 7.5%  | 50.0%       |       |       |
| (再掲)<br>10～299人 | 360                  | 235        | 29    | 131               | 41          | 11                  | 7                  | 16                  | 59    | 99          | 26    |       |
|                 |                      | 65.3%      | 8.1%  | 36.4%             | 11.4%       | 3.1%                | 1.9%               | 4.4%                | 16.4% | 27.5%       | 7.2%  |       |
|                 |                      |            | 12.3% | 55.7%             | 17.4%       | 4.7%                | 3.0%               | 6.8%                | 25.1% |             |       |       |
| (再掲)<br>30人以上   | 225                  | 188        | 12    | 109               | 40          | 10                  | 6                  | 11                  | 56    | 29          | 8     |       |
|                 |                      | 83.6%      | 5.3%  | 48.4%             | 17.8%       | 4.4%                | 2.7%               | 4.9%                | 24.9% | 12.9%       | 3.6%  |       |
|                 |                      |            | 6.4%  | 58.0%             | 21.3%       | 5.3%                | 3.2%               | 5.9%                | 29.8% |             |       |       |

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                            |                      | 481         | 56<br>11.6% | 12<br>2.5%        | 14<br>2.9%  | 9<br>1.9%           | 6<br>1.2%          | 6<br>1.2%           | 9<br>1.9%  | 21<br>4.4%   | 349<br>72.6% | 76<br>15.8% |
|                              |                      |             |             | 21.4%             | 25.0%       | 16.1%               | 10.7%              | 10.7%               | 16.1%      | 37.5%        |              |             |
| 産業                           | 建設業                  | 60          | 2<br>3.3%   | 1<br>1.7%         | 1<br>1.7%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 51<br>85.0%  | 7<br>11.7%  |
|                              |                      |             |             | 50.0%             | 50.0%       | 0.0%                | 0.0%               | 0.0%                | 0.0%       | 0.0%         |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 製造業                  | 96          | 10<br>10.4% | 3<br>3.1%         | 2<br>2.1%   | 0<br>0.0%           | 3<br>3.1%          | 1<br>1.0%           | 1<br>1.0%  | 4<br>4.2%    | 67<br>69.8%  | 19<br>19.8% |
|                              |                      |             |             | 30.0%             | 20.0%       | 0.0%                | 30.0%              | 10.0%               | 10.0%      | 40.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 運輸・通信業、<br>電気・ガス・水道業 | 34          | 4<br>11.8%  | 0<br>0.0%         | 2<br>5.9%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>2.9%           | 1<br>2.9%  | 1<br>2.9%    | 25<br>73.5%  | 5<br>14.7%  |
|                              |                      |             |             | 0.0%              | 50.0%       | 0.0%                | 0.0%               | 25.0%               | 25.0%      | 25.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 卸売業・小売業              | 102         | 9<br>8.8%   | 5<br>4.9%         | 1<br>1.0%   | 2<br>2.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>1.0%  | 2<br>2.0%    | 76<br>74.5%  | 17<br>16.7% |
|                              |                      |             |             | 55.6%             | 11.1%       | 22.2%               | 0.0%               | 0.0%                | 11.1%      | 22.2%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| 金融業・保険業                      | 16                   | 1<br>6.3%   | 0<br>0.0%   | 0<br>0.0%         | 0<br>0.0%   | 1<br>6.3%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>6.3%  | 13<br>81.3%  | 2<br>12.5%   |             |
|                              |                      |             | 0.0%        | 0.0%              | 0.0%        | 100.0%              | 0.0%               | 0.0%                | 100.0%     |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| サービス業                        | 173                  | 30<br>17.3% | 3<br>1.7%   | 8<br>4.6%         | 7<br>4.0%   | 2<br>1.2%           | 4<br>2.3%          | 6<br>3.5%           | 13<br>7.5% | 117<br>67.6% | 26<br>15.0%  |             |
|                              |                      |             | 10.0%       | 26.7%             | 23.3%       | 6.7%                | 13.3%              | 20.0%               | 43.3%      |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| 企業規模                         | 9人以下                 | 80          | 7<br>8.8%   | 3<br>3.8%         | 1<br>1.3%   | 1<br>1.3%           | 0<br>0.0%          | 1<br>1.3%           | 1<br>1.3%  | 2<br>2.5%    | 59<br>73.8%  | 14<br>17.5% |
|                              |                      |             |             | 42.9%             | 14.3%       | 14.3%               | 0.0%               | 14.3%               | 14.3%      | 28.6%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 10～29人               | 176         | 23<br>13.1% | 9<br>5.1%         | 5<br>2.8%   | 4<br>2.3%           | 1<br>0.6%          | 2<br>1.1%           | 2<br>1.1%  | 7<br>4.0%    | 118<br>67.0% | 35<br>19.9% |
|                              |                      |             |             | 39.1%             | 21.7%       | 17.4%               | 4.3%               | 8.7%                | 8.7%       | 30.4%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 30～49人               | 71          | 10<br>14.1% | 0<br>0.0%         | 4<br>5.6%   | 1<br>1.4%           | 1<br>1.4%          | 2<br>2.8%           | 2<br>2.8%  | 4<br>5.6%    | 52<br>73.2%  | 9<br>12.7%  |
|                              |                      |             |             | 0.0%              | 40.0%       | 10.0%               | 10.0%              | 20.0%               | 20.0%      | 40.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 50～99人               | 54          | 6<br>11.1%  | 0<br>0.0%         | 2<br>3.7%   | 1<br>1.9%           | 1<br>1.9%          | 1<br>1.9%           | 1<br>1.9%  | 3<br>5.6%    | 41<br>75.9%  | 7<br>13.0%  |
|                              |                      |             |             | 0.0%              | 33.3%       | 16.7%               | 16.7%              | 16.7%               | 16.7%      | 50.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
|                              | 100～299人             | 59          | 4<br>6.8%   | 0<br>0.0%         | 1<br>1.7%   | 1<br>1.7%           | 1<br>1.7%          | 0<br>0.0%           | 1<br>1.7%  | 2<br>3.4%    | 48<br>81.4%  | 7<br>11.9%  |
|                              |                      |             |             | 0.0%              | 25.0%       | 25.0%               | 25.0%              | 0.0%                | 25.0%      | 50.0%        |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| 300人以上                       | 41                   | 6<br>14.6%  | 0<br>0.0%   | 1<br>2.4%         | 1<br>2.4%   | 2<br>4.9%           | 0<br>0.0%          | 2<br>4.9%           | 3<br>7.3%  | 31<br>75.6%  | 4<br>9.8%    |             |
|                              |                      |             | 0.0%        | 16.7%             | 16.7%       | 33.3%               | 0.0%               | 33.3%               | 50.0%      |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| (再掲)<br>10～299人              | 360                  | 43<br>11.9% | 9<br>2.5%   | 12<br>3.3%        | 7<br>1.9%   | 4<br>1.1%           | 5<br>1.4%          | 6<br>1.7%           | 16<br>4.4% | 259<br>71.9% | 58<br>16.1%  |             |
|                              |                      |             | 20.9%       | 27.9%             | 16.3%       | 9.3%                | 11.6%              | 14.0%               | 37.2%      |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |
| (再掲)<br>30人以上                | 225                  | 26<br>11.6% | 0<br>0.0%   | 8<br>3.6%         | 4<br>1.8%   | 5<br>2.2%           | 3<br>1.3%          | 6<br>2.7%           | 12<br>5.3% | 172<br>76.4% | 27<br>12.0%  |             |
|                              |                      |             | 0.0%        | 30.8%             | 15.4%       | 19.2%               | 11.5%              | 23.1%               | 46.2%      |              |              |             |
|                              |                      |             |             |                   |             |                     |                    |                     |            |              |              |             |



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                   |                      | 481        | 179   | 24                | 61          | 41                  | 12                 | 18                  | 23    | 71          | 244   | 58    |
|                     |                      |            | 37.2% | 5.0%              | 12.7%       | 8.5%                | 2.5%               | 3.7%                | 4.8%  | 14.8%       | 50.7% | 12.1% |
|                     |                      |            |       | 13.4%             | 34.1%       | 22.9%               | 6.7%               | 10.1%               | 12.8% | 39.7%       |       |       |
| 産業                  | 建設業                  | 60         | 22    | 5                 | 8           | 2                   | 2                  | 0                   | 5     | 4           | 34    | 4     |
|                     |                      |            | 36.7% | 8.3%              | 13.3%       | 3.3%                | 3.3%               | 0.0%                | 8.3%  | 6.7%        | 56.7% | 6.7%  |
|                     |                      |            |       | 22.7%             | 36.4%       | 9.1%                | 9.1%               | 0.0%                | 22.7% | 18.2%       |       |       |
|                     | 製造業                  | 96         | 36    | 5                 | 15          | 4                   | 5                  | 4                   | 3     | 13          | 45    | 15    |
|                     |                      |            | 37.5% | 5.2%              | 15.6%       | 4.2%                | 5.2%               | 4.2%                | 3.1%  | 13.5%       | 46.9% | 15.6% |
|                     |                      |            |       | 13.9%             | 41.7%       | 11.1%               | 13.9%              | 11.1%               | 8.3%  | 36.1%       |       |       |
|                     | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 11    | 0                 | 5           | 3                   | 0                  | 2                   | 1     | 5           | 18    | 5     |
|                     |                      |            | 32.4% | 0.0%              | 14.7%       | 8.8%                | 0.0%               | 5.9%                | 2.9%  | 14.7%       | 52.9% | 14.7% |
|                     |                      |            |       | 0.0%              | 45.5%       | 27.3%               | 0.0%               | 18.2%               | 9.1%  | 45.5%       |       |       |
|                     | 卸売業・小売業              | 102        | 34    | 8                 | 12          | 8                   | 1                  | 4                   | 1     | 13          | 56    | 12    |
|                     |                      |            | 33.3% | 7.8%              | 11.8%       | 7.8%                | 1.0%               | 3.9%                | 1.0%  | 12.7%       | 54.9% | 11.8% |
|                     |                      |            |       | 23.5%             | 35.3%       | 23.5%               | 2.9%               | 11.8%               | 2.9%  | 38.2%       |       |       |
|                     | 金融業・保険業              | 16         | 6     | 0                 | 2           | 2                   | 1                  | 1                   | 0     | 4           | 8     | 2     |
|                     |                      |            | 37.5% | 0.0%              | 12.5%       | 12.5%               | 6.3%               | 6.3%                | 0.0%  | 25.0%       | 50.0% | 12.5% |
|                     |                      |            |       | 0.0%              | 33.3%       | 33.3%               | 16.7%              | 16.7%               | 0.0%  | 66.7%       |       |       |
|                     | サービス業                | 173        | 70    | 6                 | 19          | 22                  | 3                  | 7                   | 13    | 32          | 83    | 20    |
|                     |                      |            | 40.5% | 3.5%              | 11.0%       | 12.7%               | 1.7%               | 4.0%                | 7.5%  | 18.5%       | 48.0% | 11.6% |
|                     |                      |            |       | 8.6%              | 27.1%       | 31.4%               | 4.3%               | 10.0%               | 18.6% | 45.7%       |       |       |
| 企業規模                | 9人以下                 | 80         | 21    | 7                 | 0           | 5                   | 1                  | 5                   | 3     | 11          | 48    | 11    |
|                     |                      |            | 26.3% | 8.8%              | 0.0%        | 6.3%                | 1.3%               | 6.3%                | 3.8%  | 13.8%       | 60.0% | 13.8% |
|                     |                      |            |       | 33.3%             | 0.0%        | 23.8%               | 4.8%               | 23.8%               | 14.3% | 52.4%       |       |       |
|                     | 10～29人               | 176        | 56    | 11                | 19          | 9                   | 4                  | 5                   | 8     | 18          | 91    | 29    |
|                     |                      |            | 31.8% | 6.3%              | 10.8%       | 5.1%                | 2.3%               | 2.8%                | 4.5%  | 10.2%       | 51.7% | 16.5% |
|                     |                      |            |       | 19.6%             | 33.9%       | 16.1%               | 7.1%               | 8.9%                | 14.3% | 32.1%       |       |       |
|                     | 30～49人               | 71         | 32    | 3                 | 11          | 7                   | 1                  | 4                   | 6     | 12          | 31    | 8     |
|                     |                      |            | 45.1% | 4.2%              | 15.5%       | 9.9%                | 1.4%               | 5.6%                | 8.5%  | 16.9%       | 43.7% | 11.3% |
|                     |                      |            |       | 9.4%              | 34.4%       | 21.9%               | 3.1%               | 12.5%               | 18.8% | 37.5%       |       |       |
|                     | 50～99人               | 54         | 16    | 1                 | 11          | 3                   | 1                  | 0                   | 0     | 4           | 33    | 5     |
|                     |                      |            | 29.6% | 1.9%              | 20.4%       | 5.6%                | 1.9%               | 0.0%                | 0.0%  | 7.4%        | 61.1% | 9.3%  |
|                     |                      |            |       | 6.3%              | 68.8%       | 18.8%               | 6.3%               | 0.0%                | 0.0%  | 25.0%       |       |       |
|                     | 100～299人             | 59         | 31    | 2                 | 14          | 8                   | 1                  | 2                   | 4     | 11          | 25    | 3     |
|                     |                      |            | 52.5% | 3.4%              | 23.7%       | 13.6%               | 1.7%               | 3.4%                | 6.8%  | 18.6%       | 42.4% | 5.1%  |
|                     |                      |            |       | 6.5%              | 45.2%       | 25.8%               | 3.2%               | 6.5%                | 12.9% | 35.5%       |       |       |
|                     | 300人以上               | 41         | 23    | 0                 | 6           | 9                   | 4                  | 2                   | 2     | 15          | 16    | 2     |
|                     |                      |            | 56.1% | 0.0%              | 14.6%       | 22.0%               | 9.8%               | 4.9%                | 4.9%  | 36.6%       | 39.0% | 4.9%  |
|                     |                      |            |       | 0.0%              | 26.1%       | 39.1%               | 17.4%              | 8.7%                | 8.7%  | 65.2%       |       |       |
| (再掲)<br>10～299人     | 360                  | 135        | 17    | 55                | 27          | 7                   | 11                 | 18                  | 45    | 180         | 45    |       |
|                     |                      | 37.5%      | 4.7%  | 15.3%             | 7.5%        | 1.9%                | 3.1%               | 5.0%                | 12.5% | 50.0%       | 12.5% |       |
|                     |                      |            | 12.6% | 40.7%             | 20.0%       | 5.2%                | 8.1%               | 13.3%               | 33.3% |             |       |       |
| (再掲)<br>30人以上       | 225                  | 102        | 6     | 42                | 27          | 7                   | 8                  | 12                  | 42    | 105         | 18    |       |
|                     |                      | 45.3%      | 2.7%  | 18.7%             | 12.0%       | 3.1%                | 3.6%               | 5.3%                | 18.7% | 46.7%       | 8.0%  |       |
|                     |                      |            | 5.9%  | 41.2%             | 26.5%       | 6.9%                | 7.8%               | 11.8%               | 41.2% |             |       |       |

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                    | 481                  | 244<br>50.7%         | 21<br>4.4%<br>8.6%   | 123<br>25.6%<br>50.4% | 64<br>13.3%<br>26.2% | 4<br>0.8%<br>1.6%    |                      |             | 9<br>1.9%<br>3.7% |
| 産業              | 建設業                  | 60         | 25<br>41.7%          | 2<br>3.3%<br>8.0%    | 11<br>18.3%<br>44.0% | 5<br>8.3%<br>20.0%   | 1<br>1.7%<br>4.0%    | 0<br>0.0%<br>0.0%     | 6<br>10.0%<br>24.0%  | 6<br>10.0%<br>24.0%  | 29<br>48.3%          | 6<br>10.0%  |                   |
|                 | 製造業                  | 96         | 58<br>60.4%          | 7<br>7.3%<br>12.1%   | 30<br>31.3%<br>51.7% | 12<br>12.5%<br>20.7% | 1<br>1.0%<br>1.7%    | 1<br>1.0%<br>1.7%     | 7<br>7.3%<br>12.1%   | 14<br>14.6%<br>24.1% | 26<br>27.1%          | 12<br>12.5% |                   |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 15<br>44.1%          | 1<br>2.9%<br>6.7%    | 9<br>26.5%<br>60.0%  | 4<br>11.8%<br>26.7%  | 0<br>0.0%<br>0.0%    | 0<br>0.0%<br>0.0%     | 1<br>2.9%<br>6.7%    | 4<br>11.8%<br>26.7%  | 16<br>47.1%          | 3<br>8.8%   |                   |
|                 | 卸売業・小売業              | 102        | 48<br>47.1%          | 7<br>6.9%<br>14.6%   | 23<br>22.5%<br>47.9% | 15<br>14.7%<br>31.3% | 0<br>0.0%<br>0.0%    | 2<br>2.0%<br>4.2%     | 1<br>1.0%<br>2.1%    | 17<br>16.7%<br>35.4% | 40<br>39.2%          | 14<br>13.7% |                   |
|                 | 金融業・保険業              | 16         | 8<br>50.0%           | 1<br>6.3%<br>12.5%   | 5<br>31.3%<br>62.5%  | 1<br>6.3%<br>12.5%   | 1<br>6.3%<br>12.5%   | 0<br>0.0%<br>0.0%     | 0<br>0.0%<br>0.0%    | 2<br>12.5%<br>25.0%  | 5<br>31.3%           | 3<br>18.8%  |                   |
|                 | サービス業                | 173        | 90<br>52.0%          | 3<br>1.7%<br>3.3%    | 45<br>26.0%<br>50.0% | 27<br>15.6%<br>30.0% | 1<br>0.6%<br>1.1%    | 6<br>3.5%<br>6.7%     | 8<br>4.6%<br>8.9%    | 34<br>19.7%<br>37.8% | 61<br>35.3%          | 22<br>12.7% |                   |
|                 | 企業規模                 | 9人以下       | 80                   | 24<br>30.0%<br>20.8% | 5<br>6.3%<br>29.2%   | 7<br>8.8%<br>25.0%   | 6<br>7.5%<br>25.0%   | 0<br>0.0%<br>0.0%     | 3<br>3.8%<br>12.5%   | 3<br>3.8%<br>12.5%   | 9<br>11.3%<br>37.5%  | 42<br>52.5% | 14<br>17.5%       |
|                 |                      | 10～29人     | 176                  | 65<br>36.9%<br>18.5% | 12<br>6.8%<br>38.5%  | 25<br>14.2%<br>38.5% | 17<br>9.7%<br>26.2%  | 2<br>1.1%<br>3.1%     | 4<br>2.3%<br>6.2%    | 5<br>2.8%<br>7.7%    | 23<br>13.1%<br>35.4% | 84<br>47.7% | 27<br>15.3%       |
|                 |                      | 30～49人     | 71                   | 41<br>57.7%<br>7.3%  | 3<br>4.2%<br>51.2%   | 21<br>29.6%<br>51.2% | 11<br>15.5%<br>26.8% | 1<br>1.4%<br>2.4%     | 2<br>2.8%<br>4.9%    | 3<br>4.2%<br>7.3%    | 14<br>19.7%<br>34.1% | 23<br>32.4% | 7<br>9.9%         |
|                 |                      | 50～99人     | 54                   | 32<br>59.3%<br>3.1%  | 1<br>1.9%<br>56.3%   | 18<br>33.3%<br>31.3% | 10<br>18.5%<br>31.3% | 0<br>0.0%<br>0.0%     | 0<br>0.0%<br>0.0%    | 3<br>5.6%<br>9.4%    | 10<br>18.5%<br>31.3% | 17<br>31.5% | 5<br>9.3%         |
|                 |                      | 100～299人   | 59                   | 49<br>83.1%<br>0.0%  | 0<br>0.0%<br>71.4%   | 35<br>59.3%<br>16.3% | 8<br>13.6%<br>0.0%   | 0<br>0.0%<br>0.0%     | 0<br>0.0%<br>0.0%    | 6<br>10.2%<br>12.2%  | 8<br>13.6%<br>16.3%  | 7<br>11.9%  | 3<br>5.1%         |
|                 |                      | 300人以上     | 41                   | 33<br>80.5%<br>0.0%  | 0<br>0.0%<br>51.5%   | 17<br>41.5%<br>36.4% | 12<br>29.3%<br>26.5% | 1<br>2.4%<br>1.3%     | 0<br>0.0%<br>1.3%    | 3<br>7.3%<br>9.7%    | 13<br>31.7%<br>29.0% | 4<br>9.8%   | 4<br>9.8%         |
| (再掲)<br>10～299人 |                      | 360        | 187<br>51.9%<br>8.6% | 16<br>4.4%<br>52.9%  | 99<br>27.5%<br>24.6% | 46<br>12.8%<br>24.6% | 3<br>0.8%<br>1.6%    | 6<br>1.7%<br>3.2%     | 17<br>4.7%<br>9.1%   | 55<br>15.3%<br>29.4% | 131<br>36.4%         | 42<br>11.7% |                   |
| (再掲)<br>30人以上   |                      | 225        | 155<br>68.9%<br>2.6% | 4<br>1.8%<br>58.7%   | 91<br>40.4%<br>26.5% | 41<br>18.2%<br>26.5% | 2<br>0.9%<br>1.3%    | 2<br>0.9%<br>1.3%     | 15<br>6.7%<br>9.7%   | 45<br>20.0%<br>29.0% | 51<br>22.7%          | 19<br>8.4%  |                   |

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    | 481                  | 6<br>1.2%   | 1<br>0.2%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 3<br>0.6%           | 2<br>0.4% | 3<br>0.6%   | 394<br>81.9% | 81<br>16.8% |
| 産業   | 建設業                  | 60<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>90.0%  | 6<br>10.0%  |
|      | 製造業                  | 96<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% | 1<br>1.0%   | 78<br>81.3%  | 17<br>17.7% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34<br>8.8%  | 1<br>2.9%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>2.9%           | 1<br>2.9% | 1<br>2.9%   | 26<br>76.5%  | 5<br>14.7%  |
|      | 卸売業・小売業              | 102<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%   | 82<br>80.4%  | 20<br>19.6% |
|      | 金融業・保険業              | 16<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%   | 14<br>87.5%  | 2<br>12.5%  |
|      | サービス業                | 173<br>1.2% | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>0.6%           | 1<br>0.6% | 1<br>0.6%   | 140<br>80.9% | 31<br>17.9% |
| 企業規模 | 9人以下                 | 80<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%   | 65<br>81.3%  | 15<br>18.8% |
|      | 10～29人               | 176<br>1.7% | 1<br>0.6%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>0.6%           | 1<br>0.6% | 1<br>0.6%   | 138<br>78.4% | 35<br>19.9% |
|      | 30～49人               | 71<br>1.4%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>1.4% | 0<br>0.0%   | 59<br>83.1%  | 11<br>15.5% |
|      | 50～99人               | 54<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%   | 47<br>87.0%  | 7<br>13.0%  |
|      | 100～299人             | 59<br>1.7%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>1.7%           | 0<br>0.0% | 1<br>1.7%   | 50<br>84.7%  | 8<br>13.6%  |
|      | 300人以上               | 41<br>2.4%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 1<br>2.4%           | 0<br>0.0% | 1<br>2.4%   | 35<br>85.4%  | 5<br>12.2%  |
|      | (再掲)<br>10～299人      | 360<br>1.4% | 1<br>0.3%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 2<br>0.6%           | 2<br>0.6% | 2<br>0.6%   | 294<br>81.7% | 61<br>16.9% |
|      | (再掲)<br>30人以上        | 225<br>1.3% | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 2<br>0.9%           | 1<br>0.4% | 2<br>0.9%   | 191<br>84.9% | 31<br>13.8% |

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            | 481                  | 14<br>2.9% | 2<br>0.4%         | 1<br>0.2%   | 8<br>1.7%           | 1<br>0.2%          | 0<br>0.0%           | 2<br>0.4% | 9<br>1.9%   | 385<br>80.0% | 82<br>17.0% |
|              |                      |            | 14.3%             | 7.1%        | 57.1%               | 7.1%               | 0.0%                | 14.3%     | 64.3%       |              |             |
| 産業           | 建設業                  | 60         | 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%   | 53<br>88.3%  | 7<br>11.7%  |
|              | 製造業                  | 96         | 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%   | 79<br>82.3%  | 17<br>17.7% |
|              | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 2<br>5.9%         | 0<br>0.0%   | 1<br>2.9%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>2.9% | 1<br>2.9%   | 26<br>76.5%  | 6<br>17.6%  |
|              | 卸売業・小売業              | 102        | 1<br>1.0%         | 1<br>1.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 0<br>0.0%   | 81<br>79.4%  | 20<br>19.6% |
|              | 金融業・保険業              | 16         | 1<br>6.3%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>6.3%          | 0<br>0.0%           | 0<br>0.0% | 1<br>6.3%   | 13<br>81.3%  | 2<br>12.5%  |
|              | サービス業                | 173        | 10<br>5.8%        | 1<br>0.6%   | 1<br>0.6%           | 7<br>4.0%          | 0<br>0.0%           | 1<br>0.6% | 7<br>4.0%   | 133<br>76.9% | 30<br>17.3% |
| 企業規模         | 9人以下                 | 80         | 1<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%   | 64<br>80.0%  | 15<br>18.8% |
|              | 10～29人               | 176        | 3<br>1.7%         | 1<br>0.6%   | 0<br>0.0%           | 1<br>0.6%          | 0<br>0.0%           | 1<br>0.6% | 1<br>0.6%   | 137<br>77.8% | 36<br>20.5% |
|              | 30～49人               | 71         | 2<br>2.8%         | 0<br>0.0%   | 1<br>1.4%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>1.4% | 0<br>0.0%   | 57<br>80.3%  | 12<br>16.9% |
|              | 50～99人               | 54         | 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%   | 48<br>88.9%  | 6<br>11.1%  |
|              | 100～299人             | 59         | 2<br>3.4%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>1.7%          | 1<br>1.7%           | 0<br>0.0% | 2<br>3.4%   | 49<br>83.1%  | 8<br>13.6%  |
|              | 300人以上               | 41         | 6<br>14.6%        | 0<br>0.0%   | 0<br>0.0%           | 6<br>14.6%         | 0<br>0.0%           | 0<br>0.0% | 6<br>14.6%  | 30<br>73.2%  | 5<br>12.2%  |
|              | (再掲)<br>10～299人      | 360        | 7<br>1.9%         | 1<br>0.3%   | 1<br>0.3%           | 2<br>0.6%          | 1<br>0.3%           | 2<br>0.6% | 3<br>0.8%   | 291<br>80.8% | 62<br>17.2% |
|              | (再掲)<br>30人以上        | 225        | 10<br>4.4%        | 0<br>0.0%   | 1<br>0.4%           | 7<br>3.1%          | 1<br>0.4%           | 1<br>0.4% | 8<br>3.6%   | 184<br>81.8% | 31<br>13.8% |



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、%)

| 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               |                      | 481        | 13<br>2.7% | 1<br>0.2%         | 2<br>0.4%   | 2<br>0.4%           | 3<br>0.6%          | 2<br>0.4%           | 3<br>0.6% | 7<br>1.5%    | 387<br>80.5% | 81<br>16.8% |
| 産業              | 建設業                  | 60         | 2<br>3.3%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>1.7%          | 0<br>0.0%           | 1<br>1.7% | 1<br>1.7%    | 52<br>86.7%  | 6<br>10.0%  |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 製造業                  | 96         | 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% | 1<br>1.0%    | 78<br>81.3%  | 17<br>17.7% |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 1<br>2.9%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>2.9% | 0<br>0.0%    | 27<br>79.4%  | 6<br>17.6%  |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 卸売業・小売業              | 102        | 1<br>1.0%  | 0<br>0.0%         | 0<br>0.0%   | 1<br>1.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 1<br>1.0%    | 82<br>80.4%  | 19<br>18.6% |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 金融業・保険業              | 16         | 3<br>18.8% | 0<br>0.0%         | 1<br>6.3%   | 1<br>6.3%           | 1<br>6.3%          | 0<br>0.0%           | 0<br>0.0% | 2<br>12.5%   | 12<br>75.0%  | 1<br>6.3%   |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | サービス業                | 173        | 5<br>2.9%  | 1<br>0.6%         | 1<br>0.6%   | 0<br>0.0%           | 1<br>0.6%          | 1<br>0.6%           | 1<br>0.6% | 2<br>1.2%    | 136<br>78.6% | 32<br>18.5% |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
| 企業規模            | 9人以下                 | 80         | 1<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%    | 64<br>80.0%  | 15<br>18.8% |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 10～29人               | 176        | 7<br>4.0%  | 0<br>0.0%         | 0<br>0.0%   | 1<br>0.6%           | 1<br>0.6%          | 2<br>1.1%           | 3<br>1.7% | 4<br>2.3%    | 134<br>76.1% | 35<br>19.9% |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 30～49人               | 71         | 1<br>1.4%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>1.4%          | 0<br>0.0%           | 0<br>0.0% | 1<br>1.4%    | 58<br>81.7%  | 12<br>16.9% |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 50～99人               | 54         | 1<br>1.9%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>1.9%          | 0<br>0.0%           | 0<br>0.0% | 1<br>1.9%    | 46<br>85.2%  | 7<br>13.0%  |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 100～299人             | 59         | 1<br>1.7%  | 0<br>0.0%         | 0<br>0.0%   | 1<br>1.7%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 1<br>1.7%    | 50<br>84.7%  | 8<br>13.6%  |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 | 300人以上               | 41         | 2<br>4.9%  | 0<br>0.0%         | 2<br>4.9%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0% | 0<br>0.0%    | 35<br>85.4%  | 4<br>9.8%   |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
| (再掲)<br>10～299人 | 360                  | 10<br>2.8% | 0<br>0.0%  | 0<br>0.0%         | 2<br>0.6%   | 3<br>0.8%           | 2<br>0.6%          | 3<br>0.8%           | 7<br>1.9% | 288<br>80.0% | 62<br>17.2%  |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
| (再掲)<br>30人以上   | 225                  | 5<br>2.2%  | 0<br>0.0%  | 2<br>0.9%         | 1<br>0.4%   | 2<br>0.9%           | 0<br>0.0%          | 0<br>0.0%           | 3<br>1.3% | 189<br>84.0% | 31<br>13.8%  |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |           |              |              |             |

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                             | 481                  | 84<br>17.5%  |                   | 39<br>8.1%  | 3<br>0.6%   | 2<br>0.4%  | 2<br>0.4%   | 38<br>7.9%  | 46<br>9.6%  | 320<br>66.5% | 77<br>16.0% |
|                               |                      |              |                   | 46.4%       | 3.6%        | 2.4%       | 2.4%        | 45.2%       | 54.8%       |              |             |
| 産業                            | 建設業                  | 60<br>21.7%  |                   | 4<br>6.7%   | 1<br>1.7%   | 1<br>1.7%  | 0<br>0.0%   | 7<br>11.7%  | 6<br>10.0%  | 42<br>70.0%  | 5<br>8.3%   |
|                               |                      |              |                   | 30.8%       | 7.7%        | 7.7%       | 0.0%        | 53.8%       | 46.2%       |              |             |
|                               | 製造業                  | 96<br>17.7%  |                   | 10<br>10.4% | 0<br>0.0%   | 0<br>0.0%  | 1<br>1.0%   | 6<br>6.3%   | 11<br>11.5% | 62<br>64.6%  | 17<br>17.7% |
|                               |                      |              |                   | 58.8%       | 0.0%        | 0.0%       | 5.9%        | 35.3%       | 64.7%       |              |             |
|                               | 運輸・通信業、<br>電気・ガス・水道業 | 34<br>26.5%  |                   | 6<br>17.6%  | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 3<br>8.8%   | 6<br>17.6%  | 21<br>61.8%  | 4<br>11.8%  |
|                               |                      |              |                   | 66.7%       | 0.0%        | 0.0%       | 0.0%        | 33.3%       | 66.7%       |              |             |
| 企業規模                          | 卸売業・小売業              | 102<br>9.8%  |                   | 4<br>3.9%   | 1<br>1.0%   | 0<br>0.0%  | 0<br>0.0%   | 5<br>4.9%   | 5<br>4.9%   | 72<br>70.6%  | 20<br>19.6% |
|                               |                      |              |                   | 40.0%       | 10.0%       | 0.0%       | 0.0%        | 50.0%       | 50.0%       |              |             |
|                               | 金融業・保険業              | 16<br>25.0%  |                   | 2<br>12.5%  | 0<br>0.0%   | 1<br>6.3%  | 0<br>0.0%   | 1<br>6.3%   | 3<br>18.8%  | 10<br>62.5%  | 2<br>12.5%  |
|                               |                      |              |                   | 50.0%       | 0.0%        | 25.0%      | 0.0%        | 25.0%       | 75.0%       |              |             |
|                               | サービス業                | 173<br>17.9% |                   | 13<br>7.5%  | 1<br>0.6%   | 0<br>0.0%  | 1<br>0.6%   | 16<br>9.2%  | 15<br>8.7%  | 113<br>65.3% | 29<br>16.8% |
|                               |                      |              |                   | 41.9%       | 3.2%        | 0.0%       | 3.2%        | 51.6%       | 48.4%       |              |             |
| 企業規模                          | 9人以下                 | 80<br>8.8%   |                   | 3<br>3.8%   | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 4<br>5.0%   | 3<br>3.8%   | 57<br>71.3%  | 16<br>20.0% |
|                               |                      |              |                   | 42.9%       | 0.0%        | 0.0%       | 0.0%        | 57.1%       | 42.9%       |              |             |
|                               | 10～29人               | 176<br>18.2% |                   | 9<br>5.1%   | 2<br>1.1%   | 1<br>0.6%  | 1<br>0.6%   | 19<br>10.8% | 13<br>7.4%  | 109<br>61.9% | 35<br>19.9% |
|                               |                      |              |                   | 28.1%       | 6.3%        | 3.1%       | 3.1%        | 59.4%       | 40.6%       |              |             |
|                               | 30～49人               | 71<br>8.5%   |                   | 1<br>1.4%   | 1<br>1.4%   | 1<br>1.4%  | 1<br>1.4%   | 2<br>2.8%   | 4<br>5.6%   | 53<br>74.6%  | 12<br>16.9% |
|                               |                      |              |                   | 16.7%       | 16.7%       | 16.7%      | 16.7%       | 33.3%       | 66.7%       |              |             |
|                               | 50～99人               | 54<br>14.8%  |                   | 5<br>9.3%   | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 3<br>5.6%   | 5<br>9.3%   | 39<br>72.2%  | 7<br>13.0%  |
|                               |                      |              |                   | 62.5%       | 0.0%        | 0.0%       | 0.0%        | 37.5%       | 62.5%       |              |             |
|                               | 100～299人             | 59<br>16.9%  |                   | 5<br>8.5%   | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 5<br>8.5%   | 5<br>8.5%   | 43<br>72.9%  | 6<br>10.2%  |
|                               |                      |              |                   | 50.0%       | 0.0%        | 0.0%       | 0.0%        | 50.0%       | 50.0%       |              |             |
| (再掲)                          | 300人以上               | 41<br>51.2%  |                   | 16<br>39.0% | 0<br>0.0%   | 0<br>0.0%  | 0<br>0.0%   | 5<br>12.2%  | 16<br>39.0% | 19<br>46.3%  | 1<br>2.4%   |
|                               |                      |              |                   | 76.2%       | 0.0%        | 0.0%       | 0.0%        | 23.8%       | 76.2%       |              |             |
|                               | (再掲)<br>10～299人      | 360<br>15.6% |                   | 20<br>5.6%  | 3<br>0.8%   | 2<br>0.6%  | 2<br>0.6%   | 29<br>8.1%  | 27<br>7.5%  | 244<br>67.8% | 60<br>16.7% |
|                               |                      |              |                   | 35.7%       | 5.4%        | 3.6%       | 3.6%        | 51.8%       | 48.2%       |              |             |
| (再掲)                          | 30人以上                | 225<br>20.0% |                   | 27<br>12.0% | 1<br>0.4%   | 1<br>0.4%  | 1<br>0.4%   | 15<br>6.7%  | 30<br>13.3% | 154<br>68.4% | 26<br>11.6% |
|                               |                      |              |                   | 60.0%       | 2.2%        | 2.2%       | 2.2%        | 33.3%       | 66.7%       |              |             |

表27-1 育児のための勤務時間短縮等措置の利用状況(平成28年度中に利用した者の割合)

(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) | 男女計    |        |        |               |        |        | 男性     |       |        |               |        |        | 女性     |       |        |               |        |        |
|---------|----------------------|---------------------|--------|--------|--------|---------------|--------|--------|--------|-------|--------|---------------|--------|--------|--------|-------|--------|---------------|--------|--------|
|         |                      |                     | 雇用者数   |        |        | 短時間勤務制度を利用した者 |        |        | 雇用者数   |       |        | 短時間勤務制度を利用した者 |        |        | 雇用者数   |       |        | 短時間勤務制度を利用した者 |        |        |
|         |                      |                     | 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       | 468                  | 313                 | 32,666 | 10,378 | 43,044 | 777           | 24     | 801    | 20,828 | 2,599 | 23,427 | 184           | 0      | 184    | 11,838 | 7,779 | 19,617 | 593           | 24     | 617    |
|         |                      |                     |        |        |        | 2.379%        | 0.231% | 1.861% |        |       |        | 0.883%        | 0.000% | 0.785% |        |       |        | 5.009%        | 0.309% | 3.145% |
| 産 業     | 建設業                  | 60                  | 18     | 53     | 1,600  | 9             | 0      | 9      | 1,276  | 32    | 1,308  | 0             | 0      | 0      | 271    | 21    | 292    | 9             | 0      | 9      |
|         |                      |                     |        |        |        | 0.582%        | 0.000% | 0.563% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 3.321%        | 0.000% | 3.082% |
|         | 製造業                  | 94                  | 64     | 1,423  | 14,220 | 545           | 4      | 549    | 9,318  | 488   | 9,806  | 180           | 0      | 180    | 3,479  | 935   | 4,414  | 365           | 4      | 369    |
|         |                      |                     |        |        |        | 4.259%        | 0.281% | 3.861% |        |       |        | 1.932%        | 0.000% | 1.836% |        |       |        | 10.492%       | 0.428% | 8.360% |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 34                  | 17     | 676    | 3,976  | 4             | 0      | 4      | 3,016  | 147   | 3,163  | 0             | 0      | 0      | 284    | 529   | 813    | 4             | 0      | 4      |
|         |                      |                     |        |        |        | 0.121%        | 0.000% | 0.101% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 1.408%        | 0.000% | 0.492% |
| 企 業 規 模 | 卸売業・小売業              | 97                  | 72     | 3,365  | 6,653  | 35            | 9      | 44     | 2,292  | 627   | 2,919  | 0             | 0      | 0      | 996    | 2,738 | 3,734  | 35            | 9      | 44     |
|         |                      |                     |        |        |        | 1.064%        | 0.267% | 0.661% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 3.514%        | 0.329% | 1.178% |
|         | 金融業・保険業              | 16                  | 5      | 43     | 682    | 9             | 0      | 9      | 334    | 3     | 337    | 0             | 0      | 0      | 305    | 40    | 345    | 9             | 0      | 9      |
|         |                      |                     |        |        |        | 1.408%        | 0.000% | 1.320% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 2.951%        | 0.000% | 2.609% |
|         | サービス業                | 167                 | 137    | 4,818  | 15,913 | 175           | 11     | 186    | 4,592  | 1,302 | 5,894  | 4             | 0      | 4      | 6,503  | 3,516 | 10,019 | 171           | 11     | 182    |
|         |                      |                     |        |        |        | 1.577%        | 0.228% | 1.169% |        |       |        | 0.087%        | 0.000% | 0.068% |        |       |        | 2.630%        | 0.313% | 1.817% |
| 企業規模    | 9人以下                 | 75                  | 37     | 232    | 596    | 6             | 8      | 14     | 224    | 51    | 275    | 4             | 0      | 4      | 140    | 181   | 321    | 2             | 8      | 10     |
|         |                      |                     |        |        |        | 1.648%        | 3.448% | 2.349% |        |       |        | 1.786%        | 0.000% | 1.455% |        |       |        | 1.429%        | 4.420% | 3.115% |
|         | 10～29人               | 170                 | 99     | 633    | 3,009  | 14            | 3      | 17     | 1,516  | 135   | 1,651  | 0             | 0      | 0      | 860    | 498   | 1,358  | 14            | 3      | 17     |
|         |                      |                     |        |        |        | 0.589%        | 0.474% | 0.565% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 1.628%        | 0.602% | 1.252% |
|         | 30～49人               | 71                  | 52     | 764    | 2,591  | 13            | 6      | 19     | 1,144  | 245   | 1,389  | 0             | 0      | 0      | 683    | 519   | 1,202  | 13            | 6      | 19     |
|         |                      |                     |        |        |        | 0.712%        | 0.785% | 0.733% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 1.903%        | 1.156% | 1.581% |
| 企業規模    | 50～99人               | 54                  | 42     | 645    | 3,390  | 18            | 3      | 21     | 1,479  | 177   | 1,656  | 0             | 0      | 0      | 1,266  | 468   | 1,734  | 18            | 3      | 21     |
|         |                      |                     |        |        |        | 0.656%        | 0.465% | 0.619% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 1.422%        | 0.641% | 1.211% |
|         | 100～299人             | 58                  | 50     | 2,020  | 7,860  | 67            | 2      | 69     | 3,445  | 574   | 4,019  | 0             | 0      | 0      | 2,395  | 1,446 | 3,841  | 67            | 2      | 69     |
|         |                      |                     |        |        |        | 1.147%        | 0.099% | 0.878% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 2.797%        | 0.138% | 1.796% |
|         | 300人以上               | 40                  | 33     | 6,084  | 25,598 | 659           | 2      | 661    | 13,020 | 1,417 | 14,437 | 180           | 0      | 180    | 6,494  | 4,667 | 11,161 | 479           | 2      | 481    |
|         |                      |                     |        |        |        | 3.377%        | 0.033% | 2.582% |        |       |        | 1.382%        | 0.000% | 1.247% |        |       |        | 7.376%        | 0.043% | 4.310% |
| (再掲)    | 10～299人              | 353                 | 243    | 4,062  | 16,850 | 112           | 14     | 126    | 7,584  | 1,131 | 8,715  | 0             | 0      | 0      | 5,204  | 2,931 | 8,135  | 112           | 14     | 126    |
|         |                      |                     |        |        |        | 0.876%        | 0.345% | 0.748% |        |       |        | 0.000%        | 0.000% | 0.000% |        |       |        | 2.152%        | 0.478% | 1.549% |
| (再掲)    | 30人以上                | 223                 | 177    | 9,513  | 39,439 | 757           | 13     | 770    | 19,088 | 2,413 | 21,501 | 180           | 0      | 180    | 10,838 | 7,100 | 17,938 | 577           | 13     | 590    |
|         |                      |                     |        |        |        | 2.530%        | 0.137% | 1.952% |        |       |        | 0.943%        | 0.000% | 0.837% |        |       |        | 5.324%        | 0.183% | 3.289% |

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28年度中に利用した者の割合)

(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) | 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 |        |             |        |
|         |                    |                     | 正<br>規                         | パ<br>ー<br>ト | 計      | 正<br>規 | パ<br>ー<br>ト                    | 計      | 正<br>規 | パ<br>ー<br>ト | 計                              | 正<br>規 | パ<br>ー<br>ト | 計      |
| 計       | 468                | 313                 | 32,666                         | 10,378      | 43,044 | 15     | 7                              | 22     | 20,828 | 2,599       | 23,427                         | 11,838 | 7,779       | 19,617 |
|         |                    |                     |                                |             |        | 0.046% | 0.067%                         | 0.051% |        |             |                                |        |             |        |
| 産 業     | 60                 | 18                  | 1,547                          | 53          | 1,600  | 0      | 0                              | 0      | 1,276  | 32          | 1,308                          | 271    | 21          | 292    |
|         |                    |                     |                                |             |        | 0.000% | 0.000%                         | 0.000% |        |             |                                |        |             |        |
|         | 94                 | 64                  | 12,797                         | 1,423       | 14,220 | 6      | 2                              | 8      | 9,318  | 488         | 9,806                          | 3,479  | 935         | 4,414  |
|         |                    |                     |                                |             |        | 0.047% | 0.141%                         | 0.056% |        |             |                                |        |             |        |
|         | 34                 | 17                  | 3,300                          | 676         | 3,976  | 0      | 0                              | 0      | 3,016  | 147         | 3,163                          | 284    | 529         | 813    |
|         |                    |                     |                                |             |        | 0.000% | 0.000%                         | 0.000% |        |             |                                |        |             |        |
| 企 業 規 模 | 97                 | 72                  | 3,288                          | 3,365       | 6,653  | 0      | 1                              | 1      | 2,292  | 627         | 2,919                          | 996    | 2,738       | 3,734  |
|         |                    |                     |                                |             |        | 0.000% | 0.030%                         | 0.015% |        |             |                                |        |             |        |
|         | 16                 | 5                   | 639                            | 43          | 682    | 0      | 0                              | 0      | 334    | 3           | 337                            | 305    | 40          | 345    |
|         |                    |                     |                                |             |        | 0.000% | 0.000%                         | 0.000% |        |             |                                |        |             |        |
|         | 167                | 137                 | 11,095                         | 4,818       | 15,913 | 9      | 4                              | 13     | 4,592  | 1,302       | 5,894                          | 6,503  | 3,516       | 10,019 |
|         |                    |                     |                                |             |        | 0.081% | 0.083%                         | 0.082% |        |             |                                |        |             |        |
| (再掲)    | 75                 | 37                  | 364                            | 232         | 596    | 0      | 4                              | 4      | 224    | 51          | 275                            | 140    | 181         | 321    |
|         |                    |                     |                                |             |        | 0.000% | 1.724%                         | 0.671% |        |             |                                |        |             |        |
|         | 170                | 99                  | 2,376                          | 633         | 3,009  | 2      | 0                              | 2      | 1,516  | 135         | 1,651                          | 860    | 498         | 1,358  |
|         |                    |                     |                                |             |        | 0.084% | 0.000%                         | 0.066% |        |             |                                |        |             |        |
|         | 71                 | 52                  | 1,827                          | 764         | 2,591  | 0      | 3                              | 3      | 1,144  | 245         | 1,389                          | 683    | 519         | 1,202  |
|         |                    |                     |                                |             |        | 0.000% | 0.393%                         | 0.116% |        |             |                                |        |             |        |
| (再掲)    | 54                 | 42                  | 2,745                          | 645         | 3,390  | 0      | 0                              | 0      | 1,479  | 177         | 1,656                          | 1,266  | 468         | 1,734  |
|         |                    |                     |                                |             |        | 0.000% | 0.000%                         | 0.000% |        |             |                                |        |             |        |
|         | 58                 | 50                  | 5,840                          | 2,020       | 7,860  | 8      | 0                              | 8      | 3,445  | 574         | 4,019                          | 2,395  | 1,446       | 3,841  |
|         |                    |                     |                                |             |        | 0.137% | 0.000%                         | 0.102% |        |             |                                |        |             |        |
|         | 40                 | 33                  | 19,514                         | 6,084       | 25,598 | 5      | 0                              | 5      | 13,020 | 1,417       | 14,437                         | 6,494  | 4,667       | 11,161 |
|         |                    |                     |                                |             |        | 0.026% | 0.000%                         | 0.020% |        |             |                                |        |             |        |
| (再掲)    | 353                | 243                 | 12,788                         | 4,062       | 16,850 | 10     | 3                              | 13     | 7,584  | 1,131       | 8,715                          | 5,204  | 2,931       | 8,135  |
|         |                    |                     |                                |             |        | 0.078% | 0.074%                         | 0.077% |        |             |                                |        |             |        |
|         | 223                | 177                 | 29,926                         | 9,513       | 39,439 | 13     | 3                              | 16     | 19,088 | 2,413       | 21,501                         | 10,838 | 7,100       | 17,938 |
|         |                    |                     |                                |             |        | 0.043% | 0.032%                         | 0.041% |        |             |                                |        |             |        |
|         |                    |                     |                                |             |        |        |                                |        |        |             |                                |        |             |        |
|         |                    |                     |                                |             |        |        |                                |        |        |             |                                |        |             |        |



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28年度中に利用した者の割合)

(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) | 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                    | 468                | 313                 | 32,666 | 10,378 | 43,044 | 49                      | 15     | 64     | 20,828 | 2,599 | 23,427 | 3                       | 0      | 3      | 11,838 | 7,779 | 19,617 | 46                      | 15     | 61     |
|                      |                    |                     |        |        |        | 0.150%                  | 0.145% | 0.148% |        |       |        | 0.014%                  | 0.000% | 0.013% |        |       |        | 0.389%                  | 0.193% | 0.311% |
| 建設業                  | 60                 | 18                  | 1,547  | 53     | 1,600  | 2                       | 0      | 2      | 1,276  | 32    | 1,308  | 0                       | 0      | 0      | 271    | 21    | 292    | 2                       | 0      | 2      |
|                      |                    |                     |        |        |        | 0.129%                  | 0.000% | 0.125% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.738%                  | 0.000% | 0.685% |
| 製造業                  | 94                 | 64                  | 12,797 | 1,423  | 14,220 | 10                      | 3      | 13     | 9,318  | 488   | 9,806  | 0                       | 0      | 0      | 3,479  | 935   | 4,414  | 10                      | 3      | 13     |
|                      |                    |                     |        |        |        | 0.078%                  | 0.211% | 0.091% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.287%                  | 0.321% | 0.295% |
| 運輸・通信業、<br>電気・ガス・水道業 | 34                 | 17                  | 3,300  | 676    | 3,976  | 0                       | 0      | 0      | 3,016  | 147   | 3,163  | 0                       | 0      | 0      | 284    | 529   | 813    | 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              | 97                 | 72                  | 3,288  | 3,365  | 6,653  | 5                       | 4      | 9      | 2,292  | 627   | 2,919  | 0                       | 0      | 0      | 996    | 2,738 | 3,734  | 5                       | 4      | 9      |
|                      |                    |                     |        |        |        | 0.152%                  | 0.119% | 0.135% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.502%                  | 0.146% | 0.241% |
| 金融業・保険業              | 16                 | 5                   | 639    | 43     | 682    | 1                       | 0      | 1      | 334    | 3     | 337    | 0                       | 0      | 0      | 305    | 40    | 345    | 1                       | 0      | 1      |
|                      |                    |                     |        |        |        | 0.156%                  | 0.000% | 0.147% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.328%                  | 0.000% | 0.290% |
| サービス業                | 167                | 137                 | 11,095 | 4,818  | 15,913 | 31                      | 8      | 39     | 4,592  | 1,302 | 5,894  | 3                       | 0      | 3      | 6,503  | 3,516 | 10,019 | 28                      | 8      | 36     |
|                      |                    |                     |        |        |        | 0.279%                  | 0.166% | 0.245% |        |       |        | 0.065%                  | 0.000% | 0.051% |        |       |        | 0.431%                  | 0.228% | 0.359% |
| 企業規模                 |                    |                     |        |        |        |                         |        |        |        |       |        |                         |        |        |        |       |        |                         |        |        |
| 9人以下                 | 75                 | 37                  | 364    | 232    | 596    | 5                       | 5      | 10     | 224    | 51    | 275    | 2                       | 0      | 2      | 140    | 181   | 321    | 3                       | 5      | 8      |
|                      |                    |                     |        |        |        | 1.374%                  | 2.155% | 1.678% |        |       |        | 0.893%                  | 0.000% | 0.727% |        |       |        | 2.143%                  | 2.762% | 2.492% |
| 10～29人               | 170                | 99                  | 2,376  | 633    | 3,009  | 10                      | 4      | 14     | 1,516  | 135   | 1,651  | 1                       | 0      | 1      | 860    | 498   | 1,358  | 9                       | 4      | 13     |
|                      |                    |                     |        |        |        | 0.421%                  | 0.632% | 0.465% |        |       |        | 0.066%                  | 0.000% | 0.061% |        |       |        | 1.047%                  | 0.803% | 0.957% |
| 30～49人               | 71                 | 52                  | 1,827  | 764    | 2,591  | 8                       | 4      | 12     | 1,144  | 245   | 1,389  | 0                       | 0      | 0      | 683    | 519   | 1,202  | 8                       | 4      | 12     |
|                      |                    |                     |        |        |        | 0.438%                  | 0.524% | 0.463% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 1.171%                  | 0.771% | 0.998% |
| 50～99人               | 54                 | 42                  | 2,745  | 645    | 3,390  | 2                       | 0      | 2      | 1,479  | 177   | 1,656  | 0                       | 0      | 0      | 1,266  | 468   | 1,734  | 2                       | 0      | 2      |
|                      |                    |                     |        |        |        | 0.073%                  | 0.000% | 0.059% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.158%                  | 0.000% | 0.115% |
| 100～299人             | 58                 | 50                  | 5,840  | 2,020  | 7,860  | 7                       | 2      | 9      | 3,445  | 574   | 4,019  | 0                       | 0      | 0      | 2,395  | 1,446 | 3,841  | 7                       | 2      | 9      |
|                      |                    |                     |        |        |        | 0.120%                  | 0.099% | 0.115% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.292%                  | 0.138% | 0.233% |
| 300人以上               | 40                 | 33                  | 19,514 | 6,084  | 25,598 | 17                      | 0      | 17     | 13,020 | 1,417 | 14,437 | 0                       | 0      | 0      | 6,494  | 4,667 | 11,161 | 17                      | 0      | 17     |
|                      |                    |                     |        |        |        | 0.087%                  | 0.000% | 0.066% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.262%                  | 0.000% | 0.152% |
| (再掲)                 |                    |                     |        |        |        |                         |        |        |        |       |        |                         |        |        |        |       |        |                         |        |        |
| 10～299人              | 353                | 243                 | 12,788 | 4,062  | 16,850 | 27                      | 10     | 37     | 7,584  | 1,131 | 8,715  | 1                       | 0      | 1      | 5,204  | 2,931 | 8,135  | 26                      | 10     | 36     |
|                      |                    |                     |        |        |        | 0.211%                  | 0.246% | 0.220% |        |       |        | 0.013%                  | 0.000% | 0.011% |        |       |        | 0.500%                  | 0.341% | 0.443% |
| (再掲)                 |                    |                     |        |        |        |                         |        |        |        |       |        |                         |        |        |        |       |        |                         |        |        |
| 30人以上                | 223                | 177                 | 29,926 | 9,513  | 39,439 | 34                      | 6      | 40     | 19,088 | 2,413 | 21,501 | 0                       | 0      | 0      | 10,838 | 7,100 | 17,938 | 34                      | 6      | 40     |
|                      |                    |                     |        |        |        | 0.114%                  | 0.063% | 0.101% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.314%                  | 0.085% | 0.223% |

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28年度中に利用した者の割合)

(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) | 男女計                  |        |        |        | 男性                   |    |        |        | 女性                   |        |        |        |        |   |   |        |       |        |        |    |    |        |        |        |        |
|---------|----------------------|---------------------|----------------------|--------|--------|--------|----------------------|----|--------|--------|----------------------|--------|--------|--------|--------|---|---|--------|-------|--------|--------|----|----|--------|--------|--------|--------|
|         |                      |                     | 雇用者数                 |        |        |        | 雇用者数                 |    |        |        | 雇用者数                 |        |        |        |        |   |   |        |       |        |        |    |    |        |        |        |        |
|         |                      |                     | 所定外労働の免除制度<br>を利用した者 |        |        |        | 所定外労働の免除制度<br>を利用した者 |    |        |        | 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      |        |   |   |        |       |        |        |    |    |        |        |        |        |
| 計       | 468                  | 313                 | 32,666               | 10,378 | 43,044 | 34     | 10                   | 44 | 0.104% | 0.096% | 0.102%               | 20,828 | 2,599  | 23,427 | 2      | 0 | 2 | 11,838 | 7,779 | 19,617 | 32     | 10 | 42 | 0.270% | 0.129% | 0.214% |        |
| 産 業     | 建設業                  | 60                  | 18                   | 1,547  | 53     | 1,600  | 0                    | 0  | 0      | 0.000% | 0.000%               | 0.000% | 1,276  | 32     | 1,308  | 0 | 0 | 0      | 271   | 21     | 292    | 0  | 0  | 0      | 0.000% | 0.000% | 0.000% |
|         | 製造業                  | 94                  | 64                   | 12,797 | 1,423  | 14,220 | 7                    | 0  | 7      | 0.055% | 0.000%               | 0.049% | 9,318  | 488    | 9,806  | 0 | 0 | 0      | 3,479 | 935    | 4,414  | 7  | 0  | 7      | 0.201% | 0.000% | 0.159% |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 34                  | 17                   | 3,300  | 676    | 3,976  | 4                    | 0  | 4      | 0.121% | 0.000%               | 0.101% | 3,016  | 147    | 3,163  | 0 | 0 | 0      | 284   | 529    | 813    | 4  | 0  | 4      | 1.408% | 0.000% | 0.492% |
|         | 卸売業・小売業              | 97                  | 72                   | 3,288  | 3,365  | 6,653  | 1                    | 3  | 4      | 0.030% | 0.089%               | 0.060% | 2,292  | 627    | 2,919  | 0 | 0 | 0      | 996   | 2,738  | 3,734  | 1  | 3  | 4      | 0.100% | 0.110% | 0.107% |
|         | 金融業・保険業              | 16                  | 5                    | 639    | 43     | 682    | 1                    | 0  | 1      | 0.156% | 0.000%               | 0.147% | 334    | 3      | 337    | 0 | 0 | 0      | 305   | 40     | 345    | 1  | 0  | 1      | 0.328% | 0.000% | 0.290% |
|         | サービス業                | 167                 | 137                  | 11,095 | 4,818  | 15,913 | 21                   | 7  | 28     | 0.189% | 0.145%               | 0.176% | 4,592  | 1,302  | 5,894  | 2 | 0 | 2      | 6,503 | 3,516  | 10,019 | 19 | 7  | 26     | 0.292% | 0.199% | 0.260% |
| 企 業 規 模 | 9人以下                 | 75                  | 37                   | 364    | 232    | 596    | 3                    | 0  | 3      | 0.824% | 0.000%               | 0.503% | 224    | 51     | 275    | 2 | 0 | 2      | 140   | 181    | 321    | 1  | 0  | 1      | 0.714% | 0.000% | 0.312% |
|         | 10～29人               | 170                 | 99                   | 2,376  | 633    | 3,009  | 4                    | 1  | 5      | 0.168% | 0.158%               | 0.166% | 1,516  | 135    | 1,651  | 0 | 0 | 0      | 860   | 498    | 1,358  | 4  | 1  | 5      | 0.465% | 0.201% | 0.368% |
|         | 30～49人               | 71                  | 52                   | 1,827  | 764    | 2,591  | 0                    | 2  | 2      | 0.000% | 0.262%               | 0.077% | 1,144  | 245    | 1,389  | 0 | 0 | 0      | 683   | 519    | 1,202  | 0  | 2  | 2      | 0.000% | 0.385% | 0.166% |
|         | 50～99人               | 54                  | 42                   | 2,745  | 645    | 3,390  | 4                    | 0  | 4      | 0.146% | 0.000%               | 0.118% | 1,479  | 177    | 1,656  | 0 | 0 | 0      | 1,266 | 468    | 1,734  | 4  | 0  | 4      | 0.316% | 0.000% | 0.231% |
|         | 100～299人             | 58                  | 50                   | 5,840  | 2,020  | 7,860  | 9                    | 7  | 16     | 0.154% | 0.347%               | 0.204% | 3,445  | 574    | 4,019  | 0 | 0 | 0      | 2,395 | 1,446  | 3,841  | 9  | 7  | 16     | 0.376% | 0.484% | 0.417% |
|         | 300人以上               | 40                  | 33                   | 19,514 | 6,084  | 25,598 | 14                   | 0  | 14     | 0.072% | 0.000%               | 0.055% | 13,020 | 1,417  | 14,437 | 0 | 0 | 0      | 6,494 | 4,667  | 11,161 | 14 | 0  | 14     | 0.216% | 0.000% | 0.125% |
| (再掲)    | 353                  | 243                 | 12,788               | 4,062  | 16,850 | 17     | 10                   | 27 | 0.133% | 0.246% | 0.160%               | 7,584  | 1,131  | 8,715  | 0      | 0 | 0 | 5,204  | 2,931 | 8,135  | 17     | 10 | 27 | 0.327% | 0.341% | 0.332% |        |
| (再掲)    | 223                  | 177                 | 29,926               | 9,513  | 39,439 | 27     | 9                    | 36 | 0.090% | 0.095% | 0.091%               | 19,088 | 2,413  | 21,501 | 0      | 0 | 0 | 10,838 | 7,100 | 17,938 | 27     | 9  | 36 | 0.249% | 0.127% | 0.201% |        |

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28年度中に利用した者の割合)

(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) | 男女計    |        |        |              | 男性   |              |                  |                  | 女性     |       |        |                  |
|----------------|--------------------|---------------------|--------|--------|--------|--------------|------|--------------|------------------|------------------|--------|-------|--------|------------------|
|                |                    |                     | 雇用者数   |        |        |              | 雇用者数 |              |                  |                  | 雇用者数   |       |        |                  |
|                |                    |                     | 正規     | パート    | 計      | 正規           | パート  | 計            | 在宅勤務制度<br>を利用した者 | 在宅勤務制度<br>を利用した者 | 正規     | パート   | 計      | 在宅勤務制度<br>を利用した者 |
| 計              | 468                | 313                 | 32,666 | 10,378 | 43,044 | 13<br>0.040% | 0    | 13<br>0.030% | 0                | 0.000%           | 11,838 | 7,779 | 19,617 | 7<br>0.036%      |
| 産 業            | 60                 | 18                  | 1,547  | 53     | 1,600  | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 271    | 21    | 292    | 0                |
|                | 94                 | 64                  | 12,797 | 1,423  | 14,220 | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 3,479  | 935   | 4,414  | 0                |
|                | 34                 | 17                  | 3,300  | 676    | 3,976  | 12<br>0.364% | 0    | 12<br>0.302% | 0                | 0.000%           | 284    | 529   | 813    | 7<br>0.861%      |
|                | 97                 | 72                  | 3,288  | 3,365  | 6,653  | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 996    | 2,738 | 3,734  | 0                |
|                | 16                 | 5                   | 639    | 43     | 682    | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 305    | 40    | 345    | 0                |
|                | 167                | 137                 | 11,095 | 4,818  | 15,913 | 1<br>0.009%  | 0    | 1<br>0.006%  | 1                | 0.022%           | 6,503  | 3,516 | 10,019 | 0                |
| 企 業 規 模        | 75                 | 37                  | 364    | 232    | 596    | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 140    | 181   | 321    | 0                |
|                | 170                | 99                  | 2,376  | 633    | 3,009  | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 860    | 498   | 1,358  | 0                |
|                | 71                 | 52                  | 1,827  | 764    | 2,591  | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 683    | 519   | 1,202  | 0                |
|                | 54                 | 42                  | 2,745  | 645    | 3,390  | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 1,266  | 468   | 1,734  | 0                |
|                | 58                 | 50                  | 5,840  | 2,020  | 7,860  | 13<br>0.223% | 0    | 13<br>0.165% | 6                | 0.000%           | 2,395  | 1,446 | 3,841  | 7                |
|                | 40                 | 33                  | 19,514 | 6,084  | 25,598 | 0<br>0.000%  | 0    | 0            | 0                | 0.000%           | 6,494  | 4,667 | 11,161 | 0                |
|                | 353                | 243                 | 12,788 | 4,062  | 16,850 | 13<br>0.102% | 0    | 13<br>0.077% | 6                | 0.000%           | 5,204  | 2,931 | 8,135  | 7                |
|                | 223                | 177                 | 29,926 | 9,513  | 39,439 | 13<br>0.043% | 0    | 13<br>0.033% | 6                | 0.000%           | 10,838 | 7,100 | 17,938 | 7                |
| (再掲)<br>10～29人 |                    |                     |        |        |        |              |      |              |                  |                  |        |       |        |                  |
| (再掲)<br>30人以上  |                    |                     |        |        |        |              |      |              |                  |                  |        |       |        |                  |

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28年度中に利用した者の割合)

(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) | 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    | 468                  | 313                 | 32,666 | 10,378 | 43,044             | 140    | 31     | 171    | 20,828             | 2,599 | 23,427 | 11,838 | 7,779              | 19,617 |
|      |                      |                     |        |        |                    | 0.429% | 0.299% | 0.397% |                    |       |        | 0.955% | 0.347%             | 0.714% |
| 産業   | 建設業                  | 60                  | 18     | 53     | 1,547              | 0      | 0      | 0      | 1,276              | 32    | 1,308  | 271    | 21                 | 292    |
|      |                      |                     |        |        |                    | 0.000% | 0.000% | 0.000% |                    |       |        | 0.000% | 0.000%             | 0.000% |
|      | 製造業                  | 94                  | 64     | 1,423  | 12,797             | 0      | 0      | 0      | 9,318              | 488   | 9,806  | 3,479  | 935                | 4,414  |
|      |                      |                     |        |        |                    | 0.000% | 0.000% | 0.000% |                    |       |        | 0.000% | 0.000%             | 0.000% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34                  | 17     | 676    | 3,300              | 0      | 2      | 2      | 3,016              | 147   | 3,163  | 284    | 529                | 813    |
|      |                      |                     |        |        |                    | 0.000% | 0.296% | 0.050% |                    |       |        | 0.000% | 0.378%             | 0.246% |
| 企業規模 | 卸売業・小売業              | 97                  | 72     | 3,288  | 6,653              | 0      | 0      | 0      | 2,292              | 627   | 2,919  | 996    | 2,738              | 3,734  |
|      |                      |                     |        |        |                    | 0.000% | 0.000% | 0.000% |                    |       |        | 0.000% | 0.000%             | 0.000% |
|      | 金融業・保険業              | 16                  | 5      | 639    | 43                 | 682    | 9      | 1      | 334                | 3     | 337    | 305    | 40                 | 345    |
|      |                      |                     |        |        |                    | 1.408% | 2.326% | 1.466% |                    |       |        | 0.984% | 2.500%             | 1.159% |
|      | サービス業                | 167                 | 137    | 4,818  | 15,913             | 131    | 28     | 159    | 4,592              | 1,302 | 5,894  | 6,503  | 3,516              | 10,019 |
|      |                      |                     |        |        |                    | 1.181% | 0.581% | 0.999% |                    |       |        | 1.692% | 0.683%             | 1.337% |
| 企業規模 | 9人以下                 | 75                  | 37     | 232    | 596                | 0      | 0      | 0      | 224                | 51    | 275    | 140    | 181                | 321    |
|      |                      |                     |        |        |                    | 0.000% | 0.000% | 0.000% |                    |       |        | 0.000% | 0.000%             | 0.000% |
|      | 10～29人               | 170                 | 99     | 633    | 3,009              | 0      | 1      | 1      | 1,516              | 135   | 1,651  | 860    | 498                | 1,358  |
|      |                      |                     |        |        |                    | 0.000% | 0.158% | 0.033% |                    |       |        | 0.000% | 0.201%             | 0.074% |
|      | 30～49人               | 71                  | 52     | 764    | 2,591              | 5      | 4      | 9      | 1,144              | 245   | 1,389  | 683    | 519                | 1,202  |
|      |                      |                     |        |        |                    | 0.274% | 0.524% | 0.347% |                    |       |        | 0.087% | 0.771%             | 0.666% |
| 企業規模 | 50～99人               | 54                  | 42     | 645    | 3,390              | 0      | 0      | 0      | 1,479              | 177   | 1,656  | 1,266  | 468                | 1,734  |
|      |                      |                     |        |        |                    | 0.000% | 0.000% | 0.000% |                    |       |        | 0.000% | 0.000%             | 0.000% |
|      | 100～299人             | 58                  | 50     | 2,020  | 7,860              | 9      | 1      | 10     | 3,445              | 574   | 4,019  | 2,395  | 1,446              | 3,841  |
|      |                      |                     |        |        |                    | 0.154% | 0.050% | 0.127% |                    |       |        | 0.174% | 0.125%             | 0.104% |
|      | 300人以上               | 40                  | 33     | 6,084  | 25,598             | 126    | 25     | 151    | 13,020             | 1,417 | 14,437 | 6,494  | 4,667              | 11,161 |
|      |                      |                     |        |        |                    | 0.646% | 0.411% | 0.590% |                    |       |        | 0.154% | 0.450%             | 1.138% |
| (再掲) | 10～299人              | 353                 | 243    | 4,062  | 16,850             | 14     | 6      | 20     | 7,584              | 1,131 | 8,715  | 5,204  | 2,931              | 8,135  |
|      |                      |                     |        |        |                    | 0.109% | 0.148% | 0.119% |                    |       |        | 0.092% | 0.205%             | 0.160% |
| (再掲) | 30人以上                | 223                 | 177    | 9,513  | 39,439             | 140    | 30     | 170    | 19,088             | 2,413 | 21,501 | 10,838 | 7,100              | 17,938 |
|      |                      |                     |        |        |                    | 0.468% | 0.315% | 0.431% |                    |       |        | 0.141% | 1.043%             | 0.366% |



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28年度中に利用した者の割合)

(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) | 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                    | 468                | 313                 | 32,666 | 10,378 | 43,044 | 43                      | 1      | 44     | 20,828 | 2,599 | 23,427 | 12                      | 0      | 12     | 11,838 | 7,779  | 19,617 | 31                      | 1      | 32     |
|                      |                    |                     |        |        |        | 0.132%                  | 0.010% | 0.102% |        |       |        | 0.052%                  | 0.000% | 0.051% | 0.262% | 0.013% | 0.163% |                         |        |        |
| 建設業                  | 60                 | 18                  | 1,547  | 53     | 1,600  | 0                       | 0      | 0      | 1,276  | 32    | 1,308  | 0                       | 0      | 0      | 271    | 21     | 292    | 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% |
| 製造業                  | 94                 | 64                  | 12,797 | 1,423  | 14,220 | 0                       | 0      | 0      | 9,318  | 488   | 9,806  | 0                       | 0      | 0      | 3,479  | 935    | 4,414  | 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% |
| 運輸・通信業、<br>電気・ガス・水道業 | 34                 | 17                  | 3,300  | 676    | 3,976  | 0                       | 0      | 0      | 3,016  | 147   | 3,163  | 0                       | 0      | 0      | 284    | 529    | 813    | 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% |
| 卸売業・小売業              | 97                 | 72                  | 3,288  | 3,365  | 6,653  | 0                       | 0      | 0      | 2,292  | 627   | 2,919  | 0                       | 0      | 0      | 996    | 2,738  | 3,734  | 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% |
| 金融業・保険業              | 16                 | 5                   | 639    | 43     | 682    | 2                       | 0      | 2      | 334    | 3     | 337    | 0                       | 0      | 0      | 305    | 40     | 345    | 2                       | 0      | 2      |
|                      |                    |                     |        |        |        | 0.313%                  | 0.000% | 0.293% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |        |        | 0.656%                  | 0.000% | 0.580% |
| サービス業                | 167                | 137                 | 11,095 | 4,818  | 15,913 | 41                      | 1      | 42     | 4,592  | 1,302 | 5,894  | 12                      | 0      | 12     | 6,503  | 3,516  | 10,019 | 29                      | 1      | 30     |
|                      |                    |                     |        |        |        | 0.370%                  | 0.021% | 0.264% |        |       |        | 0.261%                  | 0.000% | 0.204% |        |        |        | 0.446%                  | 0.023% | 0.299% |
| 企業規模                 |                    |                     |        |        |        |                         |        |        |        |       |        |                         |        |        |        |        |        |                         |        |        |
| 9人以下                 | 75                 | 37                  | 364    | 232    | 596    | 0                       | 0      | 0      | 224    | 51    | 275    | 0                       | 0      | 0      | 140    | 181    | 321    | 0                       | 0      | 0      |
|                      |                    |                     |        |        |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |        |        | 0.000%                  | 0.000% | 0.000% |
| 10～29人               | 170                | 99                  | 2,376  | 633    | 3,009  | 0                       | 0      | 0      | 1,516  | 135   | 1,651  | 0                       | 0      | 0      | 860    | 498    | 1,358  | 0                       | 0      | 0      |
|                      |                    |                     |        |        |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |        |        | 0.000%                  | 0.000% | 0.000% |
| 30～49人               | 71                 | 52                  | 1,827  | 764    | 2,591  | 0                       | 0      | 0      | 1,144  | 245   | 1,389  | 0                       | 0      | 0      | 683    | 519    | 1,202  | 0                       | 0      | 0      |
|                      |                    |                     |        |        |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |        |        | 0.000%                  | 0.000% | 0.000% |
| 50～99人               | 54                 | 42                  | 2,745  | 645    | 3,390  | 0                       | 0      | 0      | 1,479  | 177   | 1,656  | 0                       | 0      | 0      | 1,266  | 468    | 1,734  | 0                       | 0      | 0      |
|                      |                    |                     |        |        |        | 0.000%                  | 0.000% | 0.000% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |        |        | 0.000%                  | 0.000% | 0.000% |
| 100～299人             | 58                 | 50                  | 5,840  | 2,020  | 7,860  | 2                       | 0      | 2      | 3,445  | 574   | 4,019  | 0                       | 0      | 0      | 2,395  | 1,446  | 3,841  | 2                       | 0      | 2      |
|                      |                    |                     |        |        |        | 0.034%                  | 0.000% | 0.025% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |        |        | 0.084%                  | 0.000% | 0.052% |
| 300人以上               | 40                 | 33                  | 19,514 | 6,084  | 25,598 | 41                      | 1      | 42     | 13,020 | 1,417 | 14,437 | 12                      | 0      | 12     | 6,494  | 4,667  | 11,161 | 29                      | 1      | 30     |
|                      |                    |                     |        |        |        | 0.210%                  | 0.016% | 0.164% |        |       |        | 0.092%                  | 0.000% | 0.083% |        |        |        | 0.447%                  | 0.021% | 0.269% |
| (再掲)                 |                    |                     |        |        |        |                         |        |        |        |       |        |                         |        |        |        |        |        |                         |        |        |
| 10～299人              | 353                | 243                 | 12,788 | 4,062  | 16,850 | 2                       | 0      | 2      | 7,584  | 1,131 | 8,715  | 0                       | 0      | 0      | 5,204  | 2,931  | 8,135  | 2                       | 0      | 2      |
|                      |                    |                     |        |        |        | 0.016%                  | 0.000% | 0.012% |        |       |        | 0.000%                  | 0.000% | 0.000% |        |        |        | 0.038%                  | 0.000% | 0.025% |
| (再掲)                 |                    |                     |        |        |        |                         |        |        |        |       |        |                         |        |        |        |        |        |                         |        |        |
| 30人以上                | 223                | 177                 | 29,926 | 9,513  | 39,439 | 43                      | 1      | 44     | 19,088 | 2,413 | 21,501 | 12                      | 0      | 12     | 10,838 | 7,100  | 17,938 | 31                      | 1      | 32     |
|                      |                    |                     |        |        |        | 0.144%                  | 0.011% | 0.112% |        |       |        | 0.063%                  | 0.000% | 0.056% |        |        |        | 0.286%                  | 0.014% | 0.178% |

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<br>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>らない | 昇進・昇給<br>への影響<br>を心配し<br>て、本人が<br>取得した<br>がいらない | その他          | 特になし         | 無回答         |
|-----------------|----------------------|--------------|--------------|-------------|-------------|-------------------|-------------------------------|--------------------------------------------------------|----------------------------------------------|--------------------------------------|-------------------------------------------------|--------------|--------------|-------------|
| 計               |                      | 481          | 201<br>41.8% | 65<br>13.5% | 92<br>19.1% | 80<br>16.6%       | 32<br>6.7%                    | 17<br>3.5%                                             | 36<br>7.5%                                   | 69<br>14.3%                          | 8<br>1.7%                                       | 14<br>2.9%   | 252<br>52.4% | 28<br>5.8%  |
| 産業              | 建設業                  | 60           | 25<br>41.7%  | 6<br>10.0%  | 6<br>10.0%  | 10<br>16.7%       | 6<br>10.0%                    | 2<br>3.3%                                              | 3<br>5.0%                                    | 10<br>16.7%                          | 0<br>0.0%                                       | 2<br>3.3%    | 31<br>51.7%  | 4<br>6.7%   |
|                 | 製造業                  | 96           | 39<br>40.6%  | 15<br>15.6% | 18<br>18.8% | 9<br>9.4%         | 1<br>1.0%                     | 3<br>3.1%                                              | 5<br>5.2%                                    | 13<br>13.5%                          | 2<br>2.1%                                       | 3<br>3.1%    | 50<br>52.1%  | 7<br>7.3%   |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 34           | 18<br>52.9%  | 7<br>20.6%  | 2<br>5.9%   | 7<br>20.6%        | 5<br>14.7%                    | 3<br>8.8%                                              | 3<br>8.8%                                    | 8<br>23.5%                           | 0<br>0.0%                                       | 2<br>5.9%    | 15<br>44.1%  | 1<br>2.9%   |
|                 | 卸売業・小売業              | 102          | 39<br>38.2%  | 10<br>9.8%  | 18<br>17.6% | 20<br>19.6%       | 8<br>7.8%                     | 3<br>2.9%                                              | 9<br>8.8%                                    | 12<br>11.8%                          | 1<br>1.0%                                       | 2<br>2.0%    | 56<br>54.9%  | 7<br>6.9%   |
|                 | 金融業・保険業              | 16           | 6<br>37.5%   | 2<br>12.5%  | 3<br>18.8%  | 5<br>31.3%        | 0<br>0.0%                     | 1<br>6.3%                                              | 1<br>6.3%                                    | 2<br>12.5%                           | 1<br>6.3%                                       | 0<br>0.0%    | 9<br>56.3%   | 1<br>6.3%   |
|                 | サービス業                | 173          | 74<br>42.8%  | 25<br>14.5% | 45<br>26.0% | 29<br>16.8%       | 12<br>6.9%                    | 5<br>2.9%                                              | 15<br>8.7%                                   | 24<br>13.9%                          | 4<br>2.3%                                       | 5<br>2.9%    | 91<br>52.6%  | 8<br>4.6%   |
|                 | 企業規模                 | 9人以下         | 80           | 17<br>21.3% | 5<br>6.3%   | 7<br>8.8%         | 8<br>10.0%                    | 5<br>6.3%                                              | 0<br>0.0%                                    | 1<br>1.3%                            | 8<br>10.0%                                      | 1<br>1.3%    | 3<br>3.8%    | 51<br>63.8% |
| 10～29人          | 176                  | 78<br>44.3%  | 14<br>8.0%   | 30<br>17.0% | 28<br>15.9% | 18<br>10.2%       | 6<br>3.4%                     | 11<br>6.3%                                             | 30<br>17.0%                                  | 2<br>1.1%                            | 6<br>3.4%                                       | 90<br>51.1%  | 8<br>4.5%    |             |
| 30～49人          | 71                   | 32<br>45.1%  | 14<br>19.7%  | 12<br>16.9% | 15<br>21.1% | 4<br>5.6%         | 3<br>4.2%                     | 7<br>9.9%                                              | 13<br>18.3%                                  | 1<br>1.4%                            | 2<br>2.8%                                       | 34<br>47.9%  | 5<br>7.0%    |             |
| 50～99人          | 54                   | 25<br>46.3%  | 13<br>24.1%  | 18<br>33.3% | 12<br>22.2% | 2<br>3.7%         | 4<br>7.4%                     | 5<br>9.3%                                              | 3<br>5.6%                                    | 0<br>0.0%                            | 2<br>3.7%                                       | 27<br>50.0%  | 2<br>3.7%    |             |
| 100～299人        | 59                   | 25<br>42.4%  | 9<br>15.3%   | 11<br>18.6% | 8<br>13.6%  | 1<br>1.7%         | 3<br>5.1%                     | 6<br>10.2%                                             | 8<br>13.6%                                   | 2<br>3.4%                            | 1<br>1.7%                                       | 34<br>57.6%  | 0<br>0.0%    |             |
| 300人以上          | 41                   | 24<br>58.5%  | 10<br>24.4%  | 14<br>34.1% | 9<br>22.0%  | 2<br>4.9%         | 1<br>2.4%                     | 6<br>14.6%                                             | 7<br>17.1%                                   | 2<br>4.9%                            | 0<br>0.0%                                       | 16<br>39.0%  | 1<br>2.4%    |             |
| (再掲)<br>10～299人 | 360                  | 160<br>44.4% | 50<br>13.9%  | 71<br>19.7% | 63<br>17.5% | 25<br>6.9%        | 16<br>4.4%                    | 29<br>8.1%                                             | 54<br>15.0%                                  | 5<br>1.4%                            | 11<br>3.1%                                      | 185<br>51.4% | 15<br>4.2%   |             |
| (再掲)<br>30人以上   | 225                  | 106<br>47.1% | 46<br>20.4%  | 55<br>24.4% | 44<br>19.6% | 9<br>4.0%         | 11<br>4.9%                    | 24<br>10.7%                                            | 31<br>13.8%                                  | 5<br>2.2%                            | 5<br>2.2%                                       | 111<br>49.3% | 8<br>3.6%    |             |

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:子の看護休暇制度がある事業

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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

|      | ア                                              |              |                        | イ                       |                        |              | ウ                               |                        |             | エ                                           |                        |             | オ                                |                        |             | カ                           |                        |             |
|------|------------------------------------------------|--------------|------------------------|-------------------------|------------------------|--------------|---------------------------------|------------------------|-------------|---------------------------------------------|------------------------|-------------|----------------------------------|------------------------|-------------|-----------------------------|------------------------|-------------|
|      | 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 |              |                        | 採用時の面接・選考担当者に<br>女性を含める |                        |              | 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 |                        |             | 女性がいない・少ない職歴や役職に<br>意欲と能力のある女性を積極的に配<br>置する |                        |             | 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 |                        |             | 女性のスキルアップや資格取得のため<br>の支援を行う |                        |             |
|      | 回答<br>事業所数                                     | 行っている        | 行っていない<br>今後取り<br>組むたい | 行っている                   | 行っていない<br>今後取り<br>組むたい | 無回答          | 行っている                           | 行っていない<br>今後取り<br>組むたい | 無回答         | 行っている                                       | 行っていない<br>今後取り<br>組むたい | 無回答         | 行っている                            | 行っていない<br>今後取り<br>組むたい | 無回答         | 行っている                       | 行っていない<br>今後取り<br>組むたい | 無回答         |
| 計    | 481                                            | 101<br>21.0% | 248<br>51.6%           | 71<br>14.8%             | 187<br>38.9%           | 52<br>10.8%  | 274<br>57.0%                    | 83<br>17.3%            | 63<br>13.1% | 119<br>24.7%                                | 208<br>43.2%           | 91<br>18.9% | 133<br>27.7%                     | 205<br>42.6%           | 83<br>17.3% | 161<br>33.5%                | 185<br>38.5%           | 83<br>17.3% |
| 産業   | 建設業                                            | 60           | 6<br>10.0%             | 37<br>61.7%             | 11<br>18.3%            | 26<br>43.3%  | 7<br>11.7%                      | 38<br>63.3%            | 11<br>18.3% | 8<br>13.3%                                  | 28<br>46.7%            | 20<br>33.3% | 13<br>21.7%                      | 28<br>46.7%            | 13<br>21.7% | 16<br>26.7%                 | 20<br>33.3%            | 4<br>6.7%   |
|      | 製造業                                            | 96           | 17<br>17.7%            | 48<br>50.0%             | 19<br>19.8%            | 32<br>33.3%  | 12<br>12.5%                     | 51<br>53.1%            | 21<br>21.9% | 19<br>19.8%                                 | 40<br>41.7%            | 27<br>28.1% | 14<br>14.6%                      | 43<br>44.8%            | 27<br>28.1% | 21<br>21.9%                 | 43<br>44.8%            | 11<br>11.5% |
|      | 運輸・通信業、<br>電気・ガス・水道業                           | 34           | 10<br>29.4%            | 17<br>50.0%             | 4<br>11.8%             | 9<br>26.5%   | 6<br>17.6%                      | 21<br>61.8%            | 4<br>11.8%  | 9<br>26.5%                                  | 17<br>50.0%            | 6<br>17.6%  | 7<br>20.6%                       | 20<br>58.8%            | 4<br>11.8%  | 12<br>35.3%                 | 17<br>50.0%            | 1<br>2.9%   |
|      | 卸売業・小売業                                        | 102          | 18<br>17.6%            | 47<br>46.1%             | 20<br>19.6%            | 40<br>39.2%  | 13<br>12.7%                     | 51<br>50.0%            | 19<br>18.6% | 30<br>29.4%                                 | 36<br>35.3%            | 17<br>16.7% | 33<br>32.4%                      | 35<br>34.3%            | 18<br>17.6% | 29<br>28.4%                 | 39<br>38.2%            | 16<br>15.7% |
|      | 金融業・保険業                                        | 16           | 7<br>43.8%             | 7<br>43.8%              | 1<br>6.3%              | 5<br>31.3%   | 5<br>31.3%                      | 9<br>56.3%             | 2<br>12.5%  | 6<br>37.5%                                  | 6<br>37.5%             | 4<br>25.0%  | 7<br>43.8%                       | 7<br>43.8%             | 2<br>12.5%  | 8<br>50.0%                  | 5<br>31.3%             | 0<br>0.0%   |
| 企業規模 | サービス業                                          | 173          | 43<br>24.9%            | 92<br>53.2%             | 16<br>9.2%             | 86<br>49.7%  | 18<br>10.4%                     | 104<br>60.1%           | 26<br>15.0% | 47<br>27.2%                                 | 81<br>46.8%            | 17<br>9.8%  | 59<br>34.1%                      | 72<br>41.6%            | 19<br>11.0% | 75<br>43.4%                 | 61<br>35.3%            | 20<br>11.6% |
|      | 9人以下                                           | 80           | 8<br>10.0%             | 51<br>63.8%             | 2<br>2.5%              | 21<br>26.3%  | 3<br>3.8%                       | 55<br>68.8%            | 3<br>3.8%   | 7<br>8.8%                                   | 43<br>53.8%            | 8<br>10.0%  | 11<br>13.8%                      | 44<br>55.0%            | 5<br>6.3%   | 20<br>25.0%                 | 40<br>50.0%            | 9<br>11.3%  |
|      | 10～29人                                         | 176          | 32<br>18.2%            | 93<br>52.8%             | 32<br>18.2%            | 63<br>35.8%  | 17<br>9.7%                      | 101<br>57.4%           | 36<br>20.5% | 33<br>18.8%                                 | 77<br>43.8%            | 45<br>25.6% | 44<br>25.0%                      | 76<br>43.2%            | 35<br>19.9% | 44<br>25.0%                 | 76<br>43.2%            | 17<br>9.7%  |
|      | 30～49人                                         | 71           | 17<br>23.9%            | 31<br>43.7%             | 11<br>15.5%            | 31<br>43.7%  | 9<br>12.7%                      | 41<br>57.7%            | 10<br>14.1% | 22<br>31.0%                                 | 26<br>36.6%            | 11<br>15.5% | 19<br>26.8%                      | 29<br>40.8%            | 14<br>19.7% | 29<br>40.8%                 | 23<br>32.4%            | 7<br>9.9%   |
|      | 50～99人                                         | 54           | 12<br>22.2%            | 28<br>51.9%             | 10<br>18.5%            | 26<br>48.1%  | 10<br>18.5%                     | 30<br>55.6%            | 11<br>20.4% | 20<br>37.0%                                 | 22<br>40.7%            | 9<br>16.7%  | 19<br>35.2%                      | 23<br>42.6%            | 9<br>16.7%  | 26<br>48.1%                 | 16<br>29.6%            | 3<br>5.6%   |
| (再掲) | 100～299人                                       | 59           | 13<br>22.0%            | 32<br>54.2%             | 8<br>13.6%             | 33<br>55.9%  | 10<br>16.9%                     | 30<br>50.8%            | 13<br>22.0% | 24<br>40.7%                                 | 23<br>39.0%            | 8<br>13.6%  | 29<br>49.2%                      | 16<br>27.1%            | 10<br>16.9% | 37<br>62.7%                 | 12<br>20.3%            | 4<br>6.8%   |
|      | 300人以上                                         | 41           | 19<br>46.3%            | 13<br>31.7%             | 8<br>19.5%             | 21<br>51.2%  | 12<br>29.3%                     | 17<br>41.5%            | 10<br>24.4% | 13<br>31.7%                                 | 17<br>41.5%            | 10<br>24.4% | 11<br>26.8%                      | 17<br>41.5%            | 10<br>24.4% | 13<br>31.7%                 | 18<br>43.9%            | 2<br>4.9%   |
|      | (再掲)                                           | 360          | 74<br>20.6%            | 184<br>51.1%            | 61<br>16.9%            | 153<br>42.5% | 31<br>8.6%                      | 202<br>56.1%           | 70<br>19.4% | 99<br>27.5%                                 | 148<br>41.1%           | 73<br>20.3% | 111<br>30.8%                     | 144<br>40.0%           | 68<br>18.9% | 136<br>37.8%                | 127<br>35.3%           | 31<br>8.6%  |
|      | 10～299人                                        | 225          | 61<br>27.1%            | 104<br>46.2%            | 37<br>16.4%            | 111<br>49.3% | 17<br>7.6%                      | 118<br>52.4%           | 44<br>19.6% | 79<br>35.1%                                 | 88<br>39.1%            | 38<br>16.9% | 78<br>34.7%                      | 85<br>37.8%            | 43<br>19.1% | 105<br>46.7%                | 69<br>30.7%            | 16<br>7.1%  |
|      | 30人以上                                          |              |                        |                         |                        |              |                                 |                        |             |                                             |                        |             |                                  |                        |             |                             |                        |             |



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  
(単位：社、%)

|                      | 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<br>つ<br>て<br>い<br>る                               | 行<br>つ<br>て<br>い<br>な<br>い | 無<br>回<br>答 | 行<br>つ<br>て<br>い<br>る            | 行<br>つ<br>て<br>い<br>な<br>い | 無<br>回<br>答 | 行<br>つ<br>て<br>い<br>る                    | 行<br>つ<br>て<br>い<br>な<br>い | 無<br>回<br>答 | 行<br>つ<br>て<br>い<br>る                                 | 行<br>つ<br>て<br>い<br>な<br>い | 無<br>回<br>答 | 行<br>つ<br>て<br>い<br>る             | 行<br>つ<br>て<br>い<br>な<br>い | 無<br>回<br>答  | 行<br>つ<br>て<br>い<br>る | 行<br>つ<br>て<br>い<br>な<br>い | 今<br>後<br>取<br>り<br>組<br>み<br>た<br>い |             |             |              |
|                      |            |                                                     |                            |             |                                  |                            |             |                                          |                            |             |                                                       |                            |             |                                   |                            |              |                       |                            |                                      |             |             |              |
| 計                    | 481        | 52<br>10.8%                                         | 278<br>57.8%               | 83<br>17.3% | 124<br>25.8%                     | 212<br>44.1%               | 88<br>18.3% | 153<br>31.8%                             | 197<br>41.0%               | 68<br>14.1% | 63<br>13.1%                                           | 268<br>55.7%               | 59<br>12.3% | 66<br>13.7%                       | 132<br>27.4%               | 212<br>44.1% | 79<br>16.4%           | 58<br>12.1%                | 9<br>1.9%                            | 76<br>15.8% | 5<br>1.0%   | 391<br>81.3% |
| 建設業                  | 60         | 4<br>6.7%                                           | 36<br>60.0%                | 15<br>25.0% | 12<br>20.0%                      | 24<br>40.0%                | 18<br>30.0% | 10<br>16.7%                              | 30<br>50.0%                | 14<br>23.3% | 6<br>10.0%                                            | 34<br>56.7%                | 13<br>21.7% | 5<br>8.3%                         | 11<br>18.3%                | 29<br>48.3%  | 15<br>25.0%           | 5<br>8.3%                  | 0<br>0.0%                            | 7<br>11.7%  | 2<br>3.3%   | 51<br>85.0%  |
| 製造業                  | 96         | 7<br>7.3%                                           | 60<br>62.5%                | 16<br>16.7% | 17<br>17.7%                      | 45<br>46.9%                | 22<br>22.9% | 33<br>33.3%                              | 36<br>36.5%                | 16<br>16.7% | 13<br>13.5%                                           | 51<br>53.1%                | 16<br>16.7% | 13<br>13.5%                       | 28<br>29.2%                | 39<br>40.6%  | 19<br>19.8%           | 10<br>10.4%                | 1<br>1.0%                            | 12<br>12.5% | 1<br>1.0%   | 82<br>85.4%  |
| 運輸・通信業、<br>電気・ガス・水道業 | 34         | 5<br>14.7%                                          | 24<br>70.6%                | 3<br>8.8%   | 10<br>29.4%                      | 18<br>52.9%                | 4<br>11.8%  | 15<br>44.1%                              | 13<br>38.2%                | 3<br>8.8%   | 3<br>8.8%                                             | 20<br>58.8%                | 1<br>2.9%   | 3<br>8.8%                         | 10<br>29.4%                | 18<br>52.9%  | 4<br>11.8%            | 2<br>5.9%                  | 0<br>0.0%                            | 6<br>17.6%  | 0<br>0.0%   | 28<br>82.4%  |
| 卸売業・小売業              | 102        | 12<br>11.8%                                         | 51<br>50.0%                | 20<br>19.6% | 26<br>25.5%                      | 45<br>44.1%                | 16<br>15.7% | 33<br>32.4%                              | 39<br>38.2%                | 14<br>13.7% | 16<br>15.7%                                           | 55<br>53.9%                | 11<br>10.8% | 19<br>18.6%                       | 29<br>28.4%                | 42<br>41.2%  | 14<br>13.7%           | 17<br>16.7%                | 2<br>2.0%                            | 17<br>16.7% | 1<br>1.0%   | 82<br>80.4%  |
| 金融業・保険業              | 16         | 3<br>18.8%                                          | 10<br>62.5%                | 3<br>18.8%  | 8<br>50.0%                       | 6<br>37.5%                 | 2<br>12.5%  | 7<br>43.8%                               | 7<br>43.8%                 | 2<br>12.5%  | 0<br>0.0%                                             | 3<br>18.8%                 | 1<br>6.3%   | 0<br>0.0%                         | 6<br>37.5%                 | 7<br>43.8%   | 3<br>18.8%            | 0<br>0.0%                  | 4<br>25.0%                           | 0<br>0.0%   | 12<br>75.0% |              |
| サービス業                | 173        | 21<br>12.1%                                         | 97<br>56.1%                | 26<br>15.0% | 51<br>29.5%                      | 74<br>42.8%                | 26<br>15.0% | 56<br>32.4%                              | 73<br>42.2%                | 19<br>11.0% | 25<br>14.5%                                           | 96<br>55.5%                | 17<br>9.8%  | 26<br>15.0%                       | 48<br>27.7%                | 77<br>44.5%  | 24<br>13.9%           | 24<br>13.9%                | 6<br>3.5%                            | 30<br>17.3% | 1<br>0.6%   | 136<br>78.6% |
| 9人以下                 | 80         | 3<br>3.8%                                           | 54<br>67.5%                | 4<br>5.0%   | 8<br>10.0%                       | 47<br>58.8%                | 5<br>6.3%   | 6<br>7.5%                                | 47<br>58.8%                | 6<br>7.5%   | 21<br>26.3%                                           | 48<br>60.0%                | 4<br>5.0%   | 20<br>25.0%                       | 8<br>10.0%                 | 47<br>58.8%  | 5<br>6.3%             | 20<br>25.0%                | 2<br>2.5%                            | 22<br>27.5% | 0<br>0.0%   | 56<br>70.0%  |
| 10～29人               | 176        | 14<br>8.0%                                          | 101<br>57.4%               | 37<br>21.0% | 36<br>20.5%                      | 81<br>46.0%                | 40<br>22.7% | 44<br>25.0%                              | 83<br>47.2%                | 29<br>16.5% | 20<br>11.4%                                           | 105<br>59.7%               | 22<br>12.5% | 21<br>11.9%                       | 36<br>20.5%                | 82<br>46.6%  | 42<br>23.9%           | 16<br>9.1%                 | 2<br>1.1%                            | 27<br>15.3% | 4<br>2.3%   | 143<br>81.3% |
| 30～49人               | 71         | 11<br>15.5%                                         | 34<br>47.9%                | 14<br>19.7% | 22<br>31.0%                      | 26<br>36.6%                | 14<br>19.7% | 22<br>31.0%                              | 25<br>35.2%                | 13<br>18.3% | 11<br>15.5%                                           | 35<br>49.3%                | 13<br>18.3% | 11<br>15.5%                       | 25<br>35.2%                | 26<br>36.6%  | 11<br>15.5%           | 9<br>12.7%                 | 0<br>0.0%                            | 8<br>11.3%  | 0<br>0.0%   | 63<br>88.7%  |
| 50～99人               | 54         | 8<br>14.8%                                          | 31<br>57.4%                | 11<br>20.4% | 16<br>29.6%                      | 24<br>44.4%                | 11<br>20.4% | 24<br>44.4%                              | 19<br>35.2%                | 8<br>14.8%  | 3<br>5.6%                                             | 32<br>59.3%                | 5<br>9.3%   | 3<br>5.6%                         | 22<br>40.7%                | 23<br>42.6%  | 6<br>11.1%            | 3<br>5.6%                  | 2<br>3.7%                            | 8<br>14.8%  | 0<br>0.0%   | 44<br>81.5%  |
| 100～299人             | 59         | 8<br>13.6%                                          | 35<br>59.3%                | 10<br>16.9% | 23<br>39.0%                      | 22<br>37.3%                | 10<br>16.9% | 4<br>6.8%                                | 13<br>22.0%                | 6<br>10.2%  | 4<br>6.8%                                             | 32<br>54.2%                | 8<br>13.6%  | 7<br>11.9%                        | 20<br>33.9%                | 24<br>40.7%  | 9<br>15.3%            | 6<br>10.2%                 | 3<br>5.1%                            | 6<br>10.2%  | 0<br>0.0%   | 50<br>84.7%  |
| 300人以上               | 41         | 8<br>19.5%                                          | 23<br>56.1%                | 7<br>17.1%  | 19<br>46.3%                      | 12<br>29.3%                | 8<br>19.5%  | 2<br>4.9%                                | 10<br>24.4%                | 6<br>14.6%  | 4<br>9.8%                                             | 16<br>39.0%                | 7<br>17.1%  | 4<br>9.8%                         | 21<br>51.2%                | 10<br>24.4%  | 6<br>14.6%            | 4<br>9.8%                  | 0<br>0.0%                            | 5<br>12.2%  | 1<br>2.4%   | 35<br>85.4%  |
| (再掲)                 | 360        | 41<br>11.4%                                         | 201<br>55.8%               | 72<br>20.0% | 97<br>26.9%                      | 153<br>42.5%               | 75<br>20.8% | 126<br>35.0%                             | 140<br>38.9%               | 56<br>15.6% | 38<br>10.6%                                           | 204<br>56.7%               | 48<br>13.3% | 42<br>11.7%                       | 103<br>28.6%               | 155<br>43.1% | 68<br>18.9%           | 34<br>9.4%                 | 7<br>1.9%                            | 49<br>13.6% | 4<br>1.1%   | 300<br>83.3% |
| 10～299人              | 225        | 35<br>15.6%                                         | 123<br>54.7%               | 42<br>18.7% | 80<br>35.6%                      | 84<br>37.3%                | 43<br>19.1% | 103<br>45.8%                             | 67<br>29.8%                | 33<br>14.7% | 22<br>9.8%                                            | 115<br>51.1%               | 33<br>14.7% | 25<br>11.1%                       | 88<br>39.1%                | 83<br>36.9%  | 32<br>14.2%           | 22<br>9.8%                 | 5<br>2.2%                            | 27<br>12.0% | 1<br>0.4%   | 192<br>85.3% |

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 | 定年制あり  |        |        |        |       |       |      | 職種別に<br>定めている | 無回答 | 定年制なし | 無回答  |
|------|----------------------|------------|--------|--------|--------|--------|-------|-------|------|---------------|-----|-------|------|
|      |                      |            |        | 60歳    | 61～62歳 | 63～64歳 | 65歳   | 65歳超  |      |               |     |       |      |
| 計    |                      | 481        | 430    | 294    | 6      | 5      | 92    | 16    | 11   | 6             |     | 45    | 6    |
|      |                      |            | 89.4%  | 61.1%  | 1.2%   | 1.0%   | 19.1% | 3.3%  | 2.3% | 1.2%          |     | 9.4%  | 1.2% |
|      |                      |            |        | 68.4%  | 1.4%   | 1.2%   | 21.4% | 3.7%  | 2.6% | 1.4%          |     |       |      |
| 産業   | 建設業                  | 60         | 52     | 28     |        |        | 22    | 1     |      | 1             |     | 8     | 0    |
|      |                      |            | 86.7%  | 46.7%  | 0.0%   | 0.0%   | 36.7% | 1.7%  | 0.0% | 1.7%          |     | 13.3% | 0.0% |
|      |                      |            |        | 53.8%  | 0.0%   | 0.0%   | 42.3% | 1.9%  | 0.0% | 1.9%          |     |       |      |
|      | 製造業                  | 96         | 91     | 63     | 1      | 2      | 16    | 7     | 1    | 1             |     | 2     | 3    |
|      |                      |            | 94.8%  | 65.6%  | 1.0%   | 2.1%   | 16.7% | 7.3%  | 1.0% | 1.0%          |     | 2.1%  | 3.1% |
|      |                      |            |        | 69.2%  | 1.1%   | 2.2%   | 17.6% | 7.7%  | 1.1% | 1.1%          |     |       |      |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 34         | 34     | 22     | 0      | 0      | 9     | 2     | 0    | 1             |     | 0     | 0    |
|      |                      |            | 100.0% | 64.7%  | 0.0%   | 0.0%   | 26.5% | 5.9%  | 0.0% | 2.9%          |     | 0.0%  | 0.0% |
|      |                      |            |        | 64.7%  | 0.0%   | 0.0%   | 26.5% | 5.9%  | 0.0% | 2.9%          |     |       |      |
|      | 卸売業・小売業              | 102        | 86     | 63     |        |        | 20    | 1     | 2    | 0             |     | 16    | 0    |
|      |                      |            | 84.3%  | 61.8%  | 0.0%   | 0.0%   | 19.6% | 1.0%  | 2.0% | 0.0%          |     | 15.7% | 0.0% |
|      |                      |            |        | 73.3%  | 0.0%   | 0.0%   | 23.3% | 1.2%  | 2.3% | 0.0%          |     |       |      |
|      | 金融業・保険業              | 16         | 15     | 15     |        |        |       |       |      | 0             |     | 1     | 0    |
|      |                      |            | 93.8%  | 93.8%  | 0.0%   | 0.0%   | 0.0%  | 0.0%  | 0.0% | 0.0%          |     | 6.3%  | 0.0% |
|      |                      |            |        | 100.0% | 0.0%   | 0.0%   | 0.0%  | 0.0%  | 0.0% | 0.0%          |     |       |      |
|      | サービス業                | 173        | 152    | 103    | 5      | 3      | 25    | 5     | 8    | 3             |     | 18    | 3    |
|      |                      |            | 87.9%  | 59.5%  | 2.9%   | 1.7%   | 14.5% | 2.9%  | 4.6% | 1.7%          |     | 10.4% | 1.7% |
|      |                      |            |        | 67.8%  | 3.3%   | 2.0%   | 16.4% | 3.3%  | 5.3% | 2.0%          |     |       |      |
| 企業規模 | 9人以下                 | 80         | 49     | 30     | 0      | 2      | 12    | 5     | 0    | 0             |     | 27    | 4    |
|      |                      |            | 61.3%  | 37.5%  | 0.0%   | 2.5%   | 15.0% | 6.3%  | 0.0% | 0.0%          |     | 33.8% | 5.0% |
|      |                      |            |        | 61.2%  | 0.0%   | 4.1%   | 24.5% | 10.2% | 0.0% | 0.0%          |     |       |      |
|      | 10～29人               | 176        | 158    | 98     | 0      | 0      | 49    | 6     | 4    | 1             |     | 17    | 1    |
|      |                      |            | 89.8%  | 55.7%  | 0.0%   | 0.0%   | 27.8% | 3.4%  | 2.3% | 0.6%          |     | 9.7%  | 0.6% |
|      |                      |            |        | 62.0%  | 0.0%   | 0.0%   | 31.0% | 3.8%  | 2.5% | 0.6%          |     |       |      |
|      | 30～49人               | 71         | 69     | 38     | 2      | 2      | 21    | 4     | 2    | 0             |     | 1     | 1    |
|      |                      |            | 97.2%  | 53.5%  | 2.8%   | 2.8%   | 29.6% | 5.6%  | 2.8% | 0.0%          |     | 1.4%  | 1.4% |
|      |                      |            |        | 55.1%  | 2.9%   | 2.9%   | 30.4% | 5.8%  | 2.9% | 0.0%          |     |       |      |
|      | 50～99人               | 54         | 54     | 48     | 0      | 0      | 6     | 0     | 0    | 0             |     | 0     | 0    |
|      |                      |            | 100.0% | 88.9%  | 0.0%   | 0.0%   | 11.1% | 0.0%  | 0.0% | 0.0%          |     | 0.0%  | 0.0% |
|      |                      |            |        | 88.9%  | 0.0%   | 0.0%   | 11.1% | 0.0%  | 0.0% | 0.0%          |     |       |      |
|      | 100～299人             | 59         | 59     | 47     | 2      | 1      | 4     | 1     | 1    | 3             |     | 0     | 0    |
|      |                      |            | 100.0% | 79.7%  | 3.4%   | 1.7%   | 6.8%  | 1.7%  | 1.7% | 5.1%          |     | 0.0%  | 0.0% |
|      |                      |            |        | 79.7%  | 3.4%   | 1.7%   | 6.8%  | 1.7%  | 1.7% | 5.1%          |     |       |      |
|      | 300人以上               | 41         | 41     | 33     | 2      | 0      | 0     | 0     | 4    | 2             |     | 0     | 0    |
|      |                      |            | 100.0% | 80.5%  | 4.9%   | 0.0%   | 0.0%  | 0.0%  | 9.8% | 4.9%          |     | 0.0%  | 0.0% |
|      |                      |            |        | 80.5%  | 4.9%   | 0.0%   | 0.0%  | 0.0%  | 9.8% | 4.9%          |     |       |      |
|      | (再掲)<br>10～299人      | 360        | 340    | 231    | 4      | 3      | 80    | 11    | 7    | 4             |     | 18    | 2    |
|      |                      |            | 94.4%  | 64.2%  | 1.1%   | 0.8%   | 22.2% | 3.1%  | 1.9% | 1.1%          |     | 5.0%  | 0.6% |
|      |                      |            |        | 67.9%  | 1.2%   | 0.9%   | 23.5% | 3.2%  | 2.1% | 1.2%          |     |       |      |
|      | (再掲)<br>30人以上        | 225        | 223    | 166    | 6      | 3      | 31    | 5     | 7    | 5             |     | 1     | 1    |
|      |                      |            | 99.1%  | 73.8%  | 2.7%   | 1.3%   | 13.8% | 2.2%  | 3.1% | 2.2%          |     | 0.4%  | 0.4% |
|      |                      |            |        | 74.4%  | 2.7%   | 1.3%   | 13.9% | 2.2%  | 3.1% | 2.2%          |     |       |      |

表32-1 最低賃金が778円となった場合の影響

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:影響が「ある」、「ない」と回答した  
それぞれの事業所数に対する割合

(単位:社、%)

|                  |                      | 有効回答<br>事業所数 | 影響の有無     |       |            |       | 主な理由                                       |                                                    |                                           |                                             |      |       |
|------------------|----------------------|--------------|-----------|-------|------------|-------|--------------------------------------------|----------------------------------------------------|-------------------------------------------|---------------------------------------------|------|-------|
|                  |                      |              | 大いにあ<br>る | ややある  | ほとんどな<br>い | 全くない  | 最低賃金<br>を下回る<br>者のみ、<br>賃金を引<br>き上げる<br>予定 | 最低賃金<br>を下回る<br>者を含<br>め、全従<br>業員の賃<br>金を見直<br>す予定 | 最低賃金<br>の影響を<br>受ける短<br>時間労働<br>者がいな<br>い | 改定後の<br>最低賃金<br>を上回る<br>賃金のた<br>め、影響<br>はない | その他  | 無回答   |
| 計                |                      | 478          | 35        | 73    | 139        | 231   | 76                                         | 32                                                 | 82                                        | 225                                         | 15   | 48    |
|                  |                      |              | 7.3%      | 15.3% | 29.1%      | 48.3% | 15.9%                                      | 6.7%                                               | 17.2%                                     | 47.1%                                       | 3.1% | 10.0% |
|                  |                      |              |           |       |            |       | 70.4%                                      | 29.6%                                              | 22.2%                                     | 60.8%                                       | 4.0% | 13.0% |
| 産<br>業           | 建設業                  | 60           | 0         | 10    | 21         | 29    | 7                                          | 1                                                  | 10                                        | 28                                          | 2    | 12    |
|                  |                      |              | 0.0%      | 16.7% | 35.0%      | 48.3% | 11.7%                                      | 1.7%                                               | 16.7%                                     | 46.7%                                       | 3.3% | 20.0% |
|                  | 製造業                  | 95           | 10        | 20    | 26         | 39    | 24                                         | 7                                                  | 20                                        | 34                                          | 5    | 5     |
|                  |                      |              | 10.5%     | 21.1% | 27.4%      | 41.1% | 25.3%                                      | 7.4%                                               | 21.1%                                     | 35.8%                                       | 5.3% | 5.3%  |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 34           | 2         | 4     | 8          | 20    | 6                                          | 1                                                  | 5                                         | 17                                          | 1    | 4     |
|                  |                      |              | 5.8%      | 11.8% | 23.5%      | 58.8% | 17.6%                                      | 2.9%                                               | 14.7%                                     | 50.0%                                       | 2.9% | 11.8% |
|                  | 卸売業・小売業              | 102          | 11        | 16    | 32         | 43    | 12                                         | 12                                                 | 20                                        | 45                                          | 3    | 10    |
|                  |                      |              | 10.8%     | 15.7% | 31.4%      | 42.2% | 11.8%                                      | 11.8%                                              | 19.6%                                     | 44.1%                                       | 2.9% | 9.8%  |
|                  | 金融業・保険業              | 15           | 0         | 2     | 8          | 5     | 1                                          | 1                                                  | 3                                         | 7                                           | 0    | 3     |
|                  |                      |              | 0.0%      | 13.3% | 53.3%      | 33.3% | 6.7%                                       | 6.7%                                               | 20.0%                                     | 46.7%                                       | 0.0% | 20.0% |
|                  | サービス業                | 172          | 12        | 21    | 44         | 95    | 25                                         | 10                                                 | 24                                        | 95                                          | 4    | 14    |
|                  |                      |              | 7.0%      | 12.2% | 25.6%      | 55.2% | 14.5%                                      | 5.8%                                               | 14.0%                                     | 55.2%                                       | 2.3% | 8.1%  |
| 企<br>業<br>規<br>模 | 9人以下                 | 79           | 4         | 7     | 24         | 44    | 3                                          | 4                                                  | 18                                        | 37                                          | 4    | 13    |
|                  |                      |              | 5.1%      | 8.9%  | 30.4%      | 55.7% | 3.8%                                       | 5.1%                                               | 22.8%                                     | 46.8%                                       | 5.1% | 16.5% |
|                  | 10～29人               | 175          | 10        | 25    | 50         | 90    | 20                                         | 10                                                 | 32                                        | 87                                          | 6    | 20    |
|                  |                      |              | 5.7%      | 14.3% | 28.6%      | 51.4% | 11.4%                                      | 5.7%                                               | 18.3%                                     | 49.7%                                       | 3.4% | 11.4% |
|                  | 30～49人               | 70           | 5         | 14    | 22         | 29    | 15                                         | 4                                                  | 11                                        | 35                                          | 1    | 4     |
|                  |                      |              | 7.1%      | 20.0% | 31.4%      | 41.4% | 21.4%                                      | 5.7%                                               | 15.7%                                     | 50.0%                                       | 1.4% | 5.7%  |
|                  | 50～99人               | 54           | 2         | 12    | 12         | 28    | 16                                         | 3                                                  | 7                                         | 24                                          | 1    | 3     |
|                  |                      |              | 3.7%      | 22.2% | 22.2%      | 51.9% | 29.6%                                      | 5.6%                                               | 13.0%                                     | 44.4%                                       | 1.9% | 5.6%  |
|                  | 100～299人             | 59           | 8         | 8     | 20         | 23    | 11                                         | 8                                                  | 6                                         | 27                                          | 1    | 6     |
|                  |                      |              | 13.6%     | 13.6% | 33.9%      | 39.0% | 18.6%                                      | 13.6%                                              | 10.2%                                     | 45.8%                                       | 1.7% | 10.2% |
|                  | 300人以上               | 41           | 6         | 7     | 11         | 17    | 10                                         | 3                                                  | 8                                         | 16                                          | 2    | 2     |
|                  |                      |              | 14.6%     | 17.1% | 26.8%      | 41.5% | 24.4%                                      | 7.3%                                               | 19.5%                                     | 39.0%                                       | 4.9% | 4.9%  |
|                  | (再掲)<br>10～299人      | 358          | 25        | 59    | 104        | 170   | 62                                         | 25                                                 | 56                                        | 173                                         | 9    | 33    |
|                  |                      |              | 7.0%      | 16.5% | 29.1%      | 47.5% | 17.3%                                      | 7.0%                                               | 15.6%                                     | 48.3%                                       | 2.5% | 9.2%  |
|                  | (再掲)<br>30人以上        | 224          | 21        | 41    | 65         | 97    | 52                                         | 18                                                 | 32                                        | 102                                         | 5    | 15    |
|                  |                      |              | 9.4%      | 18.3% | 29.0%      | 43.3% | 23.2%                                      | 8.0%                                               | 14.3%                                     | 45.5%                                       | 2.2% | 6.7%  |

表32-2 今後さらに最低賃金が上昇した場合の影響

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、%)

|        |                      | 有効<br>回答<br>事業<br>所数 | 800円になった場合    |          |            |          |           |         | 900円になった場合    |          |            |          |           |         | 1000円になった場合   |          |            |          |           |         |
|--------|----------------------|----------------------|---------------|----------|------------|----------|-----------|---------|---------------|----------|------------|----------|-----------|---------|---------------|----------|------------|----------|-----------|---------|
|        |                      |                      | 大い<br>に出<br>る | やや<br>出る | ほとん<br>どない | 全くな<br>い | わから<br>ない | 無回<br>答 | 大い<br>に出<br>る | やや<br>出る | ほとん<br>どない | 全くな<br>い | わから<br>ない | 無回<br>答 | 大い<br>に出<br>る | やや<br>出る | ほとん<br>どない | 全くな<br>い | わから<br>ない | 無回<br>答 |
| 計      |                      | 478                  | 49            | 102      | 146        | 129      | 49        | 3       | 150           | 129      | 79         | 64       | 53        | 3       | 250           | 86       | 45         | 40       | 54        | 3       |
|        |                      |                      | 10.3%         | 21.3%    | 30.5%      | 27.0%    | 10.3%     | 0.6%    | 31.4%         | 27.0%    | 16.5%      | 13.4%    | 11.1%     | 0.6%    | 52.3%         | 18.0%    | 9.4%       | 8.4%     | 11.3%     | 0.6%    |
| 産業     | 建設業                  | 60                   | 1             | 15       | 18         | 15       | 11        | 0       | 7             | 17       | 14         | 10       | 12        | 0       | 19            | 15       | 12         | 6        | 8         | 0       |
|        |                      |                      | 1.7%          | 25.0%    | 30.0%      | 25.0%    | 18.3%     | 0.0%    | 11.7%         | 28.3%    | 23.3%      | 16.7%    | 20.0%     | 0.0%    | 31.7%         | 25.0%    | 20.0%      | 10.0%    | 13.3%     | 0.0%    |
|        | 製造業                  | 95                   | 15            | 23       | 23         | 24       | 10        | 0       | 38            | 29       | 8          | 9        | 11        | 0       | 60            | 14       | 6          | 5        | 10        | 0       |
|        |                      |                      | 15.8%         | 24.2%    | 24.2%      | 25.3%    | 10.5%     | 0.0%    | 40.0%         | 30.5%    | 8.4%       | 9.5%     | 11.6%     | 0.0%    | 63.2%         | 14.7%    | 6.3%       | 5.3%     | 10.5%     | 0.0%    |
|        | 運輸・通信業、<br>電気・ガス・水道業 | 34                   | 2             | 9        | 10         | 12       | 1         | 0       | 9             | 9        | 4          | 10       | 2         | 0       | 14            | 4        | 3          | 8        | 5         | 0       |
|        |                      |                      | 5.9%          | 26.5%    | 29.4%      | 35.3%    | 2.9%      | 0.0%    | 26.5%         | 26.5%    | 11.8%      | 29.4%    | 5.9%      | 0.0%    | 41.2%         | 11.8%    | 8.8%       | 23.5%    | 14.7%     | 0.0%    |
|        | 卸売業・小売業              | 102                  | 17            | 21       | 36         | 18       | 8         | 2       | 39            | 22       | 23         | 7        | 9         | 2       | 59            | 13       | 11         | 3        | 14        | 2       |
|        |                      |                      | 16.7%         | 20.6%    | 35.3%      | 17.6%    | 7.8%      | 2.0%    | 38.2%         | 21.6%    | 22.5%      | 6.9%     | 8.8%      | 2.0%    | 57.8%         | 12.7%    | 10.8%      | 2.9%     | 13.7%     | 2.0%    |
|        | 金融業・保険業              | 15                   | 0             | 1        | 8          | 2        | 4         | 0       | 1             | 4        | 4          | 1        | 5         | 0       | 3             | 3        | 3          | 2        | 4         | 0       |
|        |                      |                      | 0.0%          | 6.7%     | 53.3%      | 13.3%    | 26.7%     | 0.0%    | 6.7%          | 26.7%    | 26.7%      | 6.7%     | 33.3%     | 0.0%    | 20.0%         | 20.0%    | 20.0%      | 13.3%    | 26.7%     | 0.0%    |
|        | サービス業                | 172                  | 14            | 33       | 51         | 58       | 15        | 1       | 56            | 48       | 26         | 27       | 14        | 1       | 95            | 37       | 10         | 16       | 13        | 1       |
|        |                      |                      | 8.1%          | 19.2%    | 29.7%      | 33.7%    | 8.7%      | 0.6%    | 32.6%         | 27.9%    | 15.1%      | 15.7%    | 8.1%      | 0.6%    | 55.2%         | 21.5%    | 5.8%       | 9.3%     | 7.6%      | 0.6%    |
| 企業規模   | 9人以下                 | 79                   | 8             | 9        | 23         | 23       | 16        | 0       | 17            | 12       | 17         | 15       | 18        | 0       | 30            | 11       | 10         | 10       | 18        | 0       |
|        |                      |                      | 10.1%         | 11.4%    | 29.1%      | 29.1%    | 20.3%     | 0.0%    | 21.5%         | 15.2%    | 21.5%      | 19.0%    | 22.8%     | 0.0%    | 38.0%         | 13.9%    | 12.7%      | 12.7%    | 22.8%     | 0.0%    |
|        | 10～29人               | 175                  | 14            | 32       | 53         | 56       | 18        | 2       | 44            | 48       | 36         | 26       | 19        | 2       | 83            | 35       | 19         | 17       | 19        | 2       |
|        |                      |                      | 8.0%          | 18.3%    | 30.3%      | 32.0%    | 10.3%     | 1.1%    | 25.1%         | 27.4%    | 20.6%      | 14.9%    | 10.9%     | 1.1%    | 47.4%         | 20.0%    | 10.9%      | 9.7%     | 10.9%     | 1.1%    |
|        | 30～49人               | 70                   | 8             | 24       | 20         | 14       | 4         | 0       | 34            | 20       | 7          | 6        | 3         | 0       | 49            | 10       | 4          | 3        | 4         | 0       |
|        |                      |                      | 11.4%         | 34.3%    | 28.6%      | 20.0%    | 5.7%      | 0.0%    | 48.6%         | 28.6%    | 10.0%      | 8.6%     | 4.3%      | 0.0%    | 70.0%         | 14.3%    | 5.7%       | 4.3%     | 5.7%      | 0.0%    |
|        | 50～99人               | 54                   | 5             | 13       | 18         | 15       | 3         | 0       | 17            | 21       | 7          | 5        | 4         | 0       | 30            | 14       | 4          | 2        | 4         | 0       |
|        |                      |                      | 9.3%          | 24.1%    | 33.3%      | 27.8%    | 5.6%      | 0.0%    | 31.5%         | 38.9%    | 13.0%      | 9.3%     | 7.4%      | 0.0%    | 55.6%         | 25.9%    | 7.4%       | 3.7%     | 7.4%      | 0.0%    |
|        | 100～299人             | 59                   | 10            | 11       | 25         | 11       | 2         | 0       | 23            | 17       | 11         | 5        | 3         | 0       | 36            | 9        | 6          | 3        | 5         | 0       |
|        |                      |                      | 16.9%         | 18.6%    | 42.4%      | 18.6%    | 3.4%      | 0.0%    | 39.0%         | 28.8%    | 18.6%      | 8.5%     | 5.1%      | 0.0%    | 61.0%         | 15.3%    | 10.2%      | 5.1%     | 8.5%      | 0.0%    |
| 300人以上 | 41                   | 4                    | 13            | 7        | 10         | 6        | 1         | 15      | 11            | 1        | 7          | 6        | 1         | 22      | 7             | 2        | 5          | 4        | 1         |         |
|        |                      |                      | 9.8%          | 31.7%    | 17.1%      | 24.4%    | 14.6%     | 2.4%    | 36.6%         | 26.8%    | 2.4%       | 17.1%    | 14.6%     | 2.4%    | 53.7%         | 17.1%    | 4.9%       | 12.2%    | 9.8%      | 2.4%    |
| (再掲)   | 10～299人              | 358                  | 37            | 80       | 116        | 96       | 27        | 2       | 118           | 106      | 61         | 42       | 29        | 2       | 198           | 68       | 33         | 25       | 32        | 2       |
|        |                      |                      | 10.3%         | 22.3%    | 32.4%      | 26.8%    | 7.5%      | 0.6%    | 33.0%         | 29.6%    | 17.0%      | 11.7%    | 8.1%      | 0.6%    | 55.3%         | 19.0%    | 9.2%       | 7.0%     | 8.9%      | 0.6%    |
| (再掲)   | 30人以上                | 224                  | 27            | 61       | 70         | 50       | 15        | 1       | 89            | 69       | 26         | 23       | 16        | 1       | 137           | 40       | 16         | 13       | 17        | 1       |
|        |                      |                      | 12.1%         | 27.2%    | 31.3%      | 22.3%    | 6.7%      | 0.4%    | 39.7%         | 30.8%    | 11.6%      | 10.3%    | 7.1%      | 0.4%    | 61.2%         | 17.9%    | 7.1%       | 5.8%     | 7.6%      | 0.4%    |



表32-3 過去3年間の対策(複数回答)

1段目:回答数

2段目:回答数に対する割合

(単位:社、%)

|      |                  | 回答数 | 正社員の残業代等の人件費を削減した。 | 役員報酬を削減した。 | パートも含めて従業員数を減らした。 | 人件費以外のコストを削減した。 | 人件費増に対応するため、設備投資など生産性向上を図った。 | 業務改善助成金などの支援制度を活用した。 | 人件費に変動はなく、特に対応策を講じなかった。 | その他   |
|------|------------------|-----|--------------------|------------|-------------------|-----------------|------------------------------|----------------------|-------------------------|-------|
| 計    |                  | 531 | 27                 | 41         | 15                | 106             | 53                           | 18                   | 244                     | 27    |
|      |                  |     | 5.1%               | 7.6%       | 2.8%              | 20.0%           | 10.0%                        | 3.4%                 | 46.0%                   | 5.1%  |
| 産業   | 建設業              | 64  | 2                  | 7          | 1                 | 7               | 5                            | 2                    | 38                      | 2     |
|      |                  |     | 3.1%               | 10.9%      | 1.6%              | 10.9%           | 7.8%                         | 3.1%                 | 59.4%                   | 3.1%  |
|      | 製造業              | 112 | 8                  | 9          | 2                 | 25              | 16                           | 7                    | 38                      | 7     |
|      |                  |     | 7.1%               | 8.0%       | 1.8%              | 22.3%           | 14.3%                        | 6.3%                 | 33.9%                   | 6.3%  |
|      | 運輸・通信業、電気・ガス・水道業 | 37  | 3                  | 2          | 1                 | 8               | 5                            | 1                    | 13                      | 4     |
|      |                  |     | 8.1%               | 5.4%       | 2.7%              | 21.6%           | 13.5%                        | 2.7%                 | 35.1%                   | 10.8% |
|      | 卸売業・小売業          | 119 | 4                  | 10         | 10                | 33              | 15                           | 2                    | 42                      | 3     |
|      |                  |     | 3.4%               | 8.4%       | 8.4%              | 27.7%           | 12.6%                        | 1.7%                 | 35.3%                   | 2.5%  |
| 企業規模 | 金融業・保険業          | 17  | 2                  | 2          | 0                 | 3               | 1                            | 0                    | 9                       | 0     |
|      |                  |     | 11.8%              | 11.8%      | 0.0%              | 17.6%           | 5.9%                         | 0.0%                 | 52.9%                   | 0.0%  |
|      | サービス業            | 182 | 8                  | 11         | 1                 | 30              | 11                           | 6                    | 104                     | 11    |
|      |                  |     | 4.4%               | 6.0%       | 0.5%              | 16.5%           | 6.0%                         | 3.3%                 | 57.1%                   | 6.0%  |
|      | 9人以下             | 92  | 5                  | 12         | 7                 | 12              | 5                            | 0                    | 46                      | 5     |
|      |                  |     | 5.4%               | 13.0%      | 7.6%              | 13.0%           | 5.4%                         | 0.0%                 | 50.0%                   | 5.4%  |
|      | 10～29人           | 194 | 9                  | 18         | 4                 | 39              | 15                           | 8                    | 90                      | 11    |
|      |                  |     | 4.6%               | 9.3%       | 2.1%              | 20.1%           | 7.7%                         | 4.1%                 | 46.4%                   | 5.7%  |
|      | 30～49人           | 72  | 0                  | 3          | 1                 | 16              | 4                            | 4                    | 41                      | 3     |
|      |                  |     | 0.0%               | 4.2%       | 1.4%              | 22.2%           | 5.6%                         | 5.6%                 | 56.9%                   | 4.2%  |
|      | 50～99人           | 66  | 6                  | 3          | 2                 | 18              | 10                           | 3                    | 21                      | 3     |
|      |                  |     | 9.1%               | 4.5%       | 3.0%              | 27.3%           | 15.2%                        | 4.5%                 | 31.8%                   | 4.5%  |
|      | 100～299人         | 66  | 4                  | 4          | 1                 | 12              | 12                           | 1                    | 29                      | 3     |
|      |                  |     | 6.1%               | 6.1%       | 1.5%              | 18.2%           | 18.2%                        | 1.5%                 | 43.9%                   | 4.5%  |
|      | 300人以上           | 41  | 3                  | 1          | 0                 | 9               | 7                            | 2                    | 17                      | 2     |
|      |                  |     | 7.3%               | 2.4%       | 0.0%              | 22.0%           | 17.1%                        | 4.9%                 | 41.5%                   | 4.9%  |
|      | (再掲)             | 398 | 19                 | 28         | 8                 | 85              | 41                           | 16                   | 181                     | 20    |
|      | 10～299人          |     | 4.8%               | 7.0%       | 2.0%              | 21.4%           | 10.3%                        | 4.0%                 | 45.5%                   | 5.0%  |
|      | (再掲)             | 245 | 13                 | 11         | 4                 | 55              | 33                           | 10                   | 108                     | 11    |
|      | 30人以上            |     | 5.3%               | 4.5%       | 1.6%              | 22.4%           | 13.5%                        | 4.1%                 | 44.1%                   | 4.5%  |

表32-4 最低賃金が1000円となった場合の対策(複数回答)

1段目:回答数

2段目:回答数に対する割合

(単位:社、%)

|      |                  | 回答数 | 残業代、役員報酬等を削減し、人件費総額を抑制する。 | パートも含めて従業員数を減らし、人件費総額を抑制する。 | 人件費以外のコストを削減する。 | 生産拠点を人件費の低い海外等へ移す。 | 営業時間の短縮など業務形態を変更して、賃金上昇に対応する。 | 下請け等の現在業務には対応できないため、違う分野の職種・業務に新展開を図る。 | 廃業せざるをえない。 | その他   |
|------|------------------|-----|---------------------------|-----------------------------|-----------------|--------------------|-------------------------------|----------------------------------------|------------|-------|
| 計    |                  | 686 | 181                       | 96                          | 263             | 5                  | 55                            | 12                                     | 16         | 58    |
|      |                  |     | 26.4%                     | 14.0%                       | 38.3%           | 0.7%               | 8.0%                          | 1.8%                                   | 2.3%       | 8.5%  |
| 産業   | 建設業              | 81  | 26                        | 8                           | 28              | 1                  | 8                             | 3                                      | 0          | 7     |
|      |                  |     | 32.1%                     | 9.9%                        | 34.6%           | 1.2%               | 9.9%                          | 3.7%                                   | 0.0%       | 8.6%  |
|      | 製造業              | 129 | 33                        | 15                          | 53              | 1                  | 8                             | 3                                      | 4          | 12    |
|      |                  |     | 25.6%                     | 11.6%                       | 41.1%           | 0.8%               | 6.2%                          | 2.3%                                   | 3.1%       | 9.3%  |
|      | 運輸・通信業、電気・ガス・水道業 | 48  | 12                        | 5                           | 16              | 0                  | 2                             | 3                                      | 3          | 7     |
|      |                  |     | 25.0%                     | 10.4%                       | 33.3%           | 0.0%               | 4.2%                          | 6.3%                                   | 6.3%       | 14.6% |
|      | 卸売業・小売業          | 165 | 42                        | 31                          | 58              | 1                  | 19                            | 1                                      | 7          | 6     |
|      |                  |     | 25.5%                     | 18.8%                       | 35.2%           | 0.6%               | 11.5%                         | 0.6%                                   | 4.2%       | 3.6%  |
| 企業規模 | 金融業・保険業          | 20  | 8                         | 0                           | 9               | 0                  | 1                             | 0                                      | 0          | 2     |
|      |                  |     | 40.0%                     | 0.0%                        | 45.0%           | 0.0%               | 5.0%                          | 0.0%                                   | 0.0%       | 10.0% |
|      | サービス業            | 243 | 60                        | 37                          | 99              | 2                  | 17                            | 2                                      | 2          | 24    |
|      |                  |     | 24.7%                     | 15.2%                       | 40.7%           | 0.8%               | 7.0%                          | 0.8%                                   | 0.8%       | 9.9%  |
|      | 9人以下             | 96  | 22                        | 12                          | 34              | 0                  | 10                            | 1                                      | 4          | 13    |
|      |                  |     | 22.9%                     | 12.5%                       | 35.4%           | 0.0%               | 10.4%                         | 1.0%                                   | 4.2%       | 13.5% |
|      | 10～29人           | 256 | 67                        | 37                          | 91              | 2                  | 21                            | 9                                      | 7          | 22    |
| 企業規模 |                  |     | 26.2%                     | 14.5%                       | 35.5%           | 0.8%               | 8.2%                          | 3.5%                                   | 2.7%       | 8.6%  |
|      | 30～49人           | 101 | 30                        | 11                          | 40              | 0                  | 6                             | 1                                      | 5          | 8     |
|      |                  |     | 29.7%                     | 10.9%                       | 39.6%           | 0.0%               | 5.9%                          | 1.0%                                   | 5.0%       | 7.9%  |
|      | 50～99人           | 78  | 20                        | 11                          | 32              | 1                  | 8                             | 1                                      | 0          | 5     |
|      |                  |     | 25.6%                     | 14.1%                       | 41.0%           | 1.3%               | 10.3%                         | 1.3%                                   | 0.0%       | 6.4%  |
|      | 100～299人         | 98  | 27                        | 16                          | 38              | 1                  | 9                             | 0                                      | 0          | 7     |
|      |                  |     | 27.6%                     | 16.3%                       | 38.8%           | 1.0%               | 9.2%                          | 0.0%                                   | 0.0%       | 7.1%  |
| 企業規模 | 300人以上           | 57  | 15                        | 9                           | 28              | 1                  | 1                             | 0                                      | 0          | 3     |
|      |                  |     | 26.3%                     | 15.8%                       | 49.1%           | 1.8%               | 1.8%                          | 0.0%                                   | 0.0%       | 5.3%  |
|      | (再掲)<br>10～299人  | 533 | 144                       | 75                          | 201             | 4                  | 44                            | 11                                     | 12         | 42    |
|      |                  |     | 27.0%                     | 14.1%                       | 37.7%           | 0.8%               | 8.3%                          | 2.1%                                   | 2.3%       | 7.9%  |
|      | (再掲)<br>30人以上    | 334 | 92                        | 47                          | 138             | 3                  | 24                            | 2                                      | 5          | 23    |
|      |                  |     | 27.5%                     | 14.1%                       | 41.3%           | 0.9%               | 7.2%                          | 0.6%                                   | 1.5%       | 6.9%  |