

## 統計表目次

### 統計表

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表1 回答事業所における各雇用形態の有無

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

(単位:社、%)

|      |                  | 総計  | 非正規従業員の雇用形態区分 |              |                 |                                   |                                       |             | 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 | 1日または1週以上の所定労働時間（日数）が正規従業員と同一の事業所 | 1日または1週以上の所定労働時間（日数）が正規従業員より短い者のいる事業所 | 派遣従業員のいる事業所 | その他（※）のいる事業所 | 女性のいる事業所 | 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 |             |              | 派遣従業員のいる事業所 | その他（※）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 | 1日および1週以上の所定労働時間（日数）が正規従業員と同一の事業所 | 1日または1週以上の所定労働時間（日数）が正規従業員より短い者のいる事業所 | 派遣従業員のいる事業所 |          |             |              |                 |                                   |                                       |             |              |          |             |              | その他（※）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 | 1日および1週以上の所定労働時間（日数）が正規従業員と同一の事業所 | 1日または1週以上の所定労働時間（日数）が正規従業員より短い者のいる事業所 |
|      |                  |     |               |              |                 |                                   |                                       |             |          |             |              |                 |                                   |                                       |             |              |          |             |              |                 |             |              |             |              |                 |                                   |                                       |
| 計    |                  | 530 | 513           | 415          | 363             | 169                               | 326                                   | 64          | 162      | 496         | 484          | 261             | 209                               | 94                                    | 167         | 29           | 135      | 515         | 478          | 382             | 344         | 141          | 304         | 55           | 107             |                                   |                                       |
|      |                  |     | 96.8%         | 78.3%        | 68.5%           | 31.9%                             | 61.5%                                 | 12.1%       | 30.6%    | 93.6%       | 91.3%        | 49.2%           | 39.4%                             | 17.7%                                 | 31.5%       | 5.5%         | 25.5%    | 97.2%       | 90.2%        | 72.1%           | 64.9%       | 26.6%        | 57.4%       | 10.4%        | 20.2%           |                                   |                                       |
| 産業   | 建設業              | 57  | 56            | 37           | 28              | 5                                 | 25                                    | 4           | 12       | 56          | 56           | 18              | 12                                | 4                                     | 9           | 2            | 10       | 55          | 52           | 28              | 23          | 2            | 21          | 2            | 4               |                                   |                                       |
|      |                  |     | 98.2%         | 64.9%        | 49.1%           | 8.8%                              | 43.9%                                 | 7.0%        | 21.1%    | 98.2%       | 98.2%        | 31.6%           | 21.1%                             | 7.0%                                  | 15.8%       | 3.5%         | 17.5%    | 96.5%       | 91.2%        | 49.1%           | 40.4%       | 3.5%         | 36.8%       | 3.5%         | 7.0%            |                                   |                                       |
|      | 製造業              | 104 | 101           | 77           | 64              | 34                                | 51                                    | 18          | 36       | 100         | 99           | 54              | 41                                | 26                                    | 30          | 14           | 32       | 98          | 95           | 69              | 58          | 25           | 43          | 16           | 21              |                                   |                                       |
|      |                  |     | 97.1%         | 74.0%        | 61.5%           | 32.7%                             | 49.0%                                 | 17.3%       | 34.6%    | 96.2%       | 95.2%        | 51.9%           | 39.4%                             | 25.0%                                 | 28.8%       | 13.5%        | 30.8%    | 94.2%       | 91.3%        | 66.3%           | 55.8%       | 24.0%        | 41.3%       | 15.4%        | 20.2%           |                                   |                                       |
|      | 運輸・通信業、電気・ガス・水道業 | 32  | 32            | 15           | 11              | 7                                 | 6                                     | 0           | 10       | 32          | 32           | 11              | 7                                 | 6                                     | 2           | 0            | 10       | 28          | 28           | 13              | 11          | 5            | 6           | 0            | 5               |                                   |                                       |
|      |                  |     | 100.0%        | 46.9%        | 34.4%           | 21.9%                             | 18.8%                                 | 0.0%        | 31.3%    | 100.0%      | 100.0%       | 34.4%           | 21.9%                             | 18.8%                                 | 6.3%        | 0.0%         | 31.3%    | 87.5%       | 87.5%        | 40.6%           | 34.4%       | 15.6%        | 18.8%       | 0.0%         | 15.6%           |                                   |                                       |
|      | 卸売業・小売業          | 124 | 118           | 96           | 86              | 37                                | 80                                    | 8           | 32       | 118         | 113          | 58              | 53                                | 24                                    | 42          | 2            | 25       | 123         | 109          | 89              | 82          | 28           | 76          | 8            | 23              |                                   |                                       |
|      |                  |     | 95.2%         | 77.4%        | 69.4%           | 29.8%                             | 64.5%                                 | 6.5%        | 25.8%    | 95.2%       | 91.1%        | 46.8%           | 42.7%                             | 19.4%                                 | 33.9%       | 1.6%         | 20.2%    | 99.2%       | 87.9%        | 71.8%           | 66.1%       | 22.6%        | 61.3%       | 6.5%         | 18.5%           |                                   |                                       |
|      | 金融業・保険業          | 14  | 14            | 12           | 4               | 1                                 | 4                                     | 3           | 8        | 14          | 14           | 9               | 3                                 | 1                                     | 2           | 2            | 7        | 14          | 14           | 9               | 3           | 1            | 3           | 2            | 5               |                                   |                                       |
|      |                  |     | 100.0%        | 85.7%        | 28.6%           | 7.1%                              | 28.6%                                 | 21.4%       | 57.1%    | 100.0%      | 100.0%       | 64.3%           | 21.4%                             | 7.1%                                  | 14.3%       | 14.3%        | 50.0%    | 100.0%      | 100.0%       | 64.3%           | 21.4%       | 7.1%         | 21.4%       | 14.3%        | 35.7%           |                                   |                                       |
|      | サービス業            | 199 | 192           | 178          | 170             | 85                                | 160                                   | 31          | 64       | 176         | 170          | 111             | 93                                | 33                                    | 82          | 9            | 51       | 197         | 180          | 174             | 167         | 80           | 155         | 27           | 49              |                                   |                                       |
|      |                  |     | 96.5%         | 89.4%        | 85.4%           | 42.7%                             | 80.4%                                 | 15.6%       | 32.2%    | 88.4%       | 85.4%        | 55.8%           | 46.7%                             | 16.6%                                 | 41.2%       | 4.5%         | 25.6%    | 99.0%       | 90.5%        | 87.4%           | 83.9%       | 40.2%        | 77.9%       | 13.6%        | 24.6%           |                                   |                                       |
| 企業規模 | 9人以下             | 96  | 82            | 63           | 58              | 20                                | 49                                    | 2           | 12       | 77          | 72           | 23              | 18                                | 5                                     | 13          | 1            | 9        | 90          | 65           | 58              | 55          | 19           | 46          | 1            | 7               |                                   |                                       |
|      |                  |     | 85.4%         | 65.6%        | 60.4%           | 20.8%                             | 51.0%                                 | 2.1%        | 12.5%    | 80.2%       | 75.0%        | 24.0%           | 18.8%                             | 5.2%                                  | 13.5%       | 1.0%         | 9.4%     | 93.8%       | 67.7%        | 60.4%           | 57.3%       | 19.8%        | 47.9%       | 1.0%         | 7.3%            |                                   |                                       |
|      | 10～29人           | 232 | 229           | 166          | 145             | 51                                | 130                                   | 20          | 47       | 221         | 215          | 90              | 70                                | 27                                    | 56          | 5            | 35       | 225         | 214          | 149             | 135         | 38           | 119         | 17           | 31              |                                   |                                       |
|      |                  |     | 98.7%         | 71.6%        | 62.5%           | 22.0%                             | 56.0%                                 | 8.6%        | 20.3%    | 95.3%       | 92.7%        | 38.8%           | 30.2%                             | 11.6%                                 | 24.1%       | 2.2%         | 15.1%    | 97.0%       | 92.2%        | 64.2%           | 58.2%       | 16.4%        | 51.3%       | 7.3%         | 13.4%           |                                   |                                       |
|      | 30～49人           | 79  | 79            | 68           | 64              | 29                                | 60                                    | 7           | 22       | 75          | 74           | 42              | 38                                | 12                                    | 33          | 0            | 17       | 78          | 77           | 65              | 61          | 25           | 55          | 7            | 12              |                                   |                                       |
|      |                  |     | 100.0%        | 86.1%        | 81.0%           | 36.7%                             | 75.9%                                 | 8.9%        | 27.8%    | 94.9%       | 93.7%        | 53.2%           | 48.1%                             | 15.2%                                 | 41.8%       | 0.0%         | 21.5%    | 98.7%       | 97.5%        | 82.3%           | 77.2%       | 31.6%        | 69.6%       | 8.9%         | 15.2%           |                                   |                                       |
|      | 50～99人           | 62  | 62            | 59           | 49              | 32                                | 46                                    | 11          | 36       | 62          | 62           | 51              | 41                                | 22                                    | 33          | 7            | 31       | 61          | 61           | 52              | 47          | 26           | 44          | 7            | 23              |                                   |                                       |
|      |                  |     | 100.0%        | 95.2%        | 79.0%           | 51.6%                             | 74.2%                                 | 17.7%       | 58.1%    | 100.0%      | 100.0%       | 82.3%           | 66.1%                             | 35.5%                                 | 53.2%       | 11.3%        | 50.0%    | 98.4%       | 98.4%        | 83.9%           | 75.8%       | 41.9%        | 71.0%       | 11.3%        | 37.1%           |                                   |                                       |
|      | 100～299人         | 26  | 26            | 25           | 21              | 15                                | 20                                    | 5           | 16       | 26          | 26           | 24              | 19                                | 12                                    | 17          | 3            | 16       | 26          | 26           | 24              | 21          | 14           | 20          | 5            | 12              |                                   |                                       |
|      |                  |     | 100.0%        | 96.2%        | 80.8%           | 57.7%                             | 76.9%                                 | 19.2%       | 61.5%    | 100.0%      | 100.0%       | 92.3%           | 73.1%                             | 46.2%                                 | 65.4%       | 11.5%        | 61.5%    | 100.0%      | 100.0%       | 92.3%           | 80.8%       | 53.8%        | 76.9%       | 19.2%        | 46.2%           |                                   |                                       |
|      | 300人以上           | 35  | 35            | 34           | 26              | 22                                | 21                                    | 19          | 29       | 35          | 35           | 31              | 23                                | 16                                    | 15          | 13           | 27       | 35          | 35           | 34              | 25          | 19           | 20          | 18           | 22              |                                   |                                       |
|      |                  |     | 100.0%        | 97.1%        | 74.3%           | 62.9%                             | 60.0%                                 | 54.3%       | 82.9%    | 100.0%      | 100.0%       | 88.6%           | 65.7%                             | 45.7%                                 | 42.9%       | 37.1%        | 77.1%    | 100.0%      | 100.0%       | 97.1%           | 71.4%       | 54.3%        | 57.1%       | 51.4%        | 62.9%           |                                   |                                       |
|      | (再掲)<br>10～299人  | 399 | 396           | 318          | 279             | 127                               | 256                                   | 43          | 121      | 384         | 377          | 207             | 168                               | 73                                    | 139         | 15           | 99       | 390         | 378          | 290             | 264         | 103          | 238         | 36           | 78              |                                   |                                       |
|      |                  |     | 99.2%         | 79.7%        | 69.9%           | 31.8%                             | 64.2%                                 | 10.8%       | 30.3%    | 96.2%       | 94.5%        | 51.9%           | 42.1%                             | 18.3%                                 | 34.8%       | 3.8%         | 24.8%    | 97.7%       | 94.7%        | 72.7%           | 66.2%       | 25.8%        | 59.6%       | 9.0%         | 19.5%           |                                   |                                       |
|      | (再掲)<br>30人以上    | 202 | 202           | 186          | 160             | 98                                | 147                                   | 42          | 103      | 198         | 197          | 148             | 121                               | 62                                    | 98          | 23           | 91       | 200         | 199          | 175             | 154         | 84           | 139         | 37           | 69              |                                   |                                       |
|      |                  |     | 100.0%        | 92.1%        | 79.2%           | 48.5%                             | 72.8%                                 | 20.8%       | 51.0%    | 98.0%       | 97.5%        | 73.3%           | 59.9%                             | 30.7%                                 | 48.5%       | 11.4%        | 45.0%    | 99.0%       | 98.5%        | 86.6%           | 76.2%       | 41.6%        | 68.8%       | 18.3%        | 34.2%           |                                   |                                       |
|      |                  |     |               |              |                 |                                   |                                       |             |          |             | 99.5%        | 74.7%           | 61.1%                             | 31.3%                                 | 49.5%       | 11.6%        | 46.0%    |             | 99.5%        | 87.5%           | 77.0%       | 42.0%        | 69.5%       | 18.5%        | 34.5%           |                                   |                                       |

※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、臨時的雇用者、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、％）

|                  |                      | 回答<br>事業所数 |              |        |        |           |        |        |            |       |       |               |       |       |                                                      |       |       |                                                       |       |       |           |      |       |                 |       |       |  |  |  |
|------------------|----------------------|------------|--------------|--------|--------|-----------|--------|--------|------------|-------|-------|---------------|-------|-------|------------------------------------------------------|-------|-------|-------------------------------------------------------|-------|-------|-----------|------|-------|-----------------|-------|-------|--|--|--|
|                  |                      |            | 従業員数<br>(総数) | 男      | 女      | 正規<br>従業員 | 男      | 女      | 非正規<br>従業員 | 男     | 女     | パートタイ<br>ム労働者 | 男     | 女     | 1日およ<br>び1週の<br>所定労働<br>時間(日<br>数)が正<br>規従業員<br>と同じ者 | 男     | 女     | 1日または<br>1週の所<br>定労働時<br>間(日数)<br>が正規従<br>業員より<br>短い者 | 男     | 女     | 派遣<br>従業員 | 男    | 女     | その他<br>の労働<br>者 | 男     | 女     |  |  |  |
|                  |                      |            |              |        |        |           |        |        |            |       |       |               |       |       |                                                      |       |       |                                                       |       |       |           |      |       |                 |       |       |  |  |  |
|                  |                      |            |              |        |        |           |        |        |            |       |       |               |       |       |                                                      |       |       |                                                       |       |       |           |      |       |                 |       |       |  |  |  |
| 計                |                      | 530        | 44,154       | 25,153 | 19,001 | 31,770    | 20,060 | 11,710 | 12,384     | 5,093 | 7,291 | 7,874         | 2,171 | 5,703 | 2,058                                                | 803   | 1,255 | 5,816                                                 | 1,368 | 4,448 | 1,295     | 700  | 595   | 3,215           | 2,222 | 993   |  |  |  |
|                  |                      |            |              | 57.0%  | 43.0%  | 72.0%     | 45.4%  | 26.5%  | 28.0%      | 11.5% | 16.5% | 17.8%         | 4.9%  | 12.9% | 4.7%                                                 | 1.8%  | 2.8%  | 13.2%                                                 | 3.1%  | 10.1% | 2.9%      | 1.6% | 1.3%  | 7.3%            | 5.0%  | 2.2%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 79.8%  | 61.6%  |            | 20.2% | 38.4% |               | 8.6%  | 30.0% |                                                      | 3.2%  | 6.6%  |                                                       | 5.4%  | 23.4% |           | 2.8% | 3.1%  |                 | 8.8%  | 5.2%  |  |  |  |
| 産<br>業           | 建設業                  | 57         | 1,424        | 1,099  | 325    | 1,277     | 1,017  | 260    | 147        | 82    | 65    | 82            | 34    | 48    | 18                                                   | 16    | 2     | 64                                                    | 18    | 46    | 20        | 11   | 9     | 45              | 37    | 8     |  |  |  |
|                  |                      |            |              | 77.2%  | 22.8%  | 89.7%     | 71.4%  | 18.3%  | 10.3%      | 5.8%  | 4.6%  | 5.8%          | 2.4%  | 3.4%  | 1.3%                                                 | 1.1%  | 0.1%  | 4.5%                                                  | 1.3%  | 3.2%  | 1.4%      | 0.8% | 0.6%  | 3.2%            | 2.6%  | 0.6%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 92.5%  | 80.0%  |            | 7.5%  | 20.0% |               | 3.1%  | 14.8% |                                                      | 1.5%  | 0.6%  |                                                       | 1.6%  | 14.2% |           | 1.0% | 2.8%  |                 | 3.4%  | 2.5%  |  |  |  |
|                  | 製造業                  | 104        | 19,095       | 14,305 | 4,790  | 15,372    | 11,938 | 3,434  | 3,723      | 2,367 | 1,356 | 1,176         | 423   | 753   | 742                                                  | 309   | 433   | 434                                                   | 114   | 320   | 937       | 614  | 323   | 1,610           | 1,330 | 280   |  |  |  |
|                  |                      |            |              | 74.9%  | 25.1%  | 80.5%     | 62.5%  | 18.0%  | 19.5%      | 12.4% | 7.1%  | 6.2%          | 2.2%  | 3.9%  | 3.9%                                                 | 1.6%  | 2.3%  | 2.3%                                                  | 0.6%  | 1.7%  | 4.9%      | 3.2% | 1.7%  | 8.4%            | 7.0%  | 1.5%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 83.5%  | 71.7%  |            | 16.5% | 28.3% |               | 3.0%  | 15.7% |                                                      | 2.2%  | 9.0%  |                                                       | 0.8%  | 6.7%  |           | 4.3% | 6.7%  |                 | 9.3%  | 5.8%  |  |  |  |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 2,039        | 1,732  | 307    | 1,854     | 1,601  | 253    | 185        | 131   | 54    | 87            | 43    | 44    | 63                                                   | 33    | 30    | 24                                                    | 10    | 14    | 0         | 0    | 0     | 98              | 88    | 10    |  |  |  |
|                  |                      |            |              | 84.9%  | 15.1%  | 90.9%     | 78.5%  | 12.4%  | 9.1%       | 6.4%  | 2.6%  | 4.3%          | 2.1%  | 2.2%  | 3.1%                                                 | 1.6%  | 1.5%  | 1.2%                                                  | 0.5%  | 0.7%  | 0.0%      | 0.0% | 0.0%  | 4.8%            | 4.3%  | 0.5%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 92.4%  | 82.4%  |            | 7.6%  | 17.6% |               | 2.5%  | 14.3% |                                                      | 1.9%  | 9.8%  |                                                       | 0.6%  | 4.6%  |           | 0.0% | 0.0%  |                 | 5.1%  | 3.3%  |  |  |  |
|                  | 卸売業・小売業              | 124        | 3,723        | 1,883  | 1,840  | 2,129     | 1,337  | 792    | 1,594      | 546   | 1,048 | 1,197         | 374   | 823   | 295                                                  | 99    | 196   | 902                                                   | 275   | 627   | 25        | 14   | 11    | 372             | 158   | 214   |  |  |  |
|                  |                      |            |              | 50.6%  | 49.4%  | 57.2%     | 35.9%  | 21.3%  | 42.8%      | 14.7% | 28.1% | 32.2%         | 10.0% | 22.1% | 7.9%                                                 | 2.7%  | 5.3%  | 24.2%                                                 | 7.4%  | 16.8% | 0.7%      | 0.4% | 0.3%  | 10.0%           | 4.2%  | 5.7%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 71.0%  | 43.0%  |            | 29.0% | 57.0% |               | 19.9% | 44.7% |                                                      | 5.3%  | 10.7% |                                                       | 14.6% | 34.1% |           | 0.7% | 0.6%  |                 | 8.4%  | 11.6% |  |  |  |
|                  | 金融業・保険業              | 14         | 639          | 387    | 252    | 540       | 319    | 221    | 99         | 68    | 31    | 33            | 25    | 8     | 6                                                    | 5     | 1     | 27                                                    | 20    | 7     | 17        | 2    | 15    | 49              | 41    | 8     |  |  |  |
|                  |                      |            |              | 60.6%  | 39.4%  | 84.5%     | 49.9%  | 34.6%  | 15.5%      | 10.6% | 4.9%  | 5.2%          | 3.9%  | 1.3%  | 0.9%                                                 | 0.8%  | 0.2%  | 4.2%                                                  | 3.1%  | 1.1%  | 2.7%      | 0.3% | 2.3%  | 7.7%            | 6.4%  | 1.3%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 82.4%  | 87.7%  |            | 17.6% | 12.3% |               | 6.5%  | 3.2%  |                                                      | 1.3%  | 0.4%  |                                                       | 5.2%  | 2.8%  |           | 0.5% | 6.0%  |                 | 10.6% | 3.2%  |  |  |  |
|                  | サービス業                | 199        | 17,234       | 5,747  | 11,487 | 10,598    | 3,848  | 6,750  | 6,636      | 1,899 | 4,737 | 5,299         | 1,272 | 4,027 | 934                                                  | 341   | 593   | 4,365                                                 | 931   | 3,434 | 296       | 59   | 237   | 1,041           | 568   | 473   |  |  |  |
|                  |                      |            |              | 33.3%  | 66.7%  | 61.5%     | 22.3%  | 39.2%  | 38.5%      | 11.0% | 27.5% | 30.7%         | 7.4%  | 23.4% | 5.4%                                                 | 2.0%  | 3.4%  | 25.3%                                                 | 5.4%  | 19.9% | 1.7%      | 0.3% | 1.4%  |                 | 3.3%  | 2.7%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 67.0%  | 58.8%  |            | 33.0% | 41.2% |               | 22.1% | 35.1% |                                                      | 5.9%  | 5.2%  |                                                       | 16.2% | 29.9% |           | 1.0% | 2.1%  |                 | 9.9%  | 4.1%  |  |  |  |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 642          | 298    | 344    | 383       | 238    | 145    | 259        | 60    | 199   | 207           | 39    | 168   | 45                                                   | 7     | 38    | 162                                                   | 32    | 130   | 2         | 1    | 1     | 50              | 20    | 30    |  |  |  |
|                  |                      |            |              | 46.4%  | 53.6%  | 59.7%     | 37.1%  | 22.6%  | 40.3%      | 9.3%  | 31.0% | 32.2%         | 6.1%  | 26.2% | 7.0%                                                 | 1.1%  | 5.9%  | 25.2%                                                 | 5.0%  | 20.2% | 0.3%      | 0.2% | 0.2%  | 7.8%            | 3.1%  | 4.7%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 79.9%  | 42.2%  |            | 20.1% | 57.8% |               | 13.1% | 48.8% |                                                      | 2.3%  | 11.0% |                                                       | 10.7% | 37.8% |           | 0.3% | 0.3%  |                 | 6.7%  | 8.7%  |  |  |  |
|                  | 10～29人               | 232        | 4,202        | 2,208  | 1,994  | 2,983     | 1,840  | 1,143  | 1,219      | 368   | 851   | 952           | 241   | 711   | 186                                                  | 53    | 133   | 766                                                   | 188   | 578   | 59        | 11   | 48    | 208             | 116   | 92    |  |  |  |
|                  |                      |            |              | 52.5%  | 47.5%  | 71.0%     | 43.8%  | 27.2%  | 29.0%      | 8.8%  | 20.3% | 22.7%         | 5.7%  | 16.9% | 4.4%                                                 | 1.3%  | 3.2%  | 18.2%                                                 | 4.5%  | 13.8% | 1.4%      | 0.3% | 1.1%  | 5.0%            | 2.8%  | 2.2%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 83.3%  | 57.3%  |            | 16.7% | 42.7% |               | 10.9% | 35.7% |                                                      | 2.4%  | 6.7%  |                                                       | 8.5%  | 29.0% |           | 0.5% | 2.4%  |                 | 5.3%  | 4.6%  |  |  |  |
|                  | 30～49人               | 79         | 2,985        | 1,417  | 1,568  | 1,952     | 1,104  | 848    | 1,033      | 313   | 720   | 918           | 245   | 673   | 120                                                  | 43    | 77    | 798                                                   | 202   | 596   | 8         | 0    | 8     | 107             | 68    | 39    |  |  |  |
|                  |                      |            |              | 47.5%  | 52.5%  | 65.4%     | 37.0%  | 28.4%  | 34.6%      | 10.5% | 24.1% | 30.8%         | 8.2%  | 22.5% | 4.0%                                                 | 1.4%  | 2.6%  | 26.7%                                                 | 6.8%  | 20.0% | 0.3%      | 0.0% | 0.3%  | 3.6%            | 2.3%  | 1.3%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 77.9%  | 54.1%  |            | 22.1% | 45.9% |               | 17.3% | 42.9% |                                                      | 3.0%  | 4.9%  |                                                       | 14.3% | 38.0% |           | 0.0% | 0.5%  |                 | 4.8%  | 2.5%  |  |  |  |
|                  | 50～99人               | 62         | 3,962        | 2,030  | 1,932  | 2,685     | 1,581  | 1,104  | 1,277      | 449   | 828   | 970           | 253   | 717   | 211                                                  | 92    | 119   | 759                                                   | 161   | 598   | 71        | 46   | 25    | 236             | 150   | 86    |  |  |  |
|                  |                      |            |              | 51.2%  | 48.8%  | 67.8%     | 39.9%  | 27.9%  | 32.2%      | 11.3% | 20.9% | 24.5%         | 6.4%  | 18.1% | 5.3%                                                 | 2.3%  | 3.0%  | 19.2%                                                 | 4.1%  | 15.1% | 1.8%      | 1.2% | 0.6%  | 6.0%            | 3.8%  | 2.2%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 77.9%  | 57.1%  |            | 22.1% | 42.9% |               | 12.5% | 37.1% |                                                      | 4.5%  | 6.2%  |                                                       | 7.9%  | 31.0% |           | 2.3% | 1.3%  |                 | 7.4%  | 4.5%  |  |  |  |
|                  | 100～299人             | 26         | 4,373        | 1,868  | 2,505  | 2,374     | 1,218  | 1,156  | 1,999      | 650   | 1,349 | 1,579         | 454   | 1,125 | 275                                                  | 88    | 187   | 1,304                                                 | 366   | 938   | 80        | 42   | 38    | 340             | 154   | 186   |  |  |  |
|                  |                      |            |              | 42.7%  | 57.3%  | 54.3%     | 27.9%  | 26.4%  | 45.7%      | 14.9% | 30.8% | 36.1%         | 10.4% | 25.7% | 6.3%                                                 | 2.0%  | 4.3%  | 29.8%                                                 | 8.4%  | 21.4% | 1.8%      | 1.0% | 0.9%  | 7.8%            | 3.5%  | 4.3%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 65.2%  | 46.1%  |            | 34.8% | 53.9% |               | 24.3% | 44.9% |                                                      | 4.7%  | 7.5%  |                                                       | 19.6% | 37.4% |           | 2.2% | 1.5%  |                 | 8.2%  | 7.4%  |  |  |  |
|                  | 300人以上               | 35         | 27,990       | 17,332 | 10,658 | 21,393    | 14,079 | 7,314  | 6,597      | 3,253 | 3,344 | 3,248         | 939   | 2,309 | 1,221                                                | 520   | 701   | 2,027                                                 | 419   | 1,608 | 1,075     | 600  | 475   | 2,274           | 1,714 | 560   |  |  |  |
|                  |                      |            |              | 61.9%  | 38.1%  | 76.4%     | 50.3%  | 26.1%  | 23.6%      | 11.6% | 11.9% | 11.6%         | 3.4%  | 8.2%  | 4.4%                                                 | 1.9%  | 2.5%  | 7.2%                                                  | 1.5%  | 5.7%  | 3.8%      | 2.1% | 1.7%  | 8.1%            | 6.1%  | 2.0%  |  |  |  |
|                  |                      |            |              | 100.0% | 100.0% |           | 81.2%  | 68.6%  |            | 18.8% | 31.4% |               | 5.4%  | 21.7% |                                                      | 3.0%  | 6.6%  |                                                       | 2.4%  | 15.1% |           | 3.5% | 4.5%  |                 | 9.9%  | 5.3%  |  |  |  |
| (再掲)<br>10～299人  | 399                  | 15,522     | 7,523        | 7,999  | 9,994  | 5,743     | 4,251  | 5,528  | 1,780      | 3,748 | 4,419 | 1,193         | 3,226 | 792   | 276                                                  | 516   | 3,627 | 917                                                   | 2,710 | 218   | 99        | 119  | 891   | 488             | 403   |       |  |  |  |
|                  |                      |            | 48.5%        | 51.5%  | 64.4%  | 37.0%     | 27.4%  | 35.6%  | 11.5%      | 24.1% | 28.5% | 7.7%          | 20.8% | 5.1%  | 1.8%                                                 | 3.3%  | 23.4% | 5.9%                                                  | 17.5% | 1.4%  | 0.6%      | 0.8% | 5.7%  | 3.1%            | 2.6%  |       |  |  |  |
|                  |                      |            | 100.0%       | 100.0% |        | 76.3%     | 53.1%  |        | 23.7%      | 46.9% |       | 15.9%         | 40.3% |       | 3.7%                                                 | 6.5%  |       | 12.2%                                                 | 33.9% |       | 1.3%      | 1.5% |       | 6.5%            | 5.0%  |       |  |  |  |
| (再掲)<br>30人以上    | 202                  | 39,310     | 22,647       | 16,663 | 28,404 | 17,982    | 10,422 | 10,906 | 4,665      | 6,241 | 6,715 | 1,891         | 4,824 | 1,827 | 743                                                  | 1,084 | 4,888 | 1,148                                                 | 3,740 | 1,234 | 688       | 546  | 2,957 | 2,086           | 871   |       |  |  |  |
|                  |                      |            | 57.6%        | 42.4%  | 72.3%  | 45.7%     | 26.5%  | 27.7%  | 11.9%      | 15.9% | 17.1% | 4.8%          | 12.3% | 4.6%  | 1.9%                                                 | 2.8%  | 12.4% | 2.9%                                                  | 9.5%  | 3.1%  | 1.8%      | 1.4% | 7.5%  | 5.3%            | 2.2%  |       |  |  |  |
|                  |                      |            | 100.0%       | 100.0% |        | 79.4%     | 62.5%  |        | 20.6%      | 37.5% |       | 8.3%          | 29.0% |       | 3.3%                                                 | 6.5%  |       | 5.1%                                                  | 22.4% |       | 3.0%      | 3.3% |       | 9.2%            | 5.2%  |       |  |  |  |

表3－1 回答事業所における従業員の雇用形態別内訳(60歳以上)

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

(単位：社、人、%)

|                 |                      | 回答<br>事業所数 | 60歳以上<br>の従業員<br>数<br>(総数) |        | 正規<br>従業員<br>(60歳<br>以上) |       | 非正規<br>従業員<br>(60歳<br>以上) |       | パートタイ<br>ム労働者<br>(60歳以<br>上) |       | 1日および<br>1週の所定<br>労働時間<br>(日数)が<br>正規従業<br>員と同じ者<br>(60歳以上) |       | 1日または<br>1週の所定<br>労働時間<br>(日数)が<br>正規従業<br>員より短い<br>者<br>(60歳以上) |       | 派遣<br>従業員<br>(60歳以<br>上) |       | その他の<br>労働者<br>(60歳以<br>上) |       |       |       |      |      |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|-----------------|----------------------|------------|----------------------------|--------|--------------------------|-------|---------------------------|-------|------------------------------|-------|-------------------------------------------------------------|-------|------------------------------------------------------------------|-------|--------------------------|-------|----------------------------|-------|-------|-------|------|------|-------|-------|-------|-------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
|                 |                      |            |                            |        |                          |       |                           |       |                              |       |                                                             |       |                                                                  |       |                          |       |                            |       |       |       |      |      |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            | 男                          | 女      |                          | 男     | 女                         |       | 男                            | 女     |                                                             | 男     | 女                                                                |       | 男                        | 女     |                            | 男     | 女     |       |      |      |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            |        |                          |       |                           |       |                              |       |                                                             |       |                                                                  |       |                          |       |                            |       |       |       |      |      |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            |        |                          |       |                           |       |                              |       |                                                             |       |                                                                  |       |                          |       |                            |       |       |       |      |      |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 計               |                      | 530        | 7,391                      | 4,174  | 3,217                    | 2,502 | 1,861                     | 641   | 4,889                        | 2,313 | 2,576                                                       | 3,344 | 1,242                                                            | 2,102 | 747                      | 407   | 340                        | 2,597 | 835   | 1,762 | 101  | 83   | 18    | 1,444 | 988   | 456   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 56.5%  | 43.5%                    | 33.9% | 25.2%                     | 8.7%  | 66.1%                        | 31.3% | 34.9%                                                       | 45.2% | 16.8%                                                            | 28.4% | 10.1%                    | 5.5%  | 4.6%                       | 35.1% | 11.3% | 23.8% | 1.4% | 1.1% | 0.2%  | 19.5% | 13.4% | 6.2%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 44.6%                     | 19.9% |                              | 55.4% | 80.1%                                                       |       | 29.8%                                                            | 65.3% |                          | 9.8%  | 10.6%                      |       | 20.0% | 54.8% |      | 2.0% | 0.6%  |       | 23.7% | 14.2% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 産 業             | 建設業                  | 57         | 313                        | 252    | 61                       | 220   | 185                       | 35    | 93                           | 67    | 26                                                          | 54    | 35                                                               | 19    | 17                       | 16    | 1                          | 37    | 19    | 18    | 9    | 9    | 0     | 30    | 23    | 7     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 80.5%  | 19.5%                    | 70.3% | 59.1%                     | 11.2% | 29.7%                        | 21.4% | 8.3%                                                        | 17.3% | 11.2%                                                            | 6.1%  | 5.4%                     | 5.1%  | 0.3%                       | 11.8% | 6.1%  | 5.8%  | 2.9% | 2.9% | 0.0%  | 9.6%  | 7.3%  | 2.2%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 73.4%                     | 57.4% |                              | 26.6% | 42.6%                                                       |       | 13.9%                                                            | 31.1% |                          | 6.3%  | 1.6%                       |       | 7.5%  | 29.5% |      | 3.6% | 0.0%  |       | 9.1%  | 11.5% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 製造業                  | 104        | 1,880                      | 1,461  | 419                      | 913   | 818                       | 95    | 967                          | 643   | 324                                                         | 493   | 262                                                              | 231   | 325                      | 199   | 126                        | 168   | 63    | 105   | 51   | 45   | 6     | 423   | 336   | 87    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 77.7%  | 22.3%                    | 48.6% | 43.5%                     | 5.1%  | 51.4%                        | 34.2% | 17.2%                                                       | 26.2% | 13.9%                                                            | 12.3% | 17.3%                    | 10.6% | 6.7%                       | 8.9%  | 3.4%  | 5.6%  | 2.7% | 2.4% | 0.3%  | 22.5% | 17.9% | 4.6%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 56.0%                     | 22.7% |                              | 44.0% | 77.3%                                                       |       | 17.9%                                                            | 55.1% |                          | 13.6% | 30.1%                      |       | 4.3%  | 25.1% |      | 3.1% | 1.4%  |       | 23.0% | 20.8% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 361                        | 339    | 22                       | 235   | 228                       | 7     | 126                          | 111   | 15                                                          | 41    | 33                                                               | 8     | 28                       | 25    | 3                          | 13    | 8     | 5     | 0    | 0    | 0     | 85    | 78    | 7     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 93.9%  | 6.1%                     | 65.1% | 63.2%                     | 1.9%  | 34.9%                        | 30.7% | 4.2%                                                        | 11.4% | 9.1%                                                             | 2.2%  | 7.8%                     | 6.9%  | 0.8%                       | 3.6%  | 2.2%  | 1.4%  | 0.0% | 0.0% | 0.0%  | 23.5% | 21.6% | 1.9%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 67.3%                     | 31.8% |                              | 32.7% | 68.2%                                                       |       | 9.7%                                                             | 36.4% |                          | 7.4%  | 13.6%                      |       | 2.4%  | 22.7% |      | 0.0% | 0.0%  |       | 23.0% | 31.8% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 卸売業・小売業              | 124        | 815                        | 391    | 424                      | 212   | 152                       | 60    | 603                          | 239   | 364                                                         | 404   | 139                                                              | 265   | 117                      | 49    | 68                         | 287   | 90    | 197   | 16   | 14   | 2     | 183   | 86    | 97    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 48.0%  | 52.0%                    | 26.0% | 18.7%                     | 7.4%  | 74.0%                        | 29.3% | 44.7%                                                       | 49.6% | 17.1%                                                            | 32.5% | 14.4%                    | 6.0%  | 8.3%                       | 35.2% | 11.0% | 24.2% | 2.0% | 1.7% | 0.2%  | 22.5% | 10.6% | 11.9% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 38.9%                     | 14.2% |                              | 61.1% | 85.8%                                                       |       | 35.5%                                                            | 62.5% |                          | 12.5% | 16.0%                      |       | 23.0% | 46.5% |      | 3.6% | 0.5%  |       | 22.0% | 22.9% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 金融業・保険業              | 14         | 211                        | 117    | 94                       | 150   | 60                        | 90    | 61                           | 57    | 4                                                           | 26    | 25                                                               | 1     | 5                        | 5     | 0                          | 21    | 20    | 1     | 1    | 1    | 0     | 34    | 31    | 3     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 55.5%  | 44.5%                    | 71.1% | 28.4%                     | 42.7% | 28.9%                        | 27.0% | 1.9%                                                        | 12.3% | 11.8%                                                            | 0.5%  | 2.4%                     | 2.4%  | 0.0%                       | 10.0% | 9.5%  | 0.5%  | 0.5% | 0.5% | 0.0%  | 16.1% | 14.7% | 1.4%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 51.3%                     | 95.7% |                              | 48.7% | 4.3%                                                        |       | 21.4%                                                            | 1.1%  |                          | 4.3%  | 0.0%                       |       | 17.1% | 1.1%  |      | 0.9% | 0.0%  |       | 26.5% | 3.2%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | サービス業                | 199        | 3,811                      | 1,614  | 2,197                    | 772   | 418                       | 354   | 3,039                        | 1,196 | 1,843                                                       | 2,326 | 748                                                              | 1,578 | 255                      | 113   | 142                        | 2,071 | 635   | 1,436 | 24   | 14   | 10    | 689   | 434   | 255   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 42.4%  | 57.6%                    | 20.3% | 11.0%                     | 9.3%  | 79.7%                        | 31.4% | 48.4%                                                       | 61.0% | 19.6%                                                            | 41.4% | 6.7%                     | 3.0%  | 3.7%                       | 54.3% | 16.7% | 37.7% | 0.6% | 0.4% | 0.3%  | 18.1% | 11.4% | 6.7%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 25.9%                     | 16.1% |                              | 74.1% | 83.9%                                                       |       | 46.3%                                                            | 71.8% |                          | 7.0%  | 6.5%                       |       | 39.3% | 65.4% |      | 0.9% | 0.5%  |       | 26.9% | 11.6% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 企 業<br>規 模      | 9人以下                 | 96         | 182                        | 92     | 90                       | 82    | 55                        | 27    | 100                          | 37    | 63                                                          | 80    | 25                                                               | 55    | 23                       | 7     | 16                         | 57    | 18    | 39    | 1    | 1    | 0     | 19    | 11    | 8     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 50.5%  | 49.5%                    | 45.1% | 30.2%                     | 14.8% | 54.9%                        | 20.3% | 34.6%                                                       | 44.0% | 13.7%                                                            | 30.2% | 12.6%                    | 3.8%  | 8.8%                       | 31.3% | 9.9%  | 21.4% | 0.5% | 0.5% | 0.0%  | 10.4% | 6.0%  | 4.4%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 59.8%                     | 30.0% |                              | 40.2% | 70.0%                                                       |       | 27.2%                                                            | 61.1% |                          | 7.6%  | 17.8%                      |       | 19.6% | 43.3% |      | 1.1% | 0.0%  |       | 12.0% | 8.9%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 10～29人               | 232        | 894                        | 519    | 375                      | 440   | 322                       | 118   | 454                          | 197   | 257                                                         | 325   | 115                                                              | 210   | 67                       | 31    | 36                         | 258   | 84    | 174   | 10   | 1    | 9     | 119   | 81    | 38    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 58.1%  | 41.9%                    | 49.2% | 36.0%                     | 13.2% | 50.8%                        | 22.0% | 28.7%                                                       | 36.4% | 12.9%                                                            | 23.5% | 7.5%                     | 3.5%  | 4.0%                       | 28.9% | 9.4%  | 19.5% | 1.1% | 0.1% | 1.0%  | 13.3% | 9.1%  | 4.3%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 62.0%                     | 31.5% |                              | 38.0% | 68.5%                                                       |       | 22.2%                                                            | 56.0% |                          | 6.0%  | 9.6%                       |       | 16.2% | 46.4% |      | 0.2% | 2.4%  |       | 15.6% | 10.1% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 30～49人               | 79         | 684                        | 342    | 342                      | 272   | 204                       | 68    | 412                          | 138   | 274                                                         | 338   | 95                                                               | 243   | 73                       | 35    | 38                         | 265   | 60    | 205   | 0    | 0    | 0     | 74    | 43    | 31    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 50.0%  | 50.0%                    | 39.8% | 29.8%                     | 9.9%  | 60.2%                        | 20.2% | 40.1%                                                       | 49.4% | 13.9%                                                            | 35.5% | 10.7%                    | 5.1%  | 5.6%                       | 38.7% | 8.8%  | 30.0% | 0.0% | 0.0% | 0.0%  | 10.8% | 6.3%  | 4.5%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 59.6%                     | 19.9% |                              | 40.4% | 80.1%                                                       |       | 27.8%                                                            | 71.1% |                          | 10.2% | 11.1%                      |       | 17.5% | 59.9% |      | 0.0% | 0.0%  |       | 12.6% | 9.1%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 50～99人               | 62         | 915                        | 487    | 428                      | 238   | 170                       | 68    | 677                          | 317   | 360                                                         | 497   | 188                                                              | 309   | 126                      | 72    | 54                         | 371   | 116   | 255   | 23   | 22   | 1     | 157   | 107   | 50    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 53.2%  | 46.8%                    | 26.0% | 18.6%                     | 7.4%  | 74.0%                        | 34.6% | 39.3%                                                       | 54.3% | 20.5%                                                            | 33.8% | 13.8%                    | 7.9%  | 5.9%                       | 40.5% | 12.7% | 27.9% | 2.5% | 2.4% | 0.1%  | 17.2% | 11.7% | 5.5%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 34.9%                     | 15.9% |                              | 65.1% | 84.1%                                                       |       | 38.6%                                                            | 72.2% |                          | 14.8% | 12.6%                      |       | 23.8% | 59.6% |      | 4.5% | 0.2%  |       | 22.0% | 11.7% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 100～299人             | 26         | 1,230                      | 493    | 737                      | 211   | 107                       | 104   | 1,019                        | 386   | 633                                                         | 848   | 297                                                              | 551   | 137                      | 58    | 79                         | 711   | 239   | 472   | 16   | 14   | 2     | 155   | 75    | 80    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 40.1%  | 59.9%                    | 17.2% | 8.7%                      | 8.5%  | 82.8%                        | 31.4% | 51.5%                                                       | 68.9% | 24.1%                                                            | 44.8% | 11.1%                    | 4.7%  | 6.4%                       | 57.8% | 19.4% | 38.4% | 1.3% | 1.1% | 0.2%  | 12.6% | 6.1%  | 6.5%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 21.7%                     | 14.1% |                              | 78.3% | 85.9%                                                       |       | 60.2%                                                            | 74.8% |                          | 11.8% | 10.7%                      |       | 48.5% | 64.0% |      | 2.8% | 0.3%  |       | 15.2% | 10.9% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | 300人以上               | 35         | 3,486                      | 2,241  | 1,245                    | 1,259 | 1,003                     | 256   | 2,227                        | 1,238 | 989                                                         | 1,256 | 522                                                              | 734   | 321                      | 204   | 117                        | 935   | 318   | 617   | 51   | 45   | 6     | 920   | 671   | 249   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 64.3%  | 35.7%                    | 36.1% | 28.8%                     | 7.3%  | 63.9%                        | 35.5% | 28.4%                                                       | 36.0% | 15.0%                                                            | 21.1% | 9.2%                     | 5.9%  | 3.4%                       | 26.8% | 9.1%  | 17.7% | 1.5% | 1.3% | 0.2%  | 26.4% | 19.2% | 7.1%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            |                            | 100.0% | 100.0%                   |       | 44.8%                     | 20.6% |                              | 55.2% | 79.4%                                                       |       | 23.3%                                                            | 59.0% |                          | 9.1%  | 9.4%                       |       | 14.2% | 49.6% |      | 2.0% | 0.5%  |       | 29.9% | 20.0% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| (再掲)<br>10～299人 | 399                  | 3,723      | 1,841                      | 1,882  | 1,161                    | 803   | 358                       | 2,562 | 1,038                        | 1,524 | 2,008                                                       | 695   | 1,313                                                            | 403   | 196                      | 207   | 1,605                      | 499   | 1,106 | 49    | 37   | 12   | 505   | 306   | 199   |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            | 49.4%                      | 50.6%  | 31.2%                    | 21.6% | 9.6%                      | 68.8% | 27.9%                        | 40.9% | 53.9%                                                       | 18.7% | 35.3%                                                            | 10.8% | 5.3%                     | 5.6%  | 43.1%                      | 13.4% | 29.7% | 1.3%  | 1.0% | 0.3% | 13.6% | 8.2%  | 5.3%  |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            | 100.0%                     | 100.0% |                          | 43.6% | 19.0%                     |       | 56.4%                        | 81.0% |                                                             | 37.8% | 69.8%                                                            |       | 10.6%                    | 11.0% |                            | 27.1% | 58.8% |       | 2.0% | 0.6% |       | 16.6% | 10.6% |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| (再掲)<br>30人以上   | 202                  | 6,315      | 3,563                      | 2,752  | 1,980                    | 1,484 | 496                       | 4,335 | 2,079                        | 2,256 | 2,939                                                       | 1,102 | 1,837                                                            | 657   | 369                      | 288   | 2,282                      | 733   | 1,549 | 90    | 81   | 9    | 1,306 | 896   | 410   |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            | 56.4%                      | 43.6%  | 31.4%                    | 23.5% | 7.9%                      | 68.6% | 32.9%                        | 35.7% | 46.5%                                                       | 17.5% | 29.1%                                                            | 10.4% | 5.8%                     | 4.6%  | 36.1%                      | 11.6% | 24.5% | 1.4%  | 1.3% | 0.1% | 20.7% | 14.2% | 6.5%  |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 |                      |            | 100.0%                     | 100.0% |                          | 41.7% | 18.0%                     |       | 58.3%                        | 82.0% |                                                             | 30.9% | 66.8%                                                            |       | 10.4%                    | 10.5% |                            | 20.6% | 56.3% |       | 2.3% | 0.3% |       | 25.1% | 14.9% |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



表3－2 回答事業所における従業員の雇用形態別内訳(60～65歳)

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

(単位：社、人、%)

|                 |                      | 回答<br>事業所数 | 60～65歳<br>の従業員<br>数<br>(総数) |        |        | 正規<br>従業員<br>(60～<br>65歳) |       |       | 非正規<br>従業員<br>(60～<br>65歳) |       |       | パートタイ<br>ム労働者<br>(60～65<br>歳) |       |       | 1日および<br>1週の所定<br>労働時間<br>(日数)が<br>正規従業<br>員と同じ者<br>(60～65歳) |       |       | 1日または<br>1週の所定<br>労働時間<br>(日数)が<br>正規従業<br>員より短い<br>者<br>(60～65歳) |       |       | 派遣<br>従業員<br>(60～65<br>歳) |      |       | その他の<br>労働者<br>(60～65<br>歳) |       |       |
|-----------------|----------------------|------------|-----------------------------|--------|--------|---------------------------|-------|-------|----------------------------|-------|-------|-------------------------------|-------|-------|--------------------------------------------------------------|-------|-------|-------------------------------------------------------------------|-------|-------|---------------------------|------|-------|-----------------------------|-------|-------|
|                 |                      |            |                             |        |        |                           |       |       |                            |       |       |                               |       |       |                                                              |       |       |                                                                   |       |       |                           |      |       |                             |       |       |
|                 |                      |            | 男                           | 女      | 男      | 女                         | 男     | 女     | 男                          | 女     | 男     | 女                             | 男     | 女     | 男                                                            | 女     | 男     | 女                                                                 | 男     | 女     |                           |      |       |                             |       |       |
|                 |                      |            | 計                           | 530    | 4,222  | 2,563                     | 1,659 | 1,929 | 1,439                      | 490   | 2,293 | 1,124                         | 1,169 | 1,326 | 414                                                          | 912   | 454   | 235                                                               | 219   | 872   | 179                       | 693  | 75    | 63                          | 12    | 892   |
| 産業              | 建設業                  | 57         | 151                         | 122    | 29     | 118                       | 97    | 21    | 33                         | 25    | 8     | 12                            | 8     | 4     | 6                                                            | 5     | 1     | 6                                                                 | 3     | 3     | 0                         | 0    | 0     | 21                          | 17    | 4     |
|                 |                      |            |                             | 80.8%  | 19.2%  | 78.1%                     | 64.2% | 13.9% | 21.9%                      | 16.6% | 5.3%  | 7.9%                          | 5.3%  | 2.6%  | 4.0%                                                         | 3.3%  | 0.7%  | 4.0%                                                              | 2.0%  | 2.0%  | 0.0%                      | 0.0% | 0.0%  | 13.9%                       | 11.3% | 2.6%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 79.5% | 72.4% |                            | 20.5% | 27.6% |                               | 6.6%  | 13.8% |                                                              | 4.1%  | 3.4%  |                                                                   | 2.5%  | 10.3% |                           | 0.0% | 0.0%  |                             | 13.9% | 13.8% |
|                 | 製造業                  | 104        | 1,519                       | 1,234  | 285    | 828                       | 750   | 78    | 691                        | 484   | 207   | 279                           | 142   | 137   | 206                                                          | 130   | 76    | 73                                                                | 12    | 61    | 48                        | 42   | 6     | 364                         | 300   | 64    |
|                 |                      |            |                             | 81.2%  | 18.8%  | 54.5%                     | 49.4% | 5.1%  | 45.5%                      | 31.9% | 13.6% | 18.4%                         | 9.3%  | 9.0%  | 13.6%                                                        | 8.6%  | 5.0%  | 4.8%                                                              | 0.8%  | 4.0%  | 3.2%                      | 2.8% | 0.4%  | 24.0%                       | 19.7% | 4.2%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 60.8% | 27.4% |                            | 39.2% | 72.6% |                               | 11.5% | 48.1% |                                                              | 10.5% | 26.7% |                                                                   | 1.0%  | 21.4% |                           | 3.4% | 2.1%  |                             | 24.3% | 22.5% |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 259                         | 243    | 16     | 167                       | 161   | 6     | 92                         | 82    | 10    | 19                            | 13    | 6     | 12                                                           | 10    | 2     | 7                                                                 | 3     | 4     | 0                         | 0    | 0     | 73                          | 69    | 4     |
|                 |                      |            |                             | 93.8%  | 6.2%   | 64.5%                     | 62.2% | 2.3%  | 35.5%                      | 31.7% | 3.9%  | 7.3%                          | 5.0%  | 2.3%  | 4.6%                                                         | 3.9%  | 0.8%  | 2.7%                                                              | 1.2%  | 1.5%  | 0.0%                      | 0.0% | 0.0%  | 28.2%                       | 26.6% | 1.5%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 66.3% | 37.5% |                            | 33.7% | 62.5% |                               | 5.3%  | 37.5% |                                                              | 4.1%  | 12.5% |                                                                   | 1.2%  | 25.0% |                           | 0.0% | 0.0%  |                             | 28.4% | 25.0% |
|                 | 卸売業・小売業              | 124        | 414                         | 195    | 219    | 125                       | 89    | 36    | 289                        | 106   | 183   | 195                           | 51    | 144   | 74                                                           | 30    | 44    | 121                                                               | 21    | 100   | 14                        | 12   | 2     | 80                          | 43    | 37    |
|                 |                      |            |                             | 47.1%  | 52.9%  | 30.2%                     | 21.5% | 8.7%  | 69.8%                      | 25.6% | 44.2% | 47.1%                         | 12.3% | 34.8% | 17.9%                                                        | 7.2%  | 10.6% | 29.2%                                                             | 5.1%  | 24.2% | 3.4%                      | 2.9% | 0.5%  | 19.3%                       | 10.4% | 8.9%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 45.6% | 16.4% |                            | 54.4% | 83.6% |                               | 26.2% | 65.8% |                                                              | 15.4% | 20.1% |                                                                   | 10.8% | 45.7% |                           | 6.2% | 0.9%  |                             | 22.1% | 16.9% |
|                 | 金融業・保険業              | 14         | 195                         | 102    | 93     | 146                       | 57    | 89    | 49                         | 45    | 4     | 16                            | 15    | 1     | 5                                                            | 5     | 0     | 11                                                                | 10    | 1     | 1                         | 1    | 0     | 32                          | 29    | 3     |
|                 |                      |            |                             | 52.3%  | 47.7%  | 74.9%                     | 29.2% | 45.6% | 25.1%                      | 23.1% | 2.1%  | 8.2%                          | 7.7%  | 0.5%  | 2.6%                                                         | 2.6%  | 0.0%  | 5.6%                                                              | 5.1%  | 0.5%  | 0.5%                      | 0.5% | 0.0%  | 16.4%                       | 14.9% | 1.5%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 55.9% | 95.7% |                            | 44.1% | 4.3%  |                               | 14.7% | 1.1%  |                                                              | 4.9%  | 0.0%  |                                                                   | 9.8%  | 1.1%  |                           | 1.0% | 0.0%  |                             | 28.4% | 3.2%  |
|                 | サービス業                | 199        | 1,684                       | 667    | 1,017  | 545                       | 285   | 260   | 1,139                      | 382   | 757   | 805                           | 185   | 620   | 151                                                          | 55    | 96    | 654                                                               | 130   | 524   | 12                        | 8    | 4     | 322                         | 189   | 133   |
|                 |                      |            |                             | 39.6%  | 60.4%  | 32.4%                     | 16.9% | 15.4% | 67.6%                      | 22.7% | 45.0% | 47.8%                         | 11.0% | 36.8% | 9.0%                                                         | 3.3%  | 5.7%  | 38.8%                                                             | 7.7%  | 31.1% | 0.7%                      | 0.5% | 0.2%  | 19.1%                       | 11.2% | 7.9%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 42.7% | 25.6% |                            | 57.3% | 74.4% |                               | 27.7% | 61.0% |                                                              | 8.2%  | 9.4%  |                                                                   | 19.5% | 51.5% |                           | 1.2% | 0.4%  |                             | 28.3% | 13.1% |
| 企業規模            | 9人以下                 | 96         | 81                          | 40     | 41     | 35                        | 26    | 9     | 46                         | 14    | 32    | 35                            | 7     | 28    | 11                                                           | 3     | 8     | 24                                                                | 4     | 20    | 1                         | 1    | 0     | 10                          | 6     | 4     |
|                 |                      |            |                             | 49.4%  | 50.6%  | 43.2%                     | 32.1% | 11.1% | 56.8%                      | 17.3% | 39.5% | 43.2%                         | 8.6%  | 34.6% | 13.6%                                                        | 3.7%  | 9.9%  | 29.6%                                                             | 4.9%  | 24.7% | 1.2%                      | 1.2% | 0.0%  | 12.3%                       | 7.4%  | 4.9%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 65.0% | 22.0% |                            | 35.0% | 78.0% |                               | 17.5% | 68.3% |                                                              | 7.5%  | 19.5% |                                                                   | 10.0% | 48.8% |                           | 2.5% | 0.0%  |                             | 15.0% | 9.8%  |
|                 | 10～29人               | 232        | 411                         | 236    | 175    | 237                       | 167   | 70    | 174                        | 69    | 105   | 119                           | 28    | 91    | 36                                                           | 9     | 27    | 83                                                                | 19    | 64    | 5                         | 1    | 4     | 50                          | 40    | 10    |
|                 |                      |            |                             | 57.4%  | 42.6%  | 57.7%                     | 40.6% | 17.0% | 42.3%                      | 16.8% | 25.5% | 29.0%                         | 6.8%  | 22.1% | 8.8%                                                         | 2.2%  | 6.6%  | 20.2%                                                             | 4.6%  | 15.6% | 1.2%                      | 0.2% | 1.0%  | 12.2%                       | 9.7%  | 2.4%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 70.8% | 40.0% |                            | 29.2% | 60.0% |                               | 11.9% | 52.0% |                                                              | 3.8%  | 15.4% |                                                                   | 8.1%  | 36.6% |                           | 0.4% | 2.3%  |                             | 16.9% | 5.7%  |
|                 | 30～49人               | 79         | 376                         | 177    | 199    | 168                       | 122   | 46    | 208                        | 55    | 153   | 175                           | 40    | 135   | 48                                                           | 21    | 27    | 127                                                               | 19    | 108   | 0                         | 0    | 0     | 33                          | 15    | 18    |
|                 |                      |            |                             | 47.1%  | 52.9%  | 44.7%                     | 32.4% | 12.2% | 55.3%                      | 14.6% | 40.7% | 46.5%                         | 10.6% | 35.9% | 12.8%                                                        | 5.6%  | 7.2%  | 33.8%                                                             | 5.1%  | 28.7% | 0.0%                      | 0.0% | 0.0%  | 8.8%                        | 4.0%  | 4.8%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 68.9% | 23.1% |                            | 31.1% | 76.9% |                               | 22.6% | 67.8% |                                                              | 11.9% | 13.6% |                                                                   | 10.7% | 54.3% |                           | 0.0% | 0.0%  |                             | 8.5%  | 9.0%  |
|                 | 50～99人               | 62         | 436                         | 208    | 228    | 134                       | 77    | 57    | 302                        | 131   | 171   | 198                           | 58    | 140   | 75                                                           | 40    | 35    | 123                                                               | 18    | 105   | 5                         | 5    | 0     | 99                          | 68    | 31    |
|                 |                      |            |                             | 47.7%  | 52.3%  | 30.7%                     | 17.7% | 13.1% | 69.3%                      | 30.0% | 39.2% | 45.4%                         | 13.3% | 32.1% | 17.2%                                                        | 9.2%  | 8.0%  | 28.2%                                                             | 4.1%  | 24.1% | 1.1%                      | 1.1% | 0.0%  | 22.7%                       | 15.6% | 7.1%  |
|                 |                      |            |                             | 100.0% | 100.0% |                           | 37.0% | 25.0% |                            | 63.0% | 75.0% |                               | 27.9% | 61.4% |                                                              | 19.2% | 15.4% |                                                                   | 8.7%  | 46.1% |                           | 2.4% | 0.0%  |                             | 32.7% | 13.6% |
| 100～299人        | 26                   | 531        | 228                         | 303    | 142    | 77                        | 65    | 389   | 151                        | 238   | 295   | 79                            | 216   | 85    | 29                                                           | 56    | 210   | 50                                                                | 160   | 16    | 14                        | 2    | 78    | 58                          | 20    |       |
|                 |                      |            | 42.9%                       | 57.1%  | 26.7%  | 14.5%                     | 12.2% | 73.3% | 28.4%                      | 44.8% | 55.6% | 14.9%                         | 40.7% | 16.0% | 5.5%                                                         | 10.5% | 39.5% | 9.4%                                                              | 30.1% | 3.0%  | 2.6%                      | 0.4% | 14.7% | 10.9%                       | 3.8%  |       |
|                 |                      |            | 100.0%                      | 100.0% |        | 33.8%                     | 21.5% |       | 66.2%                      | 78.5% |       | 34.6%                         | 71.3% |       | 12.7%                                                        | 18.5% |       | 21.9%                                                             | 52.8% |       | 6.1%                      | 0.7% |       | 25.4%                       | 6.6%  |       |
| 300人以上          | 35                   | 2,387      | 1,674                       | 713    | 1,213  | 970                       | 243   | 1,174 | 704                        | 470   | 504   | 202                           | 302   | 199   | 133                                                          | 66    | 305   | 69                                                                | 236   | 48    | 42                        | 6    | 622   | 460                         | 162   |       |
|                 |                      |            | 70.1%                       | 29.9%  | 50.8%  | 40.6%                     | 10.2% | 49.2% | 29.5%                      | 19.7% | 21.1% | 8.5%                          | 12.7% | 8.3%  | 5.6%                                                         | 2.8%  | 12.8% | 2.9%                                                              | 9.9%  | 2.0%  | 1.8%                      | 0.3% | 26.1% | 19.3%                       | 6.8%  |       |
|                 |                      |            | 100.0%                      | 100.0% |        | 57.9%                     | 34.1% |       | 42.1%                      | 65.9% |       | 12.1%                         | 42.4% |       | 7.9%                                                         | 9.3%  |       | 4.1%                                                              | 33.1% |       | 2.5%                      | 0.8% |       | 27.5%                       | 22.7% |       |
| (再掲)<br>10～299人 | 399                  | 1,754      | 849                         | 905    | 681    | 443                       | 238   | 1,073 | 406                        | 667   | 787   | 205                           | 582   | 244   | 99                                                           | 145   | 543   | 106                                                               | 437   | 26    | 20                        | 6    | 260   | 181                         | 79    |       |
|                 |                      |            | 48.4%                       | 51.6%  | 38.8%  | 25.3%                     | 13.6% | 61.2% | 23.1%                      | 38.0% | 44.9% | 11.7%                         | 33.2% | 13.9% | 5.6%                                                         | 8.3%  | 31.0% | 6.0%                                                              | 24.9% | 1.5%  | 1.1%                      | 0.3% | 14.8% | 10.3%                       | 4.5%  |       |
|                 |                      |            | 100.0%                      | 100.0% |        | 52.2%                     | 26.3% |       | 47.8%                      | 73.7% |       | 24.1%                         | 64.3% |       | 11.7%                                                        | 16.0% |       | 12.5%                                                             | 48.3% |       | 2.4%                      | 0.7% |       | 21.3%                       | 8.7%  |       |
| (再掲)<br>30人以上   | 202                  | 3,730      | 2,287                       | 1,443  | 1,657  | 1,246                     | 411   | 2,073 | 1,041                      | 1,032 | 1,172 | 379                           | 793   | 407   | 223                                                          | 184   | 765   | 156                                                               | 609   | 69    | 61                        | 8    | 832   | 601                         | 231   |       |
|                 |                      |            | 61.3%                       | 38.7%  | 44.4%  | 33.4%                     | 11.0% | 55.6% | 27.9%                      | 27.7% | 31.4% | 10.2%                         | 21.3% | 10.9% | 6.0%                                                         | 4.9%  | 20.5% | 4.2%                                                              | 16.3% | 1.8%  | 1.6%                      | 0.2% | 22.3% | 16.1%                       | 6.2%  |       |
|                 |                      |            | 100.0%                      | 100.0% |        | 54.5%                     | 28.5% |       | 45.5%                      | 71.5% |       | 16.6%                         | 55.0% |       | 9.8%                                                         | 12.8% |       | 6.8%                                                              | 42.2% |       | 2.7%                      | 0.6% |       | 26.3%                       | 16.0% |       |

表3－3 回答事業所における従業員の雇用形態別内訳 (66歳以上)

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

(単位：社、人、%)

|                 |                      | 回答<br>事業所数 | 66歳以上の従業員数<br>(総数) |        |        | 正規従業員<br>(66歳以上) |        |       | 非正規従業員<br>(66歳以上) |       |       | パートタイム労働者<br>(66歳以上) |       |       | 1日および1週の所定労働時間<br>(日数)が正規従業員と同じ者<br>(66歳以上) |       |       | 1日または1週の所定労働時間<br>(日数)が正規従業員より短い者<br>(66歳以上) |       |       | 派遣従業員<br>(66歳以上) |      |       | その他の労働者<br>(66歳以上) |       |       |
|-----------------|----------------------|------------|--------------------|--------|--------|------------------|--------|-------|-------------------|-------|-------|----------------------|-------|-------|---------------------------------------------|-------|-------|----------------------------------------------|-------|-------|------------------|------|-------|--------------------|-------|-------|
|                 |                      |            | 男                  | 女      |        | 男                | 女      |       | 男                 | 女     |       | 男                    | 女     |       | 男                                           | 女     |       | 男                                            | 女     |       | 男                | 女    |       | 男                  | 女     |       |
|                 |                      |            |                    |        |        |                  |        |       |                   |       |       |                      |       |       |                                             |       |       |                                              |       |       |                  |      |       |                    |       |       |
| 計               |                      | 530        | 3,169              | 1,611  | 1,558  | 573              | 422    | 151   | 2,596             | 1,189 | 1,407 | 2,018                | 828   | 1,190 | 293                                         | 172   | 121   | 1,725                                        | 656   | 1,069 | 26               | 20   | 6     | 552                | 341   | 211   |
|                 |                      |            |                    | 50.8%  | 49.2%  | 18.1%            | 13.3%  | 4.8%  | 81.9%             | 37.5% | 44.4% | 63.7%                | 26.1% | 37.6% | 9.2%                                        | 5.4%  | 3.8%  | 54.4%                                        | 20.7% | 33.7% | 0.8%             | 0.6% | 0.2%  | 17.4%              | 10.8% | 6.7%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 26.2%  | 9.7%  |                   | 73.8% | 90.3% |                      | 51.4% | 76.4% |                                             | 10.7% | 7.8%  |                                              | 40.7% | 68.6% |                  | 1.2% | 0.4%  |                    | 21.2% | 13.5% |
| 産業              | 建設業                  | 57         | 162                | 130    | 32     | 102              | 88     | 14    | 60                | 42    | 18    | 42                   | 27    | 15    | 11                                          | 11    | 0     | 31                                           | 16    | 15    | 9                | 9    | 0     | 9                  | 6     | 3     |
|                 |                      |            |                    | 80.2%  | 19.8%  | 63.0%            | 54.3%  | 8.6%  | 37.0%             | 25.9% | 11.1% | 25.9%                | 16.7% | 9.3%  | 6.8%                                        | 6.8%  | 0.0%  | 19.1%                                        | 9.9%  | 9.3%  | 5.6%             | 5.6% | 0.0%  | 5.6%               | 3.7%  | 1.9%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 67.7%  | 43.8% |                   | 32.3% | 56.3% |                      | 20.8% | 46.9% |                                             | 8.5%  | 0.0%  |                                              | 12.3% | 46.9% |                  | 6.9% | 0.0%  |                    | 4.6%  | 9.4%  |
|                 | 製造業                  | 104        | 361                | 227    | 134    | 85               | 68     | 17    | 276               | 159   | 117   | 214                  | 120   | 94    | 119                                         | 69    | 50    | 95                                           | 51    | 44    | 3                | 3    | 0     | 59                 | 36    | 23    |
|                 |                      |            |                    | 62.9%  | 37.1%  | 23.5%            | 18.8%  | 4.7%  | 76.5%             | 44.0% | 32.4% | 59.3%                | 33.2% | 26.0% | 33.0%                                       | 19.1% | 13.9% | 26.3%                                        | 14.1% | 12.2% | 0.8%             | 0.8% | 0.0%  | 16.3%              | 10.0% | 6.4%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 30.0%  | 12.7% |                   | 70.0% | 87.3% |                      | 52.9% | 70.1% |                                             | 30.4% | 37.3% |                                              | 22.5% | 32.8% |                  | 1.3% | 0.0%  |                    | 15.9% | 17.2% |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 102                | 96     | 6      | 68               | 67     | 1     | 34                | 29    | 5     | 22                   | 20    | 2     | 16                                          | 15    | 1     | 6                                            | 5     | 1     | 0                | 0    | 0     | 12                 | 9     | 3     |
|                 |                      |            |                    | 94.1%  | 5.9%   | 66.7%            | 65.7%  | 1.0%  | 33.3%             | 28.4% | 4.9%  | 21.6%                | 19.6% | 2.0%  | 15.7%                                       | 14.7% | 1.0%  | 5.9%                                         | 4.9%  | 1.0%  | 0.0%             | 0.0% | 0.0%  | 11.8%              | 8.8%  | 2.9%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 69.8%  | 16.7% |                   | 30.2% | 83.3% |                      | 20.8% | 33.3% |                                             | 15.6% | 16.7% |                                              | 5.2%  | 16.7% |                  | 0.0% | 0.0%  |                    | 9.4%  | 50.0% |
|                 | 卸売業・小売業              | 124        | 401                | 196    | 205    | 87               | 63     | 24    | 314               | 133   | 181   | 209                  | 88    | 121   | 43                                          | 19    | 24    | 166                                          | 69    | 97    | 2                | 2    | 0     | 103                | 43    | 60    |
|                 |                      |            |                    | 48.9%  | 51.1%  | 21.7%            | 15.7%  | 6.0%  | 78.3%             | 33.2% | 45.1% | 52.1%                | 21.9% | 30.2% | 10.7%                                       | 4.7%  | 6.0%  | 41.4%                                        | 17.2% | 24.2% | 0.5%             | 0.5% | 0.0%  | 25.7%              | 10.7% | 15.0% |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 32.1%  | 11.7% |                   | 67.9% | 88.3% |                      | 44.9% | 59.0% |                                             | 9.7%  | 11.7% |                                              | 35.2% | 47.3% |                  | 1.0% | 0.0%  |                    | 21.9% | 29.3% |
| 金融業・保険業         | 14                   | 16         | 15                 | 1      | 4      | 3                | 1      | 12    | 12                | 0     | 10    | 10                   | 0     | 0     | 0                                           | 0     | 10    | 10                                           | 0     | 0     | 0                | 0    | 2     | 2                  | 0     |       |
|                 |                      |            | 93.8%              | 6.3%   | 25.0%  | 18.8%            | 6.3%   | 75.0% | 75.0%             | 0.0%  | 62.5% | 62.5%                | 0.0%  | 0.0%  | 0.0%                                        | 0.0%  | 62.5% | 62.5%                                        | 0.0%  | 0.0%  | 0.0%             | 0.0% | 12.5% | 12.5%              | 0.0%  |       |
|                 |                      |            | 100.0%             | 100.0% |        | 20.0%            | 100.0% |       | 80.0%             | 0.0%  |       | 66.7%                | 0.0%  |       | 0.0%                                        | 0.0%  |       | 66.7%                                        | 0.0%  |       | 0.0%             | 0.0% |       | 13.3%              | 0.0%  |       |
| サービス業           | 199                  | 2,127      | 947                | 1,180  | 227    | 133              | 94     | 1,900 | 814               | 1,086 | 1,521 | 563                  | 958   | 104   | 58                                          | 46    | 1,417 | 505                                          | 912   | 12    | 6                | 6    | 367   | 245                | 122   |       |
|                 |                      |            | 44.5%              | 55.5%  | 10.7%  | 6.3%             | 4.4%   | 89.3% | 38.3%             | 51.1% | 71.5% | 26.5%                | 45.0% | 4.9%  | 2.7%                                        | 2.2%  | 66.6% | 23.7%                                        | 42.9% | 0.6%  | 0.3%             | 0.3% | 17.3% | 11.5%              | 5.7%  |       |
|                 |                      |            | 100.0%             | 100.0% |        | 14.0%            | 8.0%   |       | 86.0%             | 92.0% |       | 59.5%                | 81.2% |       | 6.1%                                        | 3.9%  |       | 53.3%                                        | 77.3% |       | 0.6%             | 0.5% |       | 25.9%              | 10.3% |       |
| 企業規模            | 9人以下                 | 96         | 101                | 52     | 49     | 47               | 29     | 18    | 54                | 23    | 31    | 45                   | 18    | 27    | 12                                          | 4     | 8     | 33                                           | 14    | 19    | 0                | 0    | 0     | 9                  | 5     | 4     |
|                 |                      |            |                    | 51.5%  | 48.5%  | 46.5%            | 28.7%  | 17.8% | 53.5%             | 22.8% | 30.7% | 44.6%                | 17.8% | 26.7% | 11.9%                                       | 4.0%  | 7.9%  | 32.7%                                        | 13.9% | 18.8% | 0.0%             | 0.0% | 0.0%  | 8.9%               | 5.0%  | 4.0%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 55.8%  | 36.7% |                   | 44.2% | 63.3% |                      | 34.6% | 55.1% |                                             | 7.7%  | 16.3% |                                              | 26.9% | 38.8% |                  | 0.0% | 0.0%  |                    | 9.6%  | 8.2%  |
|                 | 10～29人               | 232        | 483                | 283    | 200    | 203              | 155    | 48    | 280               | 128   | 152   | 206                  | 87    | 119   | 31                                          | 22    | 9     | 175                                          | 65    | 110   | 5                | 0    | 5     | 69                 | 41    | 28    |
|                 |                      |            |                    | 58.6%  | 41.4%  | 42.0%            | 32.1%  | 9.9%  | 58.0%             | 26.5% | 31.5% | 42.7%                | 18.0% | 24.6% | 6.4%                                        | 4.6%  | 1.9%  | 36.2%                                        | 13.5% | 22.8% | 1.0%             | 0.0% | 1.0%  | 14.3%              | 8.5%  | 5.8%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 54.8%  | 24.0% |                   | 45.2% | 76.0% |                      | 30.7% | 59.5% |                                             | 7.8%  | 4.5%  |                                              | 23.0% | 55.0% |                  | 0.0% | 2.5%  |                    | 14.5% | 14.0% |
|                 | 30～49人               | 79         | 308                | 165    | 143    | 104              | 82     | 22    | 204               | 83    | 121   | 163                  | 55    | 108   | 25                                          | 14    | 11    | 138                                          | 41    | 97    | 0                | 0    | 0     | 41                 | 28    | 13    |
|                 |                      |            |                    | 53.6%  | 46.4%  | 33.8%            | 26.6%  | 7.1%  | 66.2%             | 26.9% | 39.3% | 52.9%                | 17.9% | 35.1% | 8.1%                                        | 4.5%  | 3.6%  | 44.8%                                        | 13.3% | 31.5% | 0.0%             | 0.0% | 0.0%  | 13.3%              | 9.1%  | 4.2%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 49.7%  | 15.4% |                   | 50.3% | 84.6% |                      | 33.3% | 75.5% |                                             | 8.5%  | 7.7%  |                                              | 24.8% | 67.8% |                  | 0.0% | 0.0%  |                    | 17.0% | 9.1%  |
|                 | 50～99人               | 62         | 479                | 279    | 200    | 104              | 93     | 11    | 375               | 186   | 189   | 299                  | 130   | 169   | 51                                          | 32    | 19    | 248                                          | 98    | 150   | 18               | 17   | 1     | 58                 | 39    | 19    |
|                 |                      |            |                    | 58.2%  | 41.8%  | 21.7%            | 19.4%  | 2.3%  | 78.3%             | 38.8% | 39.5% | 62.4%                | 27.1% | 35.3% | 10.6%                                       | 6.7%  | 4.0%  | 51.8%                                        | 20.5% | 31.3% | 3.8%             | 3.5% | 0.2%  | 12.1%              | 8.1%  | 4.0%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 33.3%  | 5.5%  |                   | 66.7% | 94.5% |                      | 46.6% | 84.5% |                                             | 11.5% | 9.5%  |                                              | 35.1% | 75.0% |                  | 6.1% | 0.5%  |                    | 14.0% | 9.5%  |
|                 | 100～299人             | 26         | 699                | 265    | 434    | 69               | 30     | 39    | 630               | 235   | 395   | 553                  | 218   | 335   | 52                                          | 29    | 23    | 501                                          | 189   | 312   | 0                | 0    | 0     | 77                 | 17    | 60    |
|                 |                      |            |                    | 37.9%  | 62.1%  | 9.9%             | 4.3%   | 5.6%  | 90.1%             | 33.6% | 56.5% | 79.1%                | 31.2% | 47.9% | 7.4%                                        | 4.1%  | 3.3%  | 71.7%                                        | 27.0% | 44.6% | 0.0%             | 0.0% | 0.0%  | 11.0%              | 2.4%  | 8.6%  |
|                 |                      |            |                    | 100.0% | 100.0% |                  | 11.3%  | 9.0%  |                   | 88.7% | 91.0% |                      | 82.3% | 77.2% |                                             | 10.9% | 5.3%  |                                              | 71.3% | 71.9% |                  | 0.0% | 0.0%  |                    | 6.4%  | 13.8% |
| 300人以上          | 35                   | 1,099      | 567                | 532    | 46     | 33               | 13     | 1,053 | 534               | 519   | 752   | 320                  | 432   | 122   | 71                                          | 51    | 630   | 249                                          | 381   | 3     | 3                | 0    | 298   | 211                | 87    |       |
|                 |                      |            | 51.6%              | 48.4%  | 4.2%   | 3.0%             | 1.2%   | 95.8% | 48.6%             | 47.2% | 68.4% | 29.1%                | 39.3% | 11.1% | 6.5%                                        | 4.6%  | 57.3% | 22.7%                                        | 34.7% | 0.3%  | 0.3%             | 0.0% | 27.1% | 19.2%              | 7.9%  |       |
|                 |                      |            | 100.0%             | 100.0% |        | 5.8%             | 2.4%   |       | 94.2%             | 97.6% |       | 56.4%                | 81.2% |       | 12.5%                                       | 9.6%  |       | 43.9%                                        | 71.6% |       | 0.5%             | 0.0% |       | 37.2%              | 16.4% |       |
| (再掲)<br>10～299人 | 399                  | 1,969      | 992                | 977    | 480    | 360              | 120    | 1,489 | 632               | 857   | 1,221 | 490                  | 731   | 159   | 97                                          | 62    | 1,062 | 393                                          | 669   | 23    | 17               | 6    | 245   | 125                | 120   |       |
|                 |                      |            | 50.4%              | 49.6%  | 24.4%  | 18.3%            | 6.1%   | 75.6% | 32.1%             | 43.5% | 62.0% | 24.9%                | 37.1% | 8.1%  | 4.9%                                        | 3.1%  | 53.9% | 20.0%                                        | 34.0% | 1.2%  | 0.9%             | 0.3% | 12.4% | 6.3%               | 6.1%  |       |
|                 |                      |            | 100.0%             | 100.0% |        | 36.3%            | 12.3%  |       | 63.7%             | 87.7% |       | 49.4%                | 74.8% |       | 9.8%                                        | 6.3%  |       | 39.6%                                        | 68.5% |       | 1.7%             | 0.6% |       | 12.6%              | 12.3% |       |
| (再掲)<br>30人以上   | 202                  | 2,585      | 1,276              | 1,309  | 323    | 238              | 85     | 2,262 | 1,038             | 1,224 | 1,767 | 723                  | 1,044 | 250   | 146                                         | 104   | 1,517 | 577                                          | 940   | 21    | 20               | 1    | 474   | 295                | 179   |       |
|                 |                      |            | 49.4%              | 50.6%  | 12.5%  | 9.2%             | 3.3%   | 87.5% | 40.2%             | 47.4% | 68.4% | 28.0%                | 40.4% | 9.7%  | 5.6%                                        | 4.0%  | 58.7% | 22.3%                                        | 36.4% | 0.8%  | 0.8%             | 0.0% | 18.3% | 11.4%              | 6.9%  |       |
|                 |                      |            | 100.0%             | 100.0% |        | 18.7%            | 6.5%   |       | 81.3%             | 93.5% |       | 56.7%                | 79.8% |       | 11.4%                                       | 7.9%  |       | 45.2%                                        | 71.8% |       | 1.6%             | 0.1% |       | 23.1%              | 13.7% |       |



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                |                      | 530        | 414                   | 6,524          | 1,517                             | 536        |
|                  |                      |            | 78.1%                 |                | 23.3%                             | 8.2%       |
|                  |                      |            |                       |                |                                   | 35.3%      |
| 産<br>業           | 建設業                  | 57         | 53                    | 427            | 146                               | 56         |
|                  |                      |            | 93.0%                 |                | 34.2%                             | 13.1%      |
|                  |                      |            |                       |                |                                   | 38.4%      |
|                  | 製造業                  | 104        | 78                    | 2,437          | 447                               | 197        |
|                  |                      |            | 75.0%                 |                | 18.3%                             | 8.1%       |
|                  |                      |            |                       |                |                                   | 44.1%      |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 27                    | 283            | 63                                | 12         |
|                  |                      |            | 84.4%                 |                | 22.3%                             | 4.2%       |
|                  |                      |            |                       |                |                                   | 19.0%      |
|                  | 卸売業・小売業              | 124        | 98                    | 450            | 114                               | 72         |
|                  |                      |            | 79.0%                 |                | 25.3%                             | 16.0%      |
|                  |                      |            |                       |                |                                   | 63.2%      |
|                  | 金融業・保険業              | 14         | 11                    | 61             | 6                                 | 4          |
|                  |                      |            | 78.6%                 |                | 9.8%                              | 6.6%       |
|                  |                      |            |                       |                |                                   | 66.7%      |
|                  | サービス業                | 199        | 147                   | 2,866          | 741                               | 195        |
|                  |                      |            | 73.9%                 |                | 25.9%                             | 6.8%       |
|                  |                      |            |                       |                |                                   | 26.3%      |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 40                    | 121            | 55                                | 20         |
|                  |                      |            | 41.7%                 |                | 45.5%                             | 16.5%      |
|                  |                      |            |                       |                |                                   | 36.4%      |
|                  | 10～29人               | 232        | 184                   | 737            | 244                               | 89         |
|                  |                      |            | 79.3%                 |                | 33.1%                             | 12.1%      |
|                  |                      |            |                       |                |                                   | 36.5%      |
|                  | 30～49人               | 79         | 72                    | 479            | 154                               | 56         |
|                  |                      |            | 91.1%                 |                | 32.2%                             | 11.7%      |
|                  |                      |            |                       |                |                                   | 36.4%      |
|                  | 50～99人               | 62         | 60                    | 821            | 235                               | 74         |
|                  |                      |            | 96.8%                 |                | 28.6%                             | 9.0%       |
|                  |                      |            |                       |                |                                   | 31.5%      |
|                  | 100～299人             | 26         | 25                    | 537            | 165                               | 65         |
|                  |                      |            | 96.2%                 |                | 30.7%                             | 12.1%      |
|                  |                      |            |                       |                |                                   | 39.4%      |
|                  | 300人以上               | 35         | 33                    | 3,829          | 664                               | 232        |
|                  |                      |            | 94.3%                 |                | 17.3%                             | 6.1%       |
|                  |                      |            |                       |                |                                   | 34.9%      |
|                  | (再掲)<br>10～299人      | 399        | 341                   | 2,574          | 798                               | 284        |
|                  |                      |            | 85.5%                 |                | 31.0%                             | 11.0%      |
|                  |                      |            |                       |                |                                   | 35.6%      |
|                  | (再掲)<br>30人以上        | 202        | 190                   | 5,666          | 1,218                             | 427        |
|                  |                      |            | 94.1%                 |                | 21.5%                             | 7.5%       |
|                  |                      |            |                       |                |                                   | 35.1%      |

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    |                      | 530    | 3,794   | 644<br>17.0% |
| 産業   | 建設業                  | 57     | 292     | 49<br>16.8%  |
|      | 製造業                  | 104    | 1,249   | 77<br>6.2%   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 255     | 11<br>4.3%   |
|      | 卸売業・小売業              | 124    | 500     | 78<br>15.6%  |
|      | 金融業・保険業              | 14     | 135     | 20<br>14.8%  |
|      | サービス業                | 199    | 1,363   | 409<br>30.0% |
| 企業規模 | 9人以下                 | 96     | 134     | 34<br>25.4%  |
|      | 10～29人               | 232    | 695     | 164<br>23.6% |
|      | 30～49人               | 79     | 416     | 97<br>23.3%  |
|      | 50～99人               | 62     | 463     | 87<br>18.8%  |
|      | 100～299人             | 26     | 332     | 51<br>15.4%  |
|      | 300人以上               | 35     | 1,754   | 211<br>12.0% |
|      | (再掲)<br>10～299人      | 399    | 1,906   | 399<br>20.9% |
|      | (再掲)<br>30人以上        | 202    | 2,965   | 446<br>15.0% |

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    |                      | 530    | 5,205   | 1,331<br>25.6% |
| 産業   | 建設業                  | 57     | 184     | 24<br>13.0%    |
|      | 製造業                  | 104    | 2,349   | 200<br>8.5%    |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 257     | 21<br>8.2%     |
|      | 卸売業・小売業              | 124    | 361     | 130<br>36.0%   |
|      | 金融業・保険業              | 14     | 91      | 35<br>38.5%    |
|      | サービス業                | 199    | 1,963   | 921<br>46.9%   |
| 企業規模 | 9人以下                 | 96     | 65      | 29<br>44.6%    |
|      | 10～29人               | 232    | 468     | 188<br>40.2%   |
|      | 30～49人               | 79     | 309     | 123<br>39.8%   |
|      | 50～99人               | 62     | 439     | 178<br>40.5%   |
|      | 100～299人             | 26     | 421     | 164<br>39.0%   |
|      | 300人以上               | 35     | 3,503   | 649<br>18.5%   |
|      | (再掲)<br>10～29人       | 399    | 1,637   | 653<br>39.9%   |
|      | (再掲)<br>30人以上        | 202    | 4,672   | 1,114<br>23.8% |

表5－3 新たに管理職となった女性の状況

1段目：事業所数または新たに管理職となった者の人数  
2段目：新たに管理職になった者の人数に対する女性の割合

(単位：社、人、%)

|      |                      | 回答事業所数 | 新たに管理職となった者の<br>人数 | うち、女性の人数    |
|------|----------------------|--------|--------------------|-------------|
| 計    |                      | 530    | 304                | 64<br>21.1% |
| 産業   | 建設業                  | 57     | 9                  | 0<br>0.0%   |
|      | 製造業                  | 104    | 96                 | 10<br>10.4% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 30                 | 2<br>6.7%   |
|      | 卸売業・小売業              | 124    | 36                 | 6<br>16.7%  |
|      | 金融業・保険業              | 14     | 7                  | 0<br>0.0%   |
|      | サービス業                | 199    | 126                | 46<br>36.5% |
| 企業規模 | 9人以下                 | 96     | 4                  | 0<br>0.0%   |
|      | 10～29人               | 232    | 37                 | 10<br>27.0% |
|      | 30～49人               | 79     | 16                 | 10<br>62.5% |
|      | 50～99人               | 62     | 40                 | 10<br>25.0% |
|      | 100～299人             | 26     | 39                 | 9<br>23.1%  |
|      | 300人以上               | 35     | 168                | 25<br>14.9% |
|      | (再掲)<br>10～299人      | 399    | 132                | 39<br>29.5% |
|      | (再掲)<br>30人以上        | 202    | 263                | 54<br>20.5% |

表5－4 新たにリーダーとなった女性の状況

1段目：事業所数または新たにリーダーとなった者の人数  
2段目：新たにリーダーとなった者の人数に対する女性の割合  
(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    |                      | 530    | 538     | 182<br>33.8% |
| 産業   | 建設業                  | 57     | 11      | 1<br>9.1%    |
|      | 製造業                  | 104    | 183     | 20<br>10.9%  |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 38      | 2<br>0.0%    |
|      | 卸売業・小売業              | 124    | 53      | 22<br>41.5%  |
|      | 金融業・保険業              | 14     | 7       | 4<br>57.1%   |
|      | サービス業                | 199    | 246     | 133<br>54.1% |
| 企業規模 | 9人以下                 | 96     | 11      | 4<br>36.4%   |
|      | 10～29人               | 232    | 45      | 29<br>64.4%  |
|      | 30～49人               | 79     | 44      | 19<br>43.2%  |
|      | 50～99人               | 62     | 57      | 26<br>45.6%  |
|      | 100～299人             | 26     | 42      | 17<br>40.5%  |
|      | 300人以上               | 35     | 339     | 87<br>25.7%  |
|      | (再掲)<br>10～299人      | 399    | 188     | 91<br>48.4%  |
|      | (再掲)<br>30人以上        | 202    | 482     | 149<br>30.9% |

表5－5 女性管理職およびリーダーを増やすための方法（複数回答）

|                  |                      | 1段目：事業所数<br>2段目：回答事業所数に対する割合<br>(単位：社、％) |             |                          |                                                                  |                                          |                      |                                                    |                                 |      |       |
|------------------|----------------------|------------------------------------------|-------------|--------------------------|------------------------------------------------------------------|------------------------------------------|----------------------|----------------------------------------------------|---------------------------------|------|-------|
|                  |                      | 回答<br>事業所数                               | 女性を積極的に採用する | 女性労働者を対象とした<br>階層別の研修を行う | 女性労働者が働き続けて<br>いく上での悩みや相談に<br>乗り助言するメンターが<br>継続的に支援する制度を<br>導入する | これまで女性が就いてい<br>なかった役職や職務に積<br>極的に女性を登用する | 昇給基準・人事評価の見<br>直しを行う | 3歳以上の子を対象とし<br>た短時間勤務制度の導<br>入など、子育て支援対策<br>を充実させる | 育児や介護による退職者<br>を再雇用する制度をつく<br>る | その他※ | 無回答   |
| 計                |                      | 530                                      | 238         | 89                       | 111                                                              | 210                                      | 125                  | 105                                                | 104                             | 24   | 40    |
|                  |                      |                                          | 44.9%       | 16.8%                    | 20.9%                                                            | 39.6%                                    | 23.6%                | 19.8%                                              | 19.6%                           | 4.5% | 7.5%  |
| 産<br>業           | 建設業                  | 57                                       | 28          | 8                        | 10                                                               | 24                                       | 14                   | 9                                                  | 8                               | 2    | 5     |
|                  |                      |                                          | 49.1%       | 14.0%                    | 17.5%                                                            | 42.1%                                    | 24.6%                | 15.8%                                              | 14.0%                           | 3.5% | 8.8%  |
|                  | 製造業                  | 104                                      | 41          | 23                       | 20                                                               | 44                                       | 22                   | 17                                                 | 15                              | 5    | 7     |
|                  |                      |                                          | 39.4%       | 22.1%                    | 19.2%                                                            | 42.3%                                    | 21.2%                | 16.3%                                              | 14.4%                           | 4.8% | 6.7%  |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32                                       | 16          | 1                        | 2                                                                | 12                                       | 7                    | 6                                                  | 7                               | 2    | 4     |
|                  |                      |                                          | 50.0%       | 3.1%                     | 6.3%                                                             | 37.5%                                    | 21.9%                | 18.8%                                              | 21.9%                           | 6.3% | 12.5% |
|                  | 卸売業・小売業              | 124                                      | 60          | 20                       | 21                                                               | 47                                       | 25                   | 27                                                 | 27                              | 5    | 10    |
|                  |                      |                                          | 48.4%       | 16.1%                    | 16.9%                                                            | 37.9%                                    | 20.2%                | 21.8%                                              | 21.8%                           | 4.0% | 8.1%  |
|                  | 金融業・保険業              | 14                                       | 5           | 5                        | 7                                                                | 7                                        | 1                    | 2                                                  | 3                               | 1    | 1     |
|                  |                      |                                          | 35.7%       | 35.7%                    | 50.0%                                                            | 50.0%                                    | 7.1%                 | 14.3%                                              | 21.4%                           | 7.1% | 7.1%  |
|                  | サービス業                | 199                                      | 88          | 32                       | 51                                                               | 76                                       | 56                   | 44                                                 | 44                              | 9    | 13    |
|                  |                      |                                          | 44.2%       | 16.1%                    | 25.6%                                                            | 38.2%                                    | 28.1%                | 22.1%                                              | 22.1%                           | 4.5% | 6.5%  |
| 企<br>業<br>規<br>模 | 9人以下                 | 96                                       | 46          | 11                       | 20                                                               | 23                                       | 13                   | 19                                                 | 21                              | 4    | 17    |
|                  |                      |                                          | 47.9%       | 11.5%                    | 20.8%                                                            | 24.0%                                    | 13.5%                | 19.8%                                              | 21.9%                           | 4.2% | 17.7% |
|                  | 10～29人               | 232                                      | 112         | 29                       | 33                                                               | 88                                       | 47                   | 44                                                 | 50                              | 11   | 16    |
|                  |                      |                                          | 48.3%       | 12.5%                    | 14.2%                                                            | 37.9%                                    | 20.3%                | 19.0%                                              | 21.6%                           | 4.7% | 6.9%  |
|                  | 30～49人               | 79                                       | 29          | 11                       | 17                                                               | 34                                       | 28                   | 16                                                 | 13                              | 4    | 4     |
|                  |                      |                                          | 36.7%       | 13.9%                    | 21.5%                                                            | 43.0%                                    | 35.4%                | 20.3%                                              | 16.5%                           | 5.1% | 5.1%  |
|                  | 50～99人               | 62                                       | 22          | 11                       | 20                                                               | 27                                       | 20                   | 11                                                 | 12                              | 3    | 3     |
|                  |                      |                                          | 35.5%       | 17.7%                    | 32.3%                                                            | 43.5%                                    | 32.3%                | 17.7%                                              | 19.4%                           | 4.8% | 4.8%  |
|                  | 100～299人             | 26                                       | 9           | 8                        | 6                                                                | 18                                       | 10                   | 5                                                  | 4                               | 1    | 0     |
|                  |                      |                                          | 34.6%       | 30.8%                    | 23.1%                                                            | 69.2%                                    | 38.5%                | 19.2%                                              | 15.4%                           | 3.8% | 0.0%  |
|                  | 300人以上               | 35                                       | 20          | 19                       | 15                                                               | 20                                       | 7                    | 10                                                 | 4                               | 1    | 0     |
|                  |                      |                                          | 57.1%       | 54.3%                    | 42.9%                                                            | 57.1%                                    | 20.0%                | 28.6%                                              | 11.4%                           | 2.9% | 0.0%  |
|                  | (再掲)<br>10～299人      | 399                                      | 172         | 59                       | 76                                                               | 167                                      | 105                  | 76                                                 | 79                              | 19   | 23    |
|                  |                      |                                          | 43.1%       | 14.8%                    | 19.0%                                                            | 41.9%                                    | 26.3%                | 19.0%                                              | 19.8%                           | 4.8% | 5.8%  |
|                  | (再掲)<br>30人以上        | 202                                      | 80          | 49                       | 58                                                               | 99                                       | 65                   | 42                                                 | 33                              | 9    | 7     |
|                  |                      |                                          | 39.6%       | 24.3%                    | 28.7%                                                            | 49.0%                                    | 32.2%                | 20.8%                                              | 16.3%                           | 4.5% | 3.5%  |

※その他…男性従業員の教育と理解 等



表5－6 女性管理職およびリーダーが少ない理由（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 | 女性本人が希望しない | 女性の多くが管理職に<br>なる前に退職する | そもそも女性社員の比率<br>が女性管理職および<br>リーダーの比率以下で<br>ある | 知識・経験・能力が<br>管理職になるまでの基準<br>に達していない | 管理職は長時間労働に<br>なることが多い | 転居を伴う転勤がある | 女性が管理職になると<br>周囲の社員がやりにくい | 女性管理職の前例が<br>ない | その他※ | 無回答   |
|------------------|----------------------|------------|------------|------------------------|----------------------------------------------|-------------------------------------|-----------------------|------------|---------------------------|-----------------|------|-------|
| 計                |                      | 530        | 171        | 61                     | 174                                          | 103                                 | 72                    | 15         | 12                        | 52              | 22   | 141   |
|                  |                      |            | 32.3%      | 11.5%                  | 32.8%                                        | 19.4%                               | 13.6%                 | 2.8%       | 2.3%                      | 9.8%            | 4.2% | 26.6% |
| 産<br>業           | 建設業                  | 57         | 15         | 6                      | 38                                           | 11                                  | 8                     | 0          | 1                         | 10              | 1    | 5     |
|                  |                      |            | 26.3%      | 10.5%                  | 66.7%                                        | 19.3%                               | 14.0%                 | 0.0%       | 1.8%                      | 17.5%           | 1.8% | 8.8%  |
|                  | 製造業                  | 104        | 43         | 9                      | 47                                           | 24                                  | 15                    | 4          | 4                         | 15              | 5    | 11    |
|                  |                      |            | 41.3%      | 8.7%                   | 45.2%                                        | 23.1%                               | 14.4%                 | 3.8%       | 3.8%                      | 14.4%           | 4.8% | 10.6% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 10         | 3                      | 23                                           | 6                                   | 4                     | 2          | 0                         | 4               | 0    | 3     |
|                  |                      |            | 31.3%      | 9.4%                   | 71.9%                                        | 18.8%                               | 12.5%                 | 6.3%       | 0.0%                      | 12.5%           | 0.0% | 9.4%  |
|                  | 卸売業・小売業              | 124        | 50         | 19                     | 35                                           | 35                                  | 21                    | 1          | 5                         | 14              | 7    | 22    |
|                  |                      |            | 40.3%      | 15.3%                  | 28.2%                                        | 28.2%                               | 16.9%                 | 0.8%       | 4.0%                      | 11.3%           | 5.6% | 17.7% |
|                  | 金融業・保険業              | 14         | 5          | 1                      | 4                                            | 4                                   | 3                     | 6          | 0                         | 2               | 0    | 1     |
|                  |                      |            | 35.7%      | 7.1%                   | 28.6%                                        | 28.6%                               | 21.4%                 | 42.9%      | 0.0%                      | 14.3%           | 0.0% | 7.1%  |
|                  | サービス業                | 199        | 48         | 23                     | 27                                           | 23                                  | 21                    | 2          | 2                         | 7               | 9    | 99    |
|                  |                      |            | 24.1%      | 11.6%                  | 13.6%                                        | 11.6%                               | 10.6%                 | 1.0%       | 1.0%                      | 3.5%            | 4.5% | 49.7% |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 26         | 9                      | 21                                           | 15                                  | 12                    | 0          | 2                         | 11              | 3    | 34    |
|                  |                      |            | 27.1%      | 9.4%                   | 21.9%                                        | 15.6%                               | 12.5%                 | 0.0%       | 2.1%                      | 11.5%           | 3.1% | 35.4% |
|                  | 10～29人               | 232        | 63         | 26                     | 90                                           | 40                                  | 32                    | 1          | 7                         | 23              | 11   | 53    |
|                  |                      |            | 27.2%      | 11.2%                  | 38.8%                                        | 17.2%                               | 13.8%                 | 0.4%       | 3.0%                      | 9.9%            | 4.7% | 22.8% |
|                  | 30～49人               | 79         | 26         | 9                      | 22                                           | 24                                  | 11                    | 1          | 3                         | 6               | 2    | 27    |
|                  |                      |            | 32.9%      | 11.4%                  | 27.8%                                        | 30.4%                               | 13.9%                 | 1.3%       | 3.8%                      | 7.6%            | 2.5% | 34.2% |
|                  | 50～99人               | 62         | 26         | 8                      | 20                                           | 11                                  | 8                     | 1          | 0                         | 6               | 2    | 16    |
|                  |                      |            | 41.9%      | 12.9%                  | 32.3%                                        | 17.7%                               | 12.9%                 | 1.6%       | 0.0%                      | 9.7%            | 3.2% | 25.8% |
|                  | 100～299人             | 26         | 11         | 5                      | 5                                            | 7                                   | 3                     | 2          | 0                         | 3               | 2    | 7     |
|                  |                      |            | 42.3%      | 19.2%                  | 19.2%                                        | 26.9%                               | 11.5%                 | 7.7%       | 0.0%                      | 11.5%           | 7.7% | 26.9% |
|                  | 300人以上               | 35         | 19         | 4                      | 16                                           | 6                                   | 6                     | 10         | 0                         | 3               | 2    | 4     |
|                  |                      |            | 54.3%      | 11.4%                  | 45.7%                                        | 17.1%                               | 17.1%                 | 28.6%      | 0.0%                      | 8.6%            | 5.7% | 11.4% |
|                  | (再掲)                 | 399        | 126        | 48                     | 137                                          | 82                                  | 54                    | 5          | 10                        | 38              | 17   | 103   |
|                  | 10～299人              |            | 31.6%      | 12.0%                  | 34.3%                                        | 20.6%                               | 13.5%                 | 1.3%       | 2.5%                      | 9.5%            | 4.3% | 25.8% |
|                  | (再掲)                 | 202        | 82         | 26                     | 63                                           | 48                                  | 28                    | 14         | 3                         | 18              | 8    | 54    |
|                  | 30人以上                |            | 40.6%      | 12.9%                  | 31.2%                                        | 23.8%                               | 13.9%                 | 6.9%       | 1.5%                      | 8.9%            | 4.0% | 26.7% |

※その他…女性に対する管理職育成環境がない 等

表5－7 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    |                      | 530    | 13    | 12    |
| 産業   | 建設業                  | 57     | 15    | 13    |
|      | 製造業                  | 104    | 15    | 14    |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 16    | 14    |
|      | 卸売業・小売業              | 124    | 12    | 10    |
|      | 金融業・保険業              | 14     | 14    | 12    |
|      | サービス業                | 199    | 13    | 10    |
| 企業規模 | 9人以下                 | 96     | 15    | 12    |
|      | 10～29人               | 232    | 13    | 12    |
|      | 30～49人               | 79     | 14    | 12    |
|      | 50～99人               | 62     | 12    | 11    |
|      | 100～299人             | 26     | 12    | 10    |
|      | 300人以上               | 35     | 15    | 13    |
|      | (再掲)<br>10～299人      | 399    | 12    | 11    |
|      | (再掲)<br>30人以上        | 202    | 13    | 11    |

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    |                      | 530        | 497<br>93.8%    | 26<br>4.9%       | 7<br>1.3% |
| 産業   | 建設業                  | 57         | 54<br>94.7%     | 1<br>1.8%        | 2<br>3.5% |
|      | 製造業                  | 104        | 102<br>98.1%    | 2<br>1.9%        | 0<br>0.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 32<br>100.0%    | 0<br>0.0%        | 0<br>0.0% |
|      | 卸売業・小売業              | 124        | 114<br>91.9%    | 9<br>7.3%        | 1<br>0.8% |
|      | 金融業・保険業              | 14         | 14<br>100.0%    | 0<br>0.0%        | 0<br>0.0% |
|      | サービス業                | 199        | 181<br>91.0%    | 14<br>7.0%       | 4<br>2.0% |
| 企業規模 | 9人以下                 | 96         | 70<br>72.9%     | 20<br>20.8%      | 6<br>6.3% |
|      | 10～29人               | 232        | 225<br>97.0%    | 6<br>2.6%        | 1<br>0.4% |
|      | 30～49人               | 79         | 79<br>100.0%    | 0<br>0.0%        | 0<br>0.0% |
|      | 50～99人               | 62         | 62<br>100.0%    | 0<br>0.0%        | 0<br>0.0% |
|      | 100～299人             | 26         | 26<br>100.0%    | 0<br>0.0%        | 0<br>0.0% |
|      | 300人以上               | 35         | 35<br>100.0%    | 0<br>0.0%        | 0<br>0.0% |
|      | (再掲)<br>10～299人      | 399        | 392<br>98.2%    | 6<br>1.5%        | 1<br>0.3% |
|      | (再掲)<br>30人以上        | 202        | 202<br>100.0%   | 0<br>0.0%        | 0<br>0.0% |

表7 週休制の状況

1段目：事業所数  
2段目：回答事業所数に対する週休制の形態の割合

(正規従業員) (単位:社、%)

|      |                          | 回答<br>事業所数 | 週休<br>1日制  | 週休<br>1日半制  | 何らかの<br>週休<br>2日制 | 完全<br>週休<br>2日制 | その他の<br>週休<br>2日制 | その他<br>(週休3日<br>制、3勤3<br>休など) | 変形<br>休日制<br>(4週4<br>休) | 無回答         |
|------|--------------------------|------------|------------|-------------|-------------------|-----------------|-------------------|-------------------------------|-------------------------|-------------|
| 計    |                          | 530        | 17<br>3.2% | 35<br>6.6%  | 425<br>80.2%      | 157<br>29.6%    | 268<br>50.6%      | 9<br>1.7%                     | 27<br>5.1%              | 17<br>3.2%  |
| 産業   | 建設業                      | 57         | 1<br>1.8%  | 6<br>10.5%  | 45<br>78.9%       | 12<br>21.1%     | 33<br>57.9%       | 0<br>0.0%                     | 4<br>7.0%               | 1<br>1.8%   |
|      | 製造業                      | 104        | 3<br>2.9%  | 3<br>2.9%   | 91<br>87.5%       | 24<br>23.1%     | 67<br>64.4%       | 1<br>1.0%                     | 5<br>4.8%               | 1<br>1.0%   |
|      | 運輸・通信業、<br>電気・ガス・水道<br>業 | 32         | 1<br>3.1%  | 1<br>3.1%   | 25<br>78.1%       | 10<br>31.3%     | 15<br>46.9%       | 2<br>6.3%                     | 3<br>9.4%               | 0<br>0.0%   |
|      | 卸売業・小売業                  | 124        | 4<br>3.2%  | 6<br>4.8%   | 96<br>77.4%       | 31<br>25.0%     | 65<br>52.4%       | 3<br>2.4%                     | 8<br>6.5%               | 7<br>5.6%   |
|      | 金融業・保険業                  | 14         | 0<br>0.0%  | 0<br>0.0%   | 14<br>100.0%      | 13<br>92.9%     | 1<br>7.1%         | 0<br>0.0%                     | 0<br>0.0%               | 0<br>0.0%   |
|      | サービス業                    | 199        | 8<br>4.0%  | 19<br>9.5%  | 154<br>77.4%      | 67<br>33.7%     | 87<br>43.7%       | 3<br>1.5%                     | 7<br>3.5%               | 8<br>4.0%   |
| 企業規模 | 9人以下                     | 96         | 6<br>6.3%  | 13<br>13.5% | 56<br>58.3%       | 25<br>26.0%     | 31<br>32.3%       | 4<br>4.2%                     | 5<br>5.2%               | 12<br>12.5% |
|      | 10～29人                   | 232        | 9<br>3.9%  | 13<br>5.6%  | 194<br>83.6%      | 65<br>28.0%     | 129<br>55.6%      | 3<br>1.3%                     | 10<br>4.3%              | 3<br>1.3%   |
|      | 30～49人                   | 79         | 1<br>1.3%  | 8<br>10.1%  | 65<br>82.3%       | 19<br>24.1%     | 46<br>58.2%       | 0<br>0.0%                     | 4<br>5.1%               | 1<br>1.3%   |
|      | 50～99人                   | 62         | 0<br>0.0%  | 0<br>0.0%   | 56<br>90.3%       | 20<br>32.3%     | 36<br>58.1%       | 0<br>0.0%                     | 5<br>8.1%               | 1<br>1.6%   |
|      | 100～299人                 | 26         | 0<br>0.0%  | 1<br>3.8%   | 22<br>84.6%       | 9<br>34.6%      | 13<br>50.0%       | 1<br>3.8%                     | 2<br>7.7%               | 0<br>0.0%   |
|      | 300人以上                   | 35         | 1<br>2.9%  | 0<br>0.0%   | 32<br>91.4%       | 19<br>54.3%     | 13<br>37.1%       | 1<br>2.9%                     | 1<br>2.9%               | 0<br>0.0%   |
|      | (再掲)<br>10～299人          | 399        | 10<br>2.5% | 22<br>5.5%  | 337<br>84.5%      | 113<br>28.3%    | 224<br>56.1%      | 4<br>1.0%                     | 21<br>5.3%              | 5<br>1.3%   |
|      | (再掲)<br>30人以上            | 202        | 2<br>1.0%  | 9<br>4.5%   | 175<br>86.6%      | 67<br>33.2%     | 108<br>53.5%      | 2<br>1.0%                     | 12<br>5.9%              | 2<br>1.0%   |

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    |                      | 426               | 130.56   |
| 産業   | 建設業                  | 51                | 112.58   |
|      | 製造業                  | 91                | 129.14   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 28                | 174.64   |
|      | 卸売業・小売業              | 91                | 140.49   |
|      | 金融業・保険業              | 13                | 119.12   |
|      | サービス業                | 152               | 126.45   |
| 企業規模 | 9人以下                 | 51                | 103.73   |
|      | 10～29人               | 191               | 124.06   |
|      | 30～49人               | 69                | 166.21   |
|      | 50～99人               | 57                | 140.51   |
|      | 100～299人             | 25                | 103.74   |
|      | 300人以上               | 33                | 138.26   |
|      | (再掲)<br>10～299人      | 342               | 133.63   |
|      | (再掲)<br>30人以上        | 184               | 137.18   |

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>タイム制の導<br>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                |                      | 530        | 434         | 317                                | 134                             | 203          | 173                | 159                | 57                   | 26           | 68                   | 65                         | 82                 | 30                                   | 44    | 77    | 19    |
|                  |                      |            | 81.9%       | 59.8%                              | 25.3%                           | 38.3%        | 32.6%              | 30.0%              | 10.8%                | 4.9%         | 12.8%                | 12.3%                      | 15.5%              | 5.7%                                 | 8.3%  | 14.5% | 3.6%  |
|                  |                      |            |             | 73.0%                              | 30.9%                           | 46.8%        | 39.9%              | 36.6%              | 13.1%                | 6.0%         | 15.7%                | 15.0%                      | 18.9%              | 6.9%                                 | 10.1% |       |       |
| 産<br>業           | 建設業                  | 57         | 48          | 29                                 | 16                              | 22           | 9                  | 11                 | 4                    | 2            | 3                    | 8                          | 8                  | 4                                    | 6     | 8     | 1     |
|                  |                      |            | 84.2%       | 50.9%                              | 28.1%                           | 38.6%        | 15.8%              | 19.3%              | 7.0%                 | 3.5%         | 5.3%                 | 14.0%                      | 14.0%              | 7.0%                                 | 10.5% | 14.0% | 1.8%  |
|                  |                      |            |             | 60.4%                              | 33.3%                           | 45.8%        | 18.8%              | 22.9%              | 8.3%                 | 4.2%         | 6.3%                 | 16.7%                      | 16.7%              | 8.3%                                 | 12.5% |       |       |
|                  | 製造業                  | 104        | 86          | 64                                 | 29                              | 39           | 39                 | 30                 | 17                   | 4            | 15                   | 17                         | 26                 | 4                                    | 7     | 15    | 3     |
|                  |                      |            | 82.7%       | 61.5%                              | 27.9%                           | 37.5%        | 37.5%              | 28.8%              | 16.3%                | 3.8%         | 14.4%                | 16.3%                      | 25.0%              | 3.8%                                 | 6.7%  | 14.4% | 2.9%  |
|                  |                      |            |             | 74.4%                              | 33.7%                           | 45.3%        | 45.3%              | 34.9%              | 19.8%                | 4.7%         | 17.4%                | 19.8%                      | 30.2%              | 4.7%                                 | 8.1%  |       |       |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 27          | 19                                 | 6                               | 9            | 6                  | 11                 | 5                    | 2            | 3                    | 3                          | 4                  | 0                                    | 2     | 5     | 0     |
|                  |                      |            | 84.4%       | 59.4%                              | 18.8%                           | 28.1%        | 18.8%              | 34.4%              | 15.6%                | 6.3%         | 9.4%                 | 9.4%                       | 12.5%              | 0.0%                                 | 6.3%  | 15.6% | 0.0%  |
|                  |                      |            |             | 70.4%                              | 22.2%                           | 33.3%        | 22.2%              | 40.7%              | 18.5%                | 7.4%         | 11.1%                | 11.1%                      | 14.8%              | 0.0%                                 | 7.4%  |       |       |
|                  | 卸売業・小売業              | 124        | 94          | 64                                 | 26                              | 38           | 39                 | 36                 | 10                   | 9            | 17                   | 13                         | 18                 | 11                                   | 12    | 23    | 7     |
|                  |                      |            | 75.8%       | 51.6%                              | 21.0%                           | 30.6%        | 31.5%              | 29.0%              | 8.1%                 | 7.3%         | 13.7%                | 10.5%                      | 14.5%              | 8.9%                                 | 9.7%  | 18.5% | 5.6%  |
|                  |                      |            |             | 68.1%                              | 27.7%                           | 40.4%        | 41.5%              | 38.3%              | 10.6%                | 9.6%         | 18.1%                | 13.8%                      | 19.1%              | 11.7%                                | 12.8% |       |       |
|                  | 金融業・保険業              | 14         | 13          | 8                                  | 6                               | 6            | 10                 | 2                  | 1                    | 0            | 3                    | 3                          | 6                  | 1                                    | 1     | 1     | 0     |
|                  |                      |            | 92.9%       | 57.1%                              | 42.9%                           | 42.9%        | 71.4%              | 14.3%              | 7.1%                 | 0.0%         | 21.4%                | 21.4%                      | 42.9%              | 7.1%                                 | 7.1%  | 7.1%  | 0.0%  |
|                  |                      |            |             | 61.5%                              | 46.2%                           | 46.2%        | 76.9%              | 15.4%              | 7.7%                 | 0.0%         | 23.1%                | 23.1%                      | 46.2%              | 7.7%                                 | 7.7%  |       |       |
|                  | サービス業                | 199        | 166         | 133                                | 51                              | 89           | 70                 | 69                 | 20                   | 9            | 27                   | 21                         | 20                 | 10                                   | 16    | 25    | 8     |
|                  |                      |            | 83.4%       | 66.8%                              | 25.6%                           | 44.7%        | 35.2%              | 34.7%              | 10.1%                | 4.5%         | 13.6%                | 10.6%                      | 10.1%              | 5.0%                                 | 8.0%  | 12.6% | 4.0%  |
|                  |                      |            |             | 80.1%                              | 30.7%                           | 53.6%        | 42.2%              | 41.6%              | 12.0%                | 5.4%         | 16.3%                | 12.7%                      | 12.0%              | 6.0%                                 | 9.6%  |       |       |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 45          | 48                                 | 22                              | 31           | 23                 | 27                 | 21                   | 16           | 18                   | 20                         | 20                 | 15                                   | 19    | 36    | 15    |
|                  |                      |            | 46.9%       | 50.0%                              | 22.9%                           | 32.3%        | 24.0%              | 28.1%              | 21.9%                | 16.7%        | 18.8%                | 20.8%                      | 20.8%              | 15.6%                                | 19.8% | 37.5% | 15.6% |
|                  |                      |            |             | 106.7%                             | 48.9%                           | 68.9%        | 51.1%              | 60.0%              | 46.7%                | 35.6%        | 40.0%                | 44.4%                      | 44.4%              | 33.3%                                | 42.2% |       |       |
|                  | 10～29人               | 232        | 194         | 143                                | 54                              | 74           | 57                 | 56                 | 17                   | 8            | 16                   | 15                         | 24                 | 8                                    | 17    | 34    | 4     |
|                  |                      |            | 83.6%       | 61.6%                              | 23.3%                           | 31.9%        | 24.6%              | 24.1%              | 7.3%                 | 3.4%         | 6.9%                 | 6.5%                       | 10.3%              | 3.4%                                 | 7.3%  | 14.7% | 1.7%  |
|                  |                      |            |             | 73.7%                              | 27.8%                           | 38.1%        | 29.4%              | 28.9%              | 8.8%                 | 4.1%         | 8.2%                 | 7.7%                       | 12.4%              | 4.1%                                 | 8.8%  |       |       |
|                  | 30～49人               | 79         | 77          | 49                                 | 17                              | 34           | 33                 | 25                 | 4                    | 0            | 5                    | 7                          | 8                  | 2                                    | 3     | 2     | 0     |
|                  |                      |            | 97.5%       | 62.0%                              | 21.5%                           | 43.0%        | 41.8%              | 31.6%              | 5.1%                 | 0.0%         | 6.3%                 | 8.9%                       | 10.1%              | 2.5%                                 | 3.8%  | 2.5%  | 0.0%  |
|                  |                      |            |             | 63.6%                              | 22.1%                           | 44.2%        | 42.9%              | 32.5%              | 5.2%                 | 0.0%         | 6.5%                 | 9.1%                       | 10.4%              | 2.6%                                 | 3.9%  |       |       |
|                  | 50～99人               | 62         | 58          | 37                                 | 14                              | 30           | 28                 | 22                 | 2                    | 0            | 8                    | 7                          | 6                  | 1                                    | 3     | 4     | 0     |
|                  |                      |            | 93.5%       | 59.7%                              | 22.6%                           | 48.4%        | 45.2%              | 35.5%              | 3.2%                 | 0.0%         | 12.9%                | 11.3%                      | 9.7%               | 1.6%                                 | 4.8%  | 6.5%  | 0.0%  |
|                  |                      |            |             | 63.8%                              | 24.1%                           | 51.7%        | 48.3%              | 37.9%              | 3.4%                 | 0.0%         | 13.8%                | 12.1%                      | 10.3%              | 1.7%                                 | 5.2%  |       |       |
|                  | 100～299人             | 26         | 26          | 15                                 | 6                               | 11           | 12                 | 10                 | 1                    | 0            | 4                    | 2                          | 6                  | 2                                    | 2     | 0     | 0     |
|                  |                      |            | 100.0%      | 57.7%                              | 23.1%                           | 42.3%        | 46.2%              | 38.5%              | 3.8%                 | 0.0%         | 15.4%                | 7.7%                       | 23.1%              | 7.7%                                 | 7.7%  | 0.0%  | 0.0%  |
|                  |                      |            |             | 57.7%                              | 23.1%                           | 42.3%        | 46.2%              | 38.5%              | 3.8%                 | 0.0%         | 15.4%                | 7.7%                       | 23.1%              | 7.7%                                 | 7.7%  |       |       |
|                  | 300人以上               | 35         | 34          | 25                                 | 21                              | 23           | 20                 | 19                 | 12                   | 2            | 17                   | 14                         | 18                 | 2                                    | 0     | 1     | 0     |
|                  |                      |            | 97.1%       | 71.4%                              | 60.0%                           | 65.7%        | 57.1%              | 54.3%              | 34.3%                | 5.7%         | 48.6%                | 40.0%                      | 51.4%              | 5.7%                                 | 0.0%  | 2.9%  | 0.0%  |
|                  |                      |            |             | 73.5%                              | 61.8%                           | 67.6%        | 58.8%              | 55.9%              | 35.3%                | 5.9%         | 50.0%                | 41.2%                      | 52.9%              | 5.9%                                 | 0.0%  |       |       |
|                  | (再掲)<br>10～299人      | 399        | 355         | 244                                | 91                              | 149          | 130                | 113                | 24                   | 8            | 33                   | 31                         | 44                 | 13                                   | 25    | 40    | 4     |
|                  |                      |            | 89.0%       | 61.2%                              | 22.8%                           | 37.3%        | 32.6%              | 28.3%              | 6.0%                 | 2.0%         | 8.3%                 | 7.8%                       | 11.0%              | 3.3%                                 | 6.3%  | 10.0% | 1.0%  |
|                  |                      |            |             | 68.7%                              | 25.6%                           | 42.0%        | 36.6%              | 31.8%              | 6.8%                 | 2.3%         | 9.3%                 | 8.7%                       | 12.4%              | 3.7%                                 | 7.0%  |       |       |
|                  | (再掲)<br>30人以上        | 202        | 195         | 126                                | 58                              | 98           | 93                 | 76                 | 19                   | 2            | 34                   | 30                         | 38                 | 7                                    | 8     | 7     | 0     |
|                  |                      |            | 96.5%       | 62.4%                              | 28.7%                           | 48.5%        | 46.0%              | 37.6%              | 9.4%                 | 1.0%         | 16.8%                | 14.9%                      | 18.8%              | 3.5%                                 | 4.0%  | 3.5%  | 0.0%  |
|                  |                      |            |             | 64.6%                              | 29.7%                           | 50.3%        | 47.7%              | 39.0%              | 9.7%                 | 1.0%         | 17.4%                | 15.4%                      | 19.5%              | 3.6%                                 | 4.1%  |       |       |

※その他…定時帰社の呼びかけ、設備投資 等

表10 年次有給休暇の状況

(正規従業員)

(単位:社、日、%)

|      |                      | 年次有給休暇の状況(1人当たり) |            |            |       |
|------|----------------------|------------------|------------|------------|-------|
|      |                      | 回答<br>事業所数       | 平均<br>付与日数 | 平均<br>取得日数 | 取得率   |
| 計    |                      | 467              | 18.3       | 9.9        | 54.1% |
| 産業   | 建設業                  | 52               | 15.3       | 6.9        | 45.1% |
|      | 製造業                  | 93               | 19.0       | 8.3        | 43.5% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 30               | 19.1       | 15.3       | 80.3% |
|      | 卸売業・小売業              | 103              | 16.2       | 7.3        | 45.2% |
|      | 金融業・保険業              | 13               | 19.1       | 5.5        | 28.8% |
|      | サービス業                | 176              | 17.5       | 8.7        | 49.5% |
| 企業規模 | 9人以下                 | 69               | 14.9       | 13.6       | 91.4% |
|      | 10～29人               | 213              | 15.4       | 8.4        | 54.7% |
|      | 30～49人               | 74               | 16.4       | 7.7        | 47.3% |
|      | 50～99人               | 55               | 17.1       | 8.9        | 52.3% |
|      | 100～299人             | 25               | 17.5       | 6.2        | 35.5% |
|      | 300人以上               | 31               | 19.0       | 10.7       | 56.1% |
|      | (再掲)<br>10～299人      | 367              | 16.6       | 7.8        | 47.2% |
|      | (再掲)<br>30人以上        | 185              | 17.5       | 8.4        | 48.0% |



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）  
（単位：社、％）

（正規従業員）

|      |                  | 回答事業所数 | 取組をしている | 年または月初めに休暇取得計画書を作成 | 計画的付与制度の導入 | 「年休取得促進月間」等の実施 | 時間・半日単位等の分割付与の導入 | 所属管理者、監督者等の率先取得 | 年休取得を促進した管理者を評価する仕組みの導入 | 研修や掲示、通知などによる普及啓発 | 業務内容の共有化等業務を相互補完できる体制づくり | その他※  | 特になし  | 無回答  |
|------|------------------|--------|---------|--------------------|------------|----------------|------------------|-----------------|-------------------------|-------------------|--------------------------|-------|-------|------|
| 計    |                  | 530    | 448     | 111                | 138        | 45             | 296              | 56              | 4                       | 90                | 69                       | 30    | 80    | 2    |
|      |                  |        | 84.5%   | 20.9%              | 26.0%      | 8.5%           | 55.8%            | 10.6%           | 0.8%                    | 17.0%             | 13.0%                    | 5.7%  | 15.1% | 0.4% |
|      |                  |        |         | 24.8%              | 30.8%      | 10.0%          | 66.1%            | 12.5%           | 0.9%                    | 20.1%             | 15.4%                    | 6.7%  |       |      |
| 産業   | 建設業              | 57     | 47      | 10                 | 13         | 2              | 31               | 7               | 0                       | 15                | 5                        | 1     | 10    | 0    |
|      |                  |        | 82.5%   | 17.5%              | 22.8%      | 3.5%           | 54.4%            | 12.3%           | 0.0%                    | 26.3%             | 8.8%                     | 1.8%  | 17.5% | 0.0% |
|      |                  |        |         | 21.3%              | 27.7%      | 4.3%           | 66.0%            | 14.9%           | 0.0%                    | 31.9%             | 10.6%                    | 2.1%  |       |      |
|      | 製造業              | 104    | 88      | 19                 | 35         | 10             | 69               | 6               | 0                       | 16                | 14                       | 5     | 15    | 1    |
|      |                  |        | 84.6%   | 18.3%              | 33.7%      | 9.6%           | 66.3%            | 5.8%            | 0.0%                    | 15.4%             | 13.5%                    | 4.8%  | 14.4% | 1.0% |
|      |                  |        |         | 21.6%              | 39.8%      | 11.4%          | 78.4%            | 6.8%            | 0.0%                    | 18.2%             | 15.9%                    | 5.7%  |       |      |
|      | 運輸・通信業、電気・ガス・水道業 | 32     | 25      | 7                  | 9          | 1              | 21               | 4               | 0                       | 5                 | 2                        | 0     | 7     | 0    |
|      |                  |        | 78.1%   | 21.9%              | 28.1%      | 3.1%           | 65.6%            | 12.5%           | 0.0%                    | 15.6%             | 6.3%                     | 0.0%  | 21.9% | 0.0% |
|      |                  |        |         | 28.0%              | 36.0%      | 4.0%           | 84.0%            | 16.0%           | 0.0%                    | 20.0%             | 8.0%                     | 0.0%  |       |      |
|      | 卸売業・小売業          | 124    | 104     | 27                 | 33         | 13             | 57               | 11              | 0                       | 19                | 13                       | 6     | 20    | 0    |
|      |                  |        | 83.9%   | 21.8%              | 26.6%      | 10.5%          | 46.0%            | 8.9%            | 0.0%                    | 15.3%             | 10.5%                    | 4.8%  | 16.1% | 0.0% |
|      |                  |        |         | 26.0%              | 31.7%      | 12.5%          | 54.8%            | 10.6%           | 0.0%                    | 18.3%             | 12.5%                    | 5.8%  |       |      |
|      | 金融業・保険業          | 14     | 14      | 7                  | 3          | 3              | 12               | 2               | 1                       | 3                 | 5                        | 4     | 0     | 0    |
|      |                  |        | 100.0%  | 50.0%              | 21.4%      | 21.4%          | 85.7%            | 14.3%           | 7.1%                    | 21.4%             | 35.7%                    | 28.6% | 0.0%  | 0.0% |
|      |                  |        |         | 50.0%              | 21.4%      | 21.4%          | 85.7%            | 14.3%           | 7.1%                    | 21.4%             | 35.7%                    | 28.6% |       |      |
|      | サービス業            | 199    | 170     | 41                 | 45         | 16             | 106              | 26              | 3                       | 32                | 30                       | 14    | 28    | 1    |
|      |                  |        | 85.4%   | 20.6%              | 22.6%      | 8.0%           | 53.3%            | 13.1%           | 1.5%                    | 16.1%             | 15.1%                    | 7.0%  | 14.1% | 0.5% |
|      |                  |        |         | 24.1%              | 26.5%      | 9.4%           | 62.4%            | 15.3%           | 1.8%                    | 18.8%             | 17.6%                    | 8.2%  |       |      |
| 企業規模 | 9人以下             | 96     | 60      | 13                 | 4          | 4              | 19               | 4               | 1                       | 3                 | 11                       | 3     | 34    | 2    |
|      |                  |        | 62.5%   | 13.5%              | 4.2%       | 4.2%           | 19.8%            | 4.2%            | 1.0%                    | 3.1%              | 11.5%                    | 3.1%  | 35.4% | 2.1% |
|      |                  |        |         | 21.7%              | 6.7%       | 6.7%           | 31.7%            | 6.7%            | 1.7%                    | 5.0%              | 18.3%                    | 5.0%  |       |      |
|      | 10～29人           | 232    | 195     | 42                 | 63         | 18             | 130              | 19              | 2                       | 30                | 26                       | 12    | 37    | 0    |
|      |                  |        | 84.1%   | 18.1%              | 27.2%      | 7.8%           | 56.0%            | 8.2%            | 0.9%                    | 12.9%             | 11.2%                    | 5.2%  | 15.9% | 0.0% |
|      |                  |        |         | 21.5%              | 32.3%      | 9.2%           | 66.7%            | 9.7%            | 2.0%                    | 15.4%             | 13.3%                    | 6.2%  |       |      |
|      | 30～49人           | 79     | 73      | 19                 | 26         | 8              | 48               | 11              | 0                       | 17                | 11                       | 4     | 6     | 0    |
|      |                  |        | 92.4%   | 24.1%              | 32.9%      | 10.1%          | 60.8%            | 13.9%           | 0.0%                    | 21.5%             | 13.9%                    | 5.1%  | 7.6%  | 0.0% |
|      |                  |        |         | 26.0%              | 35.6%      | 11.0%          | 65.8%            | 15.1%           | 0.0%                    | 23.3%             | 15.1%                    | 5.5%  |       |      |
|      | 50～99人           | 62     | 59      | 15                 | 22         | 7              | 47               | 10              | 0                       | 16                | 10                       | 4     | 3     | 0    |
|      |                  |        | 95.2%   | 24.2%              | 35.5%      | 11.3%          | 75.8%            | 16.1%           | 0.0%                    | 25.8%             | 16.1%                    | 6.5%  | 4.8%  | 0.0% |
|      |                  |        |         | 25.4%              | 37.3%      | 11.9%          | 79.7%            | 16.9%           | 0.0%                    | 27.1%             | 16.9%                    | 6.8%  |       |      |
|      | 100～299人         | 26     | 26      | 6                  | 8          | 2              | 22               | 4               | 0                       | 9                 | 2                        | 3     | 0     | 0    |
|      |                  |        | 100.0%  | 23.1%              | 30.8%      | 7.7%           | 84.6%            | 15.4%           | 0.0%                    | 34.6%             | 7.7%                     | 11.5% | 0.0%  | 0.0% |
|      |                  |        |         | 23.1%              | 30.8%      | 7.7%           | 84.6%            | 15.4%           | 0.0%                    | 34.6%             | 7.7%                     | 11.5% |       |      |
|      | 300人以上           | 35     | 35      | 16                 | 15         | 6              | 30               | 8               | 1                       | 15                | 9                        | 4     | 0     | 0    |
|      |                  |        | 100.0%  | 45.7%              | 42.9%      | 17.1%          | 85.7%            | 22.9%           | 2.9%                    | 42.9%             | 25.7%                    | 11.4% | 0.0%  | 0.0% |
|      |                  |        |         | 45.7%              | 42.9%      | 17.1%          | 85.7%            | 22.9%           | 2.9%                    | 42.9%             | 25.7%                    | 11.4% |       |      |
|      | (再掲)<br>10～299人  | 399    | 353     | 82                 | 119        | 35             | 247              | 44              | 2                       | 72                | 49                       | 23    | 46    | 0    |
|      |                  |        | 88.5%   | 20.6%              | 29.8%      | 8.8%           | 61.9%            | 11.0%           | 0.5%                    | 18.0%             | 12.3%                    | 5.8%  | 11.5% | 0.0% |
|      |                  |        |         | 23.2%              | 33.7%      | 9.9%           | 70.0%            | 12.5%           | 0.6%                    | 20.4%             | 13.9%                    | 6.5%  |       |      |
|      | (再掲)<br>30人以上    | 202    | 193     | 56                 | 71         | 23             | 147              | 33              | 1                       | 57                | 32                       | 15    | 9     | 0    |
|      |                  |        | 95.5%   | 27.7%              | 35.1%      | 11.4%          | 72.8%            | 16.3%           | 0.5%                    | 28.2%             | 15.8%                    | 7.4%  | 4.5%  | 0.0% |
|      |                  |        |         | 29.0%              | 36.8%      | 11.9%          | 76.2%            | 17.1%           | 0.5%                    | 29.5%             | 16.6%                    | 7.8%  |       |      |

※その他・・・長期休暇にあわせた取得を促進 等



表12－1 同一労働同一賃金の法改正への対応状況

1段目：事業所数  
2段目：回答事業所数に対する同一労働同一賃金対応状況の割合

(単位：社、%)

|      |                          | 回答<br>事業所数 | すでに<br>対応済み | 一部対応済み | 対応に向けて<br>検討中 | 対応して<br>いない | 無回答  |
|------|--------------------------|------------|-------------|--------|---------------|-------------|------|
| 計    |                          | 530        | 176         | 92     | 123           | 126         | 13   |
|      |                          |            | 33.2%       | 17.4%  | 23.2%         | 23.8%       | 2.5% |
| 産業   | 建設業                      | 57         | 9           | 7      | 12            | 28          | 1    |
|      |                          |            | 15.8%       | 12.3%  | 21.1%         | 49.1%       | 1.8% |
|      | 製造業                      | 104        | 37          | 14     | 26            | 23          | 4    |
|      |                          |            | 35.6%       | 13.5%  | 25.0%         | 22.1%       | 3.8% |
|      | 運輸・通信業、<br>電気・ガス・水道<br>業 | 32         | 9           | 7      | 7             | 8           | 1    |
|      |                          |            | 28.1%       | 21.9%  | 21.9%         | 25.0%       | 3.1% |
| 産業   | 卸売業・小売業                  | 124        | 46          | 18     | 31            | 26          | 3    |
|      |                          |            | 37.1%       | 14.5%  | 25.0%         | 21.0%       | 2.4% |
|      | 金融業・保険業                  | 14         | 4           | 2      | 5             | 3           | 0    |
|      |                          |            | 28.6%       | 14.3%  | 35.7%         | 21.4%       | 0.0% |
|      | サービス業                    | 199        | 71          | 44     | 42            | 38          | 4    |
|      |                          |            | 35.7%       | 22.1%  | 21.1%         | 19.1%       | 2.0% |
| 企業規模 | 9人以下                     | 96         | 31          | 10     | 13            | 37          | 5    |
|      |                          |            | 32.3%       | 10.4%  | 13.5%         | 38.5%       | 5.2% |
|      | 10～29人                   | 232        | 69          | 38     | 57            | 63          | 5    |
|      |                          |            | 29.7%       | 16.4%  | 24.6%         | 27.2%       | 2.2% |
|      | 30～49人                   | 79         | 24          | 17     | 18            | 18          | 2    |
|      |                          |            | 30.4%       | 21.5%  | 22.8%         | 22.8%       | 2.5% |
|      | 50～99人                   | 62         | 24          | 8      | 23            | 6           | 1    |
|      |                          |            | 38.7%       | 12.9%  | 37.1%         | 9.7%        | 1.6% |
|      | 100～299人                 | 26         | 8           | 8      | 8             | 2           | 0    |
|      |                          |            | 30.8%       | 30.8%  | 30.8%         | 7.7%        | 0.0% |
| 企業規模 | 300人以上                   | 35         | 20          | 11     | 4             | 0           | 0    |
|      |                          |            | 57.1%       | 31.4%  | 11.4%         | 0.0%        | 0.0% |
|      | (再掲)<br>10～299人          | 399        | 125         | 71     | 106           | 89          | 8    |
|      |                          |            | 31.3%       | 17.8%  | 26.6%         | 22.3%       | 2.0% |
| 企業規模 | (再掲)<br>30人以上            | 202        | 76          | 44     | 53            | 26          | 3    |
|      |                          |            | 37.6%       | 21.8%  | 26.2%         | 12.9%       | 1.5% |

表12－2 同一労働同一賃金の法改正に対応していない事業所の未対応の理由（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 | 非正規従業員が<br>いない | 処遇改善に伴う費用<br>が<br>確保できない | 法律や制度が<br>理解しづらい | 改善方法が<br>わからない | その他※  |
|------|----------------------|------------|----------------|--------------------------|------------------|----------------|-------|
| 計    |                      | 126        | 73             | 17                       | 18               | 14             | 16    |
|      |                      |            | 57.9%          | 13.5%                    | 14.3%            | 11.1%          | 12.7% |
| 産業   | 建設業                  | 28         | 22             | 1                        | 2                | 2              | 2     |
|      |                      |            | 78.6%          | 3.6%                     | 7.1%             | 7.1%           | 7.1%  |
|      | 製造業                  | 23         | 11             | 2                        | 4                | 2              | 3     |
|      |                      |            | 47.8%          | 8.7%                     | 17.4%            | 8.7%           | 13.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 8          | 8              | 0                        | 0                | 1              | 1     |
|      |                      |            | 100.0%         | 0.0%                     | 0.0%             | 12.5%          | 12.5% |
|      | 卸売業・小売業              | 26         | 14             | 3                        | 6                | 1              | 4     |
|      |                      |            | 53.8%          | 11.5%                    | 23.1%            | 3.8%           | 15.4% |
|      | 金融業・保険業              | 3          | 2              | 1                        | 1                | 1              | 0     |
|      |                      |            | 66.7%          | 33.3%                    | 33.3%            | 33.3%          | 0.0%  |
|      | サービス業                | 38         | 16             | 10                       | 5                | 7              | 6     |
|      |                      |            | 42.1%          | 26.3%                    | 13.2%            | 18.4%          | 15.8% |
| 企業規模 | 9人以下                 | 37         | 20             | 5                        | 5                | 5              | 3     |
|      |                      |            | 54.1%          | 13.5%                    | 13.5%            | 13.5%          | 8.1%  |
|      | 10～29人               | 63         | 40             | 6                        | 9                | 9              | 9     |
|      |                      |            | 63.5%          | 9.5%                     | 14.3%            | 14.3%          | 14.3% |
|      | 30～49人               | 18         | 8              | 4                        | 2                | 0              | 4     |
|      |                      |            | 44.4%          | 22.2%                    | 11.1%            | 0.0%           | 22.2% |
|      | 50～99人               | 6          | 4              | 1                        | 2                | 0              | 0     |
|      |                      |            | 66.7%          | 16.7%                    | 33.3%            | 0.0%           | 0.0%  |
|      | 100～299人             | 2          | 1              | 1                        | 0                | 0              | 0     |
|      |                      |            | 50.0%          | 50.0%                    | 0.0%             | 0.0%           | 0.0%  |
|      | 300人以上               | 0          | 0              | 0                        | 0                | 0              | 0     |
|      |                      |            | -              | -                        | -                | -              | -     |
|      | (再掲)                 | 89         | 53             | 12                       | 13               | 9              | 13    |
|      | 10～299人              |            | 59.6%          | 13.5%                    | 14.6%            | 10.1%          | 14.6% |
|      | (再掲)                 | 26         | 13             | 6                        | 4                | 0              | 4     |
|      | 30人以上                |            | 50.0%          | 23.1%                    | 15.4%            | 0.0%           | 15.4% |

※その他…非正規職員本人の希望、正規職員との賃金格差が小さいため 等

表13 非正規従業員の正規従業員への転換実績

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

(単位:社、%)

|                  |                      | 回答事業<br>所数 | パートタイマー    |                        |            |       | 派遣労働者      |                        |            |       | その他        |                        |            |       |
|------------------|----------------------|------------|------------|------------------------|------------|-------|------------|------------------------|------------|-------|------------|------------------------|------------|-------|
|                  |                      |            | 転換制度<br>あり | 転換した人<br>数(過去3<br>年以内) | 転換制度<br>なし | 無回答   | 転換制度<br>あり | 転換した人<br>数(過去3<br>年以内) | 転換制度<br>なし | 無回答   | 転換制度<br>あり | 転換した人<br>数(過去3<br>年以内) | 転換制度<br>なし | 無回答   |
| 計                |                      | 530        | 155        | 718                    | 312        | 63    | 56         | 71                     | 349        | 125   | 35         | 553                    | 347        | 148   |
|                  |                      |            | 29.2%      |                        | 58.9%      | 11.9% | 10.6%      |                        | 65.8%      | 23.6% | 6.6%       |                        | 65.5%      | 27.9% |
| 産<br>業           | 建設業                  | 57         | 7          | 7                      | 39         | 11    | 6          | 3                      | 38         | 13    | 3          | 5                      | 39         | 15    |
|                  |                      |            | 12.3%      |                        | 68.4%      | 19.3% | 0.0%       |                        | 0.0%       | 0.0%  | 5.3%       |                        | 68.4%      | 26.3% |
|                  | 製造業                  | 104        | 33         | 431                    | 62         | 9     | 13         | 20                     | 71         | 20    | 11         | 507                    | 70         | 23    |
|                  |                      |            | 31.7%      |                        | 59.6%      | 8.7%  | 12.5%      |                        | 68.3%      | 19.2% | 10.6%      |                        | 67.3%      | 22.1% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 7          | 30                     | 24         | 1     | 2          | 2                      | 28         | 2     | 0          | 0                      | 28         | 4     |
|                  |                      |            | 21.9%      |                        | 75.0%      | 3.1%  | 6.3%       |                        | 87.5%      | 6.3%  | 0.0%       |                        | 87.5%      | 12.5% |
|                  | 卸売業・小売業              | 124        | 31         | 56                     | 80         | 13    | 7          | 5                      | 87         | 30    | 4          | 0                      | 85         | 35    |
|                  |                      |            | 25.0%      |                        | 64.5%      | 10.5% | 5.6%       |                        | 70.2%      | 24.2% | 3.2%       |                        | 68.5%      | 28.2% |
|                  | 金融業・保険業              | 14         | 5          | 6                      | 8          | 1     | 2          | 1                      | 10         | 2     | 1          | 10                     | 11         | 2     |
|                  |                      |            | 35.7%      |                        | 57.1%      | 7.1%  | 14.3%      |                        | 71.4%      | 14.3% | 7.1%       |                        | 78.6%      | 14.3% |
|                  | サービス業                | 199        | 72         | 188                    | 99         | 28    | 26         | 40                     | 115        | 58    | 16         | 31                     | 114        | 69    |
|                  |                      |            | 36.2%      |                        | 49.7%      | 14.1% | 13.1%      |                        | 57.8%      | 29.1% | 8.0%       |                        | 57.3%      | 34.7% |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 18         | 22                     | 63         | 15    | 4          | 0                      | 63         | 29    | 4          | 0                      | 61         | 31    |
|                  |                      |            | 18.8%      |                        | 65.6%      | 15.6% | 4.2%       |                        | 65.6%      | 30.2% | 4.2%       |                        | 63.5%      | 32.3% |
|                  | 10～29人               | 232        | 47         | 45                     | 152        | 33    | 21         | 39                     | 156        | 55    | 11         | 9                      | 155        | 66    |
|                  |                      |            | 20.3%      |                        | 65.5%      | 14.2% | 9.1%       |                        | 67.2%      | 23.7% | 4.7%       |                        | 66.8%      | 28.4% |
|                  | 30～49人               | 79         | 25         | 37                     | 45         | 9     | 11         | 6                      | 45         | 23    | 5          | 8                      | 47         | 27    |
|                  |                      |            | 31.6%      |                        | 57.0%      | 11.4% | 13.9%      |                        | 57.0%      | 29.1% | 6.3%       |                        | 59.5%      | 34.2% |
|                  | 50～99人               | 62         | 27         | 75                     | 32         | 3     | 5          | 6                      | 46         | 11    | 5          | 11                     | 44         | 13    |
|                  |                      |            | 43.5%      |                        | 51.6%      | 4.8%  | 8.1%       |                        | 74.2%      | 17.7% | 8.1%       |                        | 71.0%      | 21.0% |
|                  | 100～299人             | 26         | 17         | 51                     | 8          | 1     | 5          | 0                      | 16         | 5     | 2          | 0                      | 20         | 4     |
|                  |                      |            | 65.4%      |                        | 30.8%      | 3.8%  | 19.2%      |                        | 61.5%      | 19.2% | 7.7%       |                        | 76.9%      | 15.4% |
|                  | 300人以上               | 35         | 21         | 488                    | 12         | 2     | 10         | 20                     | 23         | 2     | 8          | 525                    | 20         | 7     |
|                  |                      |            | 60.0%      |                        | 34.3%      | 5.7%  | 28.6%      |                        | 65.7%      | 5.7%  | 22.9%      |                        | 57.1%      | 20.0% |
|                  | (再掲)<br>10～299人      | 399        | 116        | 208                    | 237        | 46    | 42         | 51                     | 263        | 94    | 23         | 28                     | 266        | 110   |
|                  |                      |            | 29.1%      |                        | 59.4%      | 11.5% | 10.5%      |                        | 65.9%      | 23.6% | 5.8%       |                        | 66.7%      | 27.6% |
|                  | (再掲)<br>30人以上        | 202        | 90         | 651                    | 97         | 15    | 31         | 32                     | 130        | 41    | 20         | 544                    | 131        | 51    |
|                  |                      |            | 44.6%      |                        | 48.0%      | 7.4%  | 15.3%      |                        | 64.4%      | 20.3% | 9.9%       |                        | 64.9%      | 25.2% |

表14－1 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2<br>歳)未満 | 子が1歳<br>2ヶ月未<br>満(パ<br>パ・ママ<br>育休プ<br>ラス) | 子が2歳<br>未満 | 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    |                      | 513        | 430      | 226                         | 109                                       | 65         | 25         | 5          | 95                   | 60       | 23    |
|      |                      |            | 83.8%    | 44.1%                       | 21.2%                                     | 12.7%      | 4.9%       | 1.0%       | 18.5%                | 11.7%    | 4.5%  |
|      |                      |            |          | 52.6%                       | 25.3%                                     | 15.1%      | 5.8%       | 1.2%       | 22.1%                |          |       |
| 産業   | 建設業                  | 56         | 46       | 27                          | 11                                        | 6          | 2          | 0          | 8                    | 7        | 3     |
|      |                      |            | 82.1%    | 48.2%                       | 19.6%                                     | 10.7%      | 3.6%       | 0.0%       | 14.3%                | 12.5%    | 5.4%  |
|      |                      |            |          | 58.7%                       | 23.9%                                     | 13.0%      | 4.3%       | 0.0%       | 17.4%                |          |       |
|      | 製造業                  | 101        | 89       | 37                          | 26                                        | 16         | 7          | 3          | 26                   | 10       | 2     |
|      |                      |            | 88.1%    | 36.6%                       | 25.7%                                     | 15.8%      | 6.9%       | 3.0%       | 25.7%                | 9.9%     | 2.0%  |
|      |                      |            |          | 41.6%                       | 29.2%                                     | 18.0%      | 7.9%       | 3.4%       | 29.2%                |          |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 31       | 10                          | 9                                         | 8          | 4          | 0          | 12                   | 1        | 0     |
|      |                      |            | 96.9%    | 31.3%                       | 28.1%                                     | 25.0%      | 12.5%      | 0.0%       | 37.5%                | 3.1%     | 0.0%  |
|      |                      |            |          | 32.3%                       | 29.0%                                     | 25.8%      | 12.9%      | 0.0%       | 38.7%                |          |       |
|      | 卸売業・小売業              | 118        | 93       | 55                          | 21                                        | 11         | 6          | 0          | 17                   | 15       | 10    |
|      |                      |            | 78.8%    | 46.6%                       | 17.8%                                     | 9.3%       | 5.1%       | 0.0%       | 14.4%                | 12.7%    | 8.5%  |
|      |                      |            |          | 59.1%                       | 22.6%                                     | 11.8%      | 6.5%       | 0.0%       | 18.3%                |          |       |
|      | 金融業・保険業              | 14         | 13       | 6                           | 4                                         | 2          | 1          | 0          | 3                    | 0        | 1     |
|      |                      |            | 92.9%    | 42.9%                       | 28.6%                                     | 14.3%      | 7.1%       | 0.0%       | 21.4%                | 0.0%     | 7.1%  |
|      |                      |            |          | 46.2%                       | 30.8%                                     | 15.4%      | 7.7%       | 0.0%       | 23.1%                |          |       |
|      | サービス業                | 192        | 158      | 91                          | 38                                        | 22         | 5          | 2          | 29                   | 27       | 7     |
|      |                      |            | 82.3%    | 47.4%                       | 19.8%                                     | 11.5%      | 2.6%       | 1.0%       | 15.1%                | 14.1%    | 3.6%  |
|      |                      |            |          | 57.6%                       | 24.1%                                     | 13.9%      | 3.2%       | 1.3%       | 18.4%                |          |       |
| 企業規模 | 9人以下                 | 82         | 49       | 33                          | 10                                        | 4          | 1          | 1          | 6                    | 24       | 9     |
|      |                      |            | 59.8%    | 40.2%                       | 12.2%                                     | 4.9%       | 1.2%       | 1.2%       | 7.3%                 | 29.3%    | 11.0% |
|      |                      |            |          | 67.3%                       | 20.4%                                     | 8.2%       | 2.0%       | 2.0%       | 12.2%                |          |       |
|      | 10～29人               | 229        | 187      | 105                         | 39                                        | 29         | 13         | 1          | 43                   | 30       | 12    |
|      |                      |            | 81.7%    | 45.9%                       | 17.0%                                     | 12.7%      | 5.7%       | 0.4%       | 18.8%                | 13.1%    | 5.2%  |
|      |                      |            |          | 56.1%                       | 20.9%                                     | 15.5%      | 7.0%       | 0.5%       | 23.0%                |          |       |
|      | 30～49人               | 79         | 73       | 40                          | 19                                        | 9          | 4          | 1          | 14                   | 5        | 1     |
|      |                      |            | 92.4%    | 50.6%                       | 24.1%                                     | 11.4%      | 5.1%       | 1.3%       | 17.7%                | 6.3%     | 1.3%  |
|      |                      |            |          | 54.8%                       | 26.0%                                     | 12.3%      | 5.5%       | 1.4%       | 19.2%                |          |       |
|      | 50～99人               | 62         | 61       | 26                          | 23                                        | 10         | 1          | 1          | 12                   | 1        | 0     |
|      |                      |            | 98.4%    | 41.9%                       | 37.1%                                     | 16.1%      | 1.6%       | 1.6%       | 19.4%                | 1.6%     | 0.0%  |
|      |                      |            |          | 42.6%                       | 37.7%                                     | 16.4%      | 1.6%       | 1.6%       | 19.7%                |          |       |
|      | 100～299人             | 26         | 26       | 13                          | 8                                         | 5          | 0          | 0          | 5                    | 0        | 0     |
|      |                      |            | 100.0%   | 50.0%                       | 30.8%                                     | 19.2%      | 0.0%       | 0.0%       | 19.2%                | 0.0%     | 0.0%  |
|      |                      |            |          | 50.0%                       | 30.8%                                     | 19.2%      | 0.0%       | 0.0%       | 19.2%                |          |       |
|      | 300人以上               | 35         | 34       | 9                           | 10                                        | 8          | 6          | 1          | 15                   | 0        | 1     |
|      |                      |            | 97.1%    | 25.7%                       | 28.6%                                     | 22.9%      | 17.1%      | 2.9%       | 42.9%                | 0.0%     | 2.9%  |
|      |                      |            |          | 26.5%                       | 29.4%                                     | 23.5%      | 17.6%      | 2.9%       | 44.1%                |          |       |
|      | (再掲)<br>10～299人      | 396        | 347      | 184                         | 89                                        | 53         | 18         | 3          | 74                   | 36       | 13    |
|      |                      |            | 87.6%    | 46.5%                       | 22.5%                                     | 13.4%      | 4.5%       | 0.8%       | 18.7%                | 9.1%     | 3.3%  |
|      |                      |            |          | 53.0%                       | 25.6%                                     | 15.3%      | 5.2%       | 0.9%       | 21.3%                |          |       |
|      | (再掲)<br>30人以上        | 202        | 194      | 88                          | 60                                        | 32         | 11         | 3          | 46                   | 6        | 2     |
|      |                      |            | 96.0%    | 43.6%                       | 29.7%                                     | 15.8%      | 5.4%       | 1.5%       | 22.8%                | 3.0%     | 1.0%  |
|      |                      |            |          | 45.4%                       | 30.9%                                     | 16.5%      | 5.7%       | 1.5%       | 23.7%                |          |       |

表14－2 育児休業制度の有無および利用できる期間（就業規則等による規定）

1段目：事業所数  
2段目：回答事業所数に対する割合  
3段目：育児休業制度規定がある事業所での利用できる期間の割合  
(パートタイム労働者) (単位：社、%)

|      |                      | 回答<br>事業所数 | 規定<br>あり | 子が1歳<br>(特別の<br>場合2<br>歳)未満 | 子が1歳<br>2ヶ月未<br>満(パ<br>パ・ママ<br>育休プ<br>ラス) | 子が2歳<br>未満 | 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    |                      | 351        | 199      | 98                          | 59                                        | 33         | 8          | 1          | 42                   | 81       | 71    |
|      |                      |            | 56.7%    | 27.9%                       | 16.8%                                     | 9.4%       | 2.3%       | 0.3%       | 12.0%                | 23.1%    | 20.2% |
|      |                      |            |          | 49.2%                       | 29.6%                                     | 16.6%      | 4.0%       | 0.5%       | 21.1%                |          |       |
| 産業   | 建設業                  | 28         | 10       | 5                           | 3                                         | 1          | 1          | 0          | 2                    | 8        | 10    |
|      |                      |            | 35.7%    | 17.9%                       | 10.7%                                     | 3.6%       | 3.6%       | 0.0%       | 7.1%                 | 28.6%    | 35.7% |
|      |                      |            |          | 50.0%                       | 30.0%                                     | 10.0%      | 10.0%      | 0.0%       | 20.0%                |          |       |
|      | 製造業                  | 64         | 38       | 20                          | 12                                        | 5          | 1          | 0          | 6                    | 19       | 7     |
|      |                      |            | 59.4%    | 31.3%                       | 18.8%                                     | 7.8%       | 1.6%       | 0.0%       | 9.4%                 | 29.7%    | 10.9% |
|      |                      |            |          | 52.6%                       | 31.6%                                     | 13.2%      | 2.6%       | 0.0%       | 15.8%                |          |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 11         | 8        | 3                           | 2                                         | 3          | 0          | 0          | 3                    | 1        | 2     |
|      |                      |            | 72.7%    | 27.3%                       | 18.2%                                     | 27.3%      | 0.0%       | 0.0%       | 27.3%                | 9.1%     | 18.2% |
|      |                      |            |          | 37.5%                       | 25.0%                                     | 37.5%      | 0.0%       | 0.0%       | 37.5%                |          |       |
|      | 卸売業・小売業              | 80         | 43       | 21                          | 12                                        | 7          | 3          | 0          | 10                   | 18       | 19    |
|      |                      |            | 53.8%    | 26.3%                       | 15.0%                                     | 8.8%       | 3.8%       | 0.0%       | 12.5%                | 22.5%    | 23.8% |
|      |                      |            |          | 48.8%                       | 27.9%                                     | 16.3%      | 7.0%       | 0.0%       | 23.3%                |          |       |
|      | 金融業・保険業              | 4          | 1        | 0                           | 1                                         | 0          | 0          | 0          | 0                    | 1        | 2     |
|      |                      |            | 25.0%    | 0.0%                        | 25.0%                                     | 0.0%       | 0.0%       | 0.0%       | 0.0%                 | 25.0%    | 50.0% |
|      |                      |            |          | 0.0%                        | 100.0%                                    | 0.0%       | 0.0%       | 0.0%       | 0.0%                 |          |       |
|      | サービス業                | 164        | 99       | 49                          | 29                                        | 17         | 3          | 1          | 21                   | 34       | 31    |
|      |                      |            | 60.4%    | 29.9%                       | 17.7%                                     | 10.4%      | 1.8%       | 0.6%       | 12.8%                | 20.7%    | 18.9% |
|      |                      |            |          | 49.5%                       | 29.3%                                     | 17.2%      | 3.0%       | 1.0%       | 21.2%                |          |       |
| 企業規模 | 9人以下                 | 48         | 16       | 7                           | 5                                         | 4          | 0          | 0          | 4                    | 19       | 13    |
|      |                      |            | 33.3%    | 14.6%                       | 10.4%                                     | 8.3%       | 0.0%       | 0.0%       | 8.3%                 | 39.6%    | 27.1% |
|      |                      |            |          | 43.8%                       | 31.3%                                     | 25.0%      | 0.0%       | 0.0%       | 25.0%                |          |       |
|      | 10～29人               | 143        | 69       | 37                          | 16                                        | 13         | 3          | 0          | 16                   | 41       | 33    |
|      |                      |            | 48.3%    | 25.9%                       | 11.2%                                     | 9.1%       | 2.1%       | 0.0%       | 11.2%                | 28.7%    | 23.1% |
|      |                      |            |          | 53.6%                       | 23.2%                                     | 18.8%      | 4.3%       | 0.0%       | 23.2%                |          |       |
|      | 30～49人               | 64         | 40       | 21                          | 13                                        | 3          | 2          | 1          | 6                    | 14       | 10    |
|      |                      |            | 62.5%    | 32.8%                       | 20.3%                                     | 4.7%       | 3.1%       | 1.6%       | 9.4%                 | 21.9%    | 15.6% |
|      |                      |            |          | 52.5%                       | 32.5%                                     | 7.5%       | 5.0%       | 2.5%       | 15.0%                |          |       |
|      | 50～99人               | 49         | 32       | 15                          | 10                                        | 6          | 1          | 0          | 7                    | 5        | 12    |
|      |                      |            | 65.3%    | 30.6%                       | 20.4%                                     | 12.2%      | 2.0%       | 0.0%       | 14.3%                | 10.2%    | 24.5% |
|      |                      |            |          | 46.9%                       | 31.3%                                     | 18.8%      | 3.1%       | 0.0%       | 21.9%                |          |       |
|      | 100～299人             | 21         | 18       | 10                          | 5                                         | 3          | 0          | 0          | 3                    | 2        | 1     |
|      |                      |            | 85.7%    | 47.6%                       | 23.8%                                     | 14.3%      | 0.0%       | 0.0%       | 14.3%                | 9.5%     | 4.8%  |
|      |                      |            |          | 55.6%                       | 27.8%                                     | 16.7%      | 0.0%       | 0.0%       | 16.7%                |          |       |
|      | 300人以上               | 26         | 24       | 8                           | 10                                        | 4          | 2          | 0          | 6                    | 0        | 2     |
|      |                      |            | 92.3%    | 30.8%                       | 38.5%                                     | 15.4%      | 7.7%       | 0.0%       | 23.1%                | 0.0%     | 7.7%  |
|      |                      |            |          | 33.3%                       | 41.7%                                     | 16.7%      | 8.3%       | 0.0%       | 25.0%                |          |       |
|      | (再掲)<br>10～299人      | 277        | 159      | 83                          | 44                                        | 25         | 6          | 1          | 32                   | 62       | 56    |
|      |                      |            | 57.4%    | 30.0%                       | 15.9%                                     | 9.0%       | 2.2%       | 0.4%       | 11.6%                | 22.4%    | 20.2% |
|      |                      |            |          | 52.2%                       | 27.7%                                     | 15.7%      | 3.8%       | 0.6%       | 20.1%                |          |       |
|      | (再掲)<br>30人以上        | 160        | 114      | 54                          | 38                                        | 16         | 5          | 1          | 22                   | 21       | 25    |
|      |                      |            | 71.3%    | 33.8%                       | 23.8%                                     | 10.0%      | 3.1%       | 0.6%       | 13.8%                | 13.1%    | 15.6% |
|      |                      |            |          | 47.4%                       | 33.3%                                     | 14.0%      | 4.4%       | 0.9%       | 19.3%                |          |       |

表15 育児休業の取得状況(令和元年度中に出産した者又は配偶者が出産した者のうち、令和2年7月31日までに育児休業を開始した者(開始予定の申し出をしている者を含む)の割合)

1段目:事業所数または出産者、育児休業取得者、育児休暇取得者人数

2段目:出産者人数に対する割合

(単位:社、人、%)

|         |                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 男 性         |     |     |            |      |       |                 |     |       | 女 性       |     |     |            |        |        |                 |        |       |
|---------|----------------------|--------------------|---------------------|-------------|-----|-----|------------|------|-------|-----------------|-----|-------|-----------|-----|-----|------------|--------|--------|-----------------|--------|-------|
|         |                      |                    |                     | (配偶者が)出産した者 |     |     | 育児休業を開始した者 |      |       | 育児休業以外の休暇を取得した者 |     |       | 出 産 し た 者 |     |     | 育児休業を開始した者 |        |        | 育児休業以外の休暇を取得した者 |        |       |
|         |                      |                    |                     | 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       |                      | 513                | 351                 | 854         | 7   | 861 | 79         | 0    | 79    | 282             | 0   | 282   | 505       | 68  | 573 | 495        | 62     | 557    | 21              | 6      | 27    |
|         |                      |                    |                     |             |     |     | 9.3%       | 0.0% | 9.2%  | 33.0%           | －   | 32.8% |           |     |     | 98.0%      | 91.2%  | 97.2%  | 4.2%            | 8.8%   | 4.7%  |
| 産 業     | 建設業                  | 56                 | 28                  | 23          | 0   | 23  | 3          | 0    | 3     | 14              | 0   | 14    | 8         | 0   | 8   | 7          | 0      | 7      | 1               | 0      | 1     |
|         |                      |                    |                     |             |     |     | 13.0%      | －    | 13.0% | 60.9%           | －   | 60.9% |           |     |     | 87.5%      | 0.0%   | 87.5%  | 12.5%           | 0.0%   | 12.5% |
|         | 製造業                  | 101                | 64                  | 452         | 7   | 459 | 46         | 0    | 46    | 211             | 0   | 211   | 86        | 13  | 99  | 85         | 12     | 97     | 9               | 2      | 11    |
|         |                      |                    |                     |             |     |     | 10.2%      | －    | 10.0% | 46.7%           | －   | 46.0% |           |     |     | 98.8%      | 92.3%  | 98.0%  | 10.5%           | 15.4%  | 11.1% |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 32                 | 11                  | 234         | 0   | 234 | 17         | 0    | 17    | 10              | 0   | 10    | 47        | 0   | 47  | 47         | 0      | 47     | 1               | 0      | 1     |
|         |                      |                    |                     |             |     |     | 7.3%       | －    | 7.3%  | 4.3%            | －   | 4.3%  |           |     |     | 100.0%     | 0.0%   | 100.0% | 2.1%            | 0.0%   | 2.1%  |
|         | 卸売業・小売業              | 118                | 80                  | 19          | 0   | 19  | 0          | 0    | 0     | 7               | 0   | 7     | 28        | 6   | 34  | 25         | 6      | 31     | 1               | 2      | 3     |
|         |                      |                    |                     |             |     |     | 0.0%       | －    | 0.0%  | 36.8%           | －   | 36.8% |           |     |     | 89.3%      | 100.0% | 91.2%  | 3.6%            | 33.3%  | 8.8%  |
|         | 金融業・保険業              | 14                 | 4                   | 7           | 0   | 7   | 1          | 0    | 1     | 1               | 0   | 1     | 4         | 0   | 4   | 4          | 0      | 4      | 1               | 0      | 1     |
|         |                      |                    |                     |             |     |     | 14.3%      | －    | 14.3% | 14.3%           | －   | 14.3% |           |     |     | 100.0%     | 0.0%   | 100.0% | 25.0%           | 0.0%   | 25.0% |
|         | サービス業                | 192                | 164                 | 119         | 0   | 119 | 12         | 0    | 12    | 39              | 0   | 39    | 332       | 49  | 381 | 327        | 44     | 371    | 8               | 2      | 10    |
|         |                      |                    |                     |             |     |     | 10.1%      | －    | 10.1% | 32.8%           | －   | 32.8% |           |     |     | 98.5%      | 89.8%  | 97.4%  | 2.4%            | 4.1%   | 2.6%  |
| 企 業 規 模 | 9人以下                 | 82                 | 48                  | 4           | 0   | 4   | 1          | 0    | 1     | 0               | 0   | 0     | 7         | 1   | 8   | 6          | 1      | 7      | 0               | 0      | 0     |
|         |                      |                    |                     |             |     |     | 25.0%      | －    | 25.0% | 0.0%            | －   | 0.0%  |           |     |     | 85.7%      | 100.0% | 87.5%  | 0.0%            | 0.0%   | 0.0%  |
|         | 10～29人               | 229                | 143                 | 32          | 0   | 32  | 9          | 0    | 9     | 15              | 0   | 15    | 33        | 9   | 42  | 30         | 9      | 39     | 5               | 2      | 7     |
|         |                      |                    |                     |             |     |     | 28.1%      | －    | 28.1% | 46.9%           | －   | 46.9% |           |     |     | 90.9%      | 100.0% | 92.9%  | 15.2%           | 22.2%  | 16.7% |
|         | 30～49人               | 79                 | 64                  | 14          | 0   | 14  | 2          | 0    | 2     | 5               | 0   | 5     | 33        | 3   | 36  | 33         | 3      | 36     | 7               | 3      | 10    |
|         |                      |                    |                     |             |     |     | 14.3%      | －    | 14.3% | 35.7%           | －   | 35.7% |           |     |     | 100.0%     | 100.0% | 100.0% | 21.2%           | 100.0% | 27.8% |
|         | 50～99人               | 62                 | 49                  | 34          | 0   | 34  | 5          | 0    | 5     | 17              | 0   | 17    | 31        | 10  | 41  | 29         | 9      | 38     | 2               | 0      | 2     |
|         |                      |                    |                     |             |     |     | 14.7%      | －    | 14.7% | 50.0%           | －   | 50.0% |           |     |     | 93.5%      | 90.0%  | 92.7%  | 6.5%            | 0.0%   | 4.9%  |
|         | 100～299人             | 26                 | 21                  | 19          | 0   | 19  | 1          | 0    | 1     | 6               | 0   | 6     | 40        | 11  | 51  | 39         | 11     | 50     | 1               | 0      | 1     |
|         |                      |                    |                     |             |     |     | 5.3%       | －    | 5.3%  | 31.6%           | －   | 31.6% |           |     |     | 97.5%      | 100.0% | 98.0%  | 2.5%            | 0.0%   | 2.0%  |
|         | 300人以上               | 35                 | 26                  | 751         | 7   | 758 | 61         | 0    | 61    | 239             | 0   | 239   | 361       | 34  | 395 | 358        | 29     | 387    | 6               | 1      | 7     |
|         |                      |                    |                     |             |     |     | 8.1%       | －    | 8.0%  | 31.8%           | －   | 31.5% |           |     |     | 99.2%      | 85.3%  | 98.0%  | 1.7%            | 2.9%   | 1.8%  |
|         | (再掲)<br>10～299人      | 396                | 277                 | 99          | 0   | 99  | 17         | 0    | 17    | 43              | 0   | 43    | 137       | 33  | 170 | 131        | 32     | 163    | 15              | 5      | 20    |
|         |                      |                    |                     |             |     |     | 17.2%      | －    | 17.2% | 43.4%           | －   | 43.4% |           |     |     | 95.6%      | 97.0%  | 95.9%  | 10.9%           | 15.2%  | 11.8% |
|         | (再掲)<br>30人以上        | 202                | 160                 | 818         | 7   | 825 | 69         | 0    | 69    | 267             | 0   | 267   | 465       | 58  | 523 | 459        | 52     | 511    | 16              | 4      | 20    |
|         |                      |                    |                     |             |     |     | 8.4%       | －    | 8.4%  | 32.6%           | －   | 32.4% |           |     |     | 98.7%      | 89.7%  | 97.7%  | 3.4%            | 6.9%   | 3.8%  |



表16-1 育児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

(男女計) (単位:社、人、%)

|                 |                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 合 計                 |      |       |       |       |      |       |       |       |       |       |       |      |      | 正 規 従 業 員           |       |       |       |      |       |       |       |       |       |       |      | パ ー ト タ イ ム 労 働 者   |      |      |      |       |      |       |       |       |       |       |      |      |
|-----------------|----------------------|--------------------|---------------------|---------------------|------|-------|-------|-------|------|-------|-------|-------|-------|-------|-------|------|------|---------------------|-------|-------|-------|------|-------|-------|-------|-------|-------|-------|------|---------------------|------|------|------|-------|------|-------|-------|-------|-------|-------|------|------|
|                 |                      |                    |                     | 育児<br>休業<br>取得<br>者 |      |       |       |       |      |       |       |       |       |       |       |      |      | 育児<br>休業<br>取得<br>者 |       |       |       |      |       |       |       |       |       |       |      | 育児<br>休業<br>取得<br>者 |      |      |      |       |      |       |       |       |       |       |      |      |
|                 |                      |                    |                     |                     |      |       |       |       |      |       |       |       |       |       |       |      |      |                     |       |       |       |      |       |       |       |       |       |       |      |                     |      |      |      |       |      |       |       |       |       |       |      |      |
| 計               |                      | 513                | 351                 | 427                 | 4    | 35    | 9     | 7     | 10   | 15    | 39    | 166   | 107   | 28    | 7     | 0    | 381  | 4                   | 35    | 9     | 4     | 10   | 15    | 32    | 147   | 95    | 23    | 7     | 0    | 46                  | 0    | 0    | 0    | 3     | 0    | 0     | 7     | 19    | 12    | 5     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.9% | 8.2%  | 2.1%  | 1.6%  | 2.3% | 3.5%  | 9.1%  | 38.9% | 25.1% | 6.6%  | 1.6%  | 0.0% |      | 1.0%                | 9.2%  | 2.4%  | 1.0%  | 2.6% | 3.9%  | 8.4%  | 38.6% | 24.9% | 6.0%  | 1.8%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 6.5%  | 0.0% | 0.0%  | 15.2% | 41.3% | 26.1% | 10.9% | 0.0% | 0.0% |
| 産 業             | 建設業                  | 56                 | 28                  | 6                   | 0    | 1     | 1     | 1     | 0    | 1     | 0     | 2     | 0     | 0     | 0     | 0    | 6    | 0                   | 1     | 1     | 1     | 0    | 1     | 0     | 2     | 0     | 0     | 0     | 0    | 0                   | 0    | 0    | 0    | 0     | 0    | 0     | 0     | 0     | 0     | 0     | 0    |      |
|                 |                      |                    |                     |                     | 0.0% | 16.7% | 16.7% | 16.7% | 0.0% | 16.7% | 0.0%  | 33.3% | 0.0%  | 0.0%  | 0.0%  | 0.0% |      | 0.0%                | 16.7% | 16.7% | 16.7% | 0.0% | 16.7% | 0.0%  | 33.3% | 0.0%  | 0.0%  | 0.0%  | 0.0% |                     | —    | —    | —    | —     | —    | —     | —     | —     | —     | —     | —    |      |
|                 | 製造業                  | 101                | 64                  | 104                 | 3    | 25    | 2     | 3     | 3    | 3     | 3     | 21    | 34    | 6     | 1     | 0    | 97   | 3                   | 25    | 2     | 2     | 3    | 3     | 2     | 20    | 32    | 4     | 1     | 0    | 7                   | 0    | 0    | 0    | 1     | 0    | 0     | 1     | 1     | 2     | 2     | 0    | 0    |
|                 |                      |                    |                     |                     | 2.9% | 24.0% | 1.9%  | 2.9%  | 2.9% | 2.9%  | 2.9%  | 20.2% | 32.7% | 5.8%  | 1.0%  | 0.0% |      | 3.1%                | 25.8% | 2.1%  | 2.1%  | 3.1% | 3.1%  | 2.1%  | 20.6% | 33.0% | 4.1%  | 1.0%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 14.3% | 0.0% | 0.0%  | 14.3% | 14.3% | 28.6% | 28.6% | 0.0% | 0.0% |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32                 | 11                  | 16                  | 1    | 4     | 1     | 0     | 1    | 2     | 2     | 0     | 3     | 0     | 2     | 0    | 16   | 1                   | 4     | 1     | 0     | 1    | 2     | 2     | 0     | 3     | 0     | 2     | 0    | 0                   | 0    | 0    | 0    | 0     | 0    | 0     | 0     | 0     | 0     | 0     | 0    |      |
|                 |                      |                    |                     |                     | 6.3% | 25.0% | 6.3%  | 0.0%  | 6.3% | 12.5% | 12.5% | 0.0%  | 18.8% | 0.0%  | 12.5% | 0.0% |      | 6.3%                | 25.0% | 6.3%  | 0.0%  | 6.3% | 12.5% | 12.5% | 0.0%  | 18.8% | 0.0%  | 12.5% | 0.0% |                     | —    | —    | —    | —     | —    | —     | —     | —     | —     | —     | —    |      |
|                 | 卸売業・小売業              | 118                | 80                  | 14                  | 0    | 1     | 1     | 0     | 0    | 0     | 0     | 2     | 6     | 4     | 0     | 0    | 0    | 12                  | 0     | 1     | 1     | 0    | 0     | 0     | 1     | 5     | 4     | 0     | 0    | 0                   | 2    | 0    | 0    | 0     | 0    | 0     | 1     | 1     | 0     | 0     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.0% | 7.1%  | 7.1%  | 0.0%  | 0.0% | 0.0%  | 0.0%  | 14.3% | 42.9% | 28.6% | 0.0%  | 0.0% | 0.0% |                     | 0.0%  | 8.3%  | 8.3%  | 0.0% | 0.0%  | 0.0%  | 8.3%  | 41.7% | 33.3% | 0.0%  | 0.0% | 0.0%                |      | 0.0% | 0.0% | 0.0%  | 0.0% | 0.0%  | 50.0% | 50.0% | 0.0%  | 0.0%  | 0.0% | 0.0% |
|                 | 金融業・保険業              | 14                 | 4                   | 4                   | 0    | 0     | 0     | 0     | 0    | 0     | 0     | 0     | 2     | 2     | 0     | 0    | 0    | 4                   | 0     | 0     | 0     | 0    | 0     | 0     | 2     | 2     | 0     | 0     | 0    | 0                   | 0    | 0    | 0    | 0     | 0    | 0     | 0     | 0     | 0     | 0     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.0% | 0.0%  | 0.0%  | 0.0%  | 0.0% | 0.0%  | 0.0%  | 50.0% | 50.0% | 0.0%  | 0.0%  | 0.0% |      | 0.0%                | 0.0%  | 0.0%  | 0.0%  | 0.0% | 0.0%  | 0.0%  | 50.0% | 50.0% | 0.0%  | 0.0%  | 0.0% |                     | —    | —    | —    | —     | —    | —     | —     | —     | —     | —     | —    | —    |
|                 | サービス業                | 192                | 164                 | 283                 | 0    | 4     | 4     | 3     | 6    | 9     | 32    | 135   | 64    | 22    | 4     | 0    | 246  | 0                   | 4     | 4     | 1     | 6    | 9     | 27    | 118   | 54    | 19    | 4     | 0    | 37                  | 0    | 0    | 0    | 2     | 0    | 0     | 5     | 17    | 10    | 3     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.0% | 1.4%  | 1.4%  | 1.1%  | 2.1% | 3.2%  | 11.3% | 47.7% | 22.6% | 7.8%  | 1.4%  | 0.0% |      | 0.0%                | 1.6%  | 1.6%  | 0.4%  | 2.4% | 3.7%  | 11.0% | 48.0% | 22.0% | 7.7%  | 1.6%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 5.4%  | 0.0% | 0.0%  | 13.5% | 45.9% | 27.0% | 8.1%  | 0.0% | 0.0% |
| 企 業 規 模         | 9人以下                 | 82                 | 48                  | 5                   | 0    | 0     | 0     | 0     | 0    | 0     | 0     | 3     | 1     | 1     | 0     | 0    | 5    | 0                   | 0     | 0     | 0     | 0    | 0     | 3     | 1     | 1     | 0     | 0     | 0    | 0                   | 0    | 0    | 0    | 0     | 0    | 0     | 0     | 0     | 0     | 0     | 0    |      |
|                 |                      |                    |                     |                     | 0.0% | 0.0%  | 0.0%  | 0.0%  | 0.0% | 0.0%  | 0.0%  | 60.0% | 20.0% | 20.0% | 0.0%  | 0.0% |      | 0.0%                | 0.0%  | 0.0%  | 0.0%  | 0.0% | 0.0%  | 0.0%  | 60.0% | 20.0% | 20.0% | 0.0%  | 0.0% |                     | —    | —    | —    | —     | —    | —     | —     | —     | —     | —     | —    | —    |
|                 | 10～29人               | 229                | 143                 | 29                  | 0    | 7     | 1     | 0     | 2    | 2     | 2     | 8     | 7     | 0     | 0     | 0    | 24   | 0                   | 7     | 1     | 0     | 2    | 2     | 2     | 5     | 5     | 0     | 0     | 0    | 5                   | 0    | 0    | 0    | 0     | 0    | 0     | 3     | 2     | 0     | 0     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.0% | 24.1% | 3.4%  | 0.0%  | 6.9% | 6.9%  | 6.9%  | 27.6% | 24.1% | 0.0%  | 0.0%  | 0.0% |      | 0.0%                | 29.2% | 4.2%  | 0.0%  | 8.3% | 8.3%  | 8.3%  | 20.8% | 20.8% | 0.0%  | 0.0%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 0.0%  | 0.0% | 60.0% | 40.0% | 0.0%  | 0.0%  | 0.0%  | 0.0% |      |
|                 | 30～49人               | 79                 | 64                  | 24                  | 0    | 0     | 0     | 1     | 0    | 3     | 5     | 11    | 1     | 2     | 1     | 0    | 16   | 0                   | 0     | 0     | 0     | 0    | 3     | 1     | 9     | 1     | 1     | 1     | 0    | 8                   | 0    | 0    | 0    | 1     | 0    | 0     | 4     | 2     | 0     | 1     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.0% | 0.0%  | 0.0%  | 4.2%  | 0.0% | 12.5% | 20.8% | 45.8% | 4.2%  | 8.3%  | 4.2%  | 0.0% |      | 0.0%                | 0.0%  | 0.0%  | 0.0%  | 0.0% | 18.8% | 6.3%  | 56.3% | 6.3%  | 6.3%  | 6.3%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 12.5% | 0.0% | 0.0%  | 50.0% | 25.0% | 0.0%  | 12.5% | 0.0% | 0.0% |
|                 | 50～99人               | 62                 | 49                  | 35                  | 0    | 4     | 2     | 2     | 2    | 3     | 1     | 6     | 11    | 4     | 0     | 0    | 30   | 0                   | 4     | 2     | 1     | 2    | 3     | 1     | 5     | 10    | 2     | 0     | 0    | 5                   | 0    | 0    | 0    | 1     | 0    | 0     | 0     | 1     | 1     | 2     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.0% | 11.4% | 5.7%  | 5.7%  | 5.7% | 8.6%  | 2.9%  | 17.1% | 31.4% | 11.4% | 0.0%  | 0.0% |      | 0.0%                | 13.3% | 6.7%  | 3.3%  | 6.7% | 10.0% | 3.3%  | 16.7% | 33.3% | 6.7%  | 0.0%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 20.0% | 0.0% | 0.0%  | 0.0%  | 20.0% | 20.0% | 40.0% | 0.0% | 0.0% |
|                 | 100～299人             | 26                 | 21                  | 33                  | 0    | 1     | 1     | 0     | 1    | 0     | 3     | 8     | 19    | 0     | 0     | 0    | 28   | 0                   | 1     | 1     | 0     | 1    | 0     | 2     | 7     | 16    | 0     | 0     | 0    | 5                   | 0    | 0    | 0    | 0     | 0    | 0     | 1     | 1     | 3     | 0     | 0    | 0    |
|                 |                      |                    |                     |                     | 0.0% | 3.0%  | 3.0%  | 0.0%  | 3.0% | 0.0%  | 9.1%  | 24.2% | 57.6% | 0.0%  | 0.0%  | 0.0% |      | 0.0%                | 3.6%  | 3.6%  | 0.0%  | 3.6% | 0.0%  | 7.1%  | 25.0% | 57.1% | 0.0%  | 0.0%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 0.0%  | 0.0% | 20.0% | 20.0% | 60.0% | 0.0%  | 0.0%  | 0.0% |      |
|                 | 300人以上               | 35                 | 26                  | 301                 | 4    | 23    | 5     | 4     | 5    | 7     | 28    | 130   | 68    | 21    | 6     | 0    | 278  | 4                   | 23    | 5     | 3     | 5    | 7     | 26    | 118   | 62    | 19    | 6     | 0    | 23                  | 0    | 0    | 0    | 1     | 0    | 0     | 2     | 12    | 6     | 2     | 0    | 0    |
|                 |                      |                    |                     |                     | 1.3% | 7.6%  | 1.7%  | 1.3%  | 1.7% | 2.3%  | 9.3%  | 43.2% | 22.6% | 7.0%  | 2.0%  | 0.0% |      | 1.4%                | 8.3%  | 1.8%  | 1.1%  | 1.8% | 2.5%  | 9.4%  | 42.4% | 22.3% | 6.8%  | 2.2%  | 0.0% |                     | 0.0% | 0.0% | 0.0% | 4.3%  | 0.0% | 0.0%  | 8.7%  | 52.2% | 26.1% | 8.7%  | 0.0% | 0.0% |
| (再掲)<br>10～299人 | 396                  | 277                | 121                 | 0                   | 12   | 4     | 3     | 5     | 8    | 11    | 33    | 38    | 6     | 1     | 0     | 98   | 0    | 12                  | 4     | 1     | 5     | 8    | 6     | 26    | 32    | 3     | 1     | 0     | 23   | 0                   | 0    | 0    | 2    | 0     | 0    | 5     | 7     | 6     | 3     | 0     | 0    |      |
|                 |                      |                    |                     | 0.0%                | 9.9% | 3.3%  | 2.5%  | 4.1%  | 6.6% | 9.1%  | 27.3% | 31.4% | 5.0%  | 0.8%  | 0.0%  |      | 0.0% | 12.2%               | 4.1%  | 1.0%  | 5.1%  | 8.2% | 6.1%  | 26.5% | 32.7% | 3.1%  | 1.0%  | 0.0%  |      | 0.0%                | 0.0% | 0.0% | 8.7% | 0.0%  | 0.0% | 21.7% | 30.4% | 26.1% | 13.0% | 0.0%  | 0.0% |      |
| (再掲)<br>30人以上   | 202                  | 160                | 393                 | 4                   | 28   | 8     | 7     | 8     | 13   | 37    | 155   | 99    | 27    | 7     | 0     | 352  | 4    | 28                  | 8     | 4     | 8     | 13   | 30    | 139   | 89    | 22    | 7     | 0     | 41   | 0                   | 0    | 0    | 3    | 0     | 0    | 7     | 16    | 10    | 5     | 0     | 0    |      |
|                 |                      |                    |                     | 1.0%                | 7.1% | 2.0%  | 1.8%  | 2.0%  | 3.3% | 9.4%  | 39.4% | 25.2% | 6.9%  | 1.8%  | 0.0%  |      | 1.1% | 8.0%                | 2.3%  | 1.1%  | 2.3%  | 3.7% | 8.5%  | 39.5% | 25.3% | 6.3%  | 2.0%  | 0.0%  |      | 0.0%                | 0.0% | 0.0% | 7.3% | 0.0%  | 0.0% | 17.1% | 39.0% | 24.4% | 12.2% | 0.0%  | 0.0% |      |





表16－3 育児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

(女性) (単位:社、人、%)

|                 |                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 合 計             |          |            |                 |                 |                 |                 |                  |                   |                   |                   |                   |            |                 | 正 規 従 業 員 |            |                 |                 |                 |                 |                  |                   |                   |                   |                   |            | パ ー ト タ イ ム 労 働 者 |          |            |                 |                 |                 |                 |                  |                   |                   |                   |                   |            |      |      |      |   |
|-----------------|----------------------|--------------------|---------------------|-----------------|----------|------------|-----------------|-----------------|-----------------|-----------------|------------------|-------------------|-------------------|-------------------|-------------------|------------|-----------------|-----------|------------|-----------------|-----------------|-----------------|-----------------|------------------|-------------------|-------------------|-------------------|-------------------|------------|-------------------|----------|------------|-----------------|-----------------|-----------------|-----------------|------------------|-------------------|-------------------|-------------------|-------------------|------------|------|------|------|---|
|                 |                      |                    |                     |                 |          |            |                 |                 |                 |                 |                  |                   |                   |                   |                   |            |                 |           |            |                 |                 |                 |                 |                  |                   |                   |                   |                   |            |                   |          |            |                 |                 |                 |                 |                  |                   |                   |                   |                   |            |      |      |      |   |
|                 |                      |                    |                     | 育児<br>休業<br>取得者 | 5日<br>未満 | 5日～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～<br>3ヵ月<br>未満 | 3～<br>6ヵ月<br>未満 | 6～<br>8ヵ月<br>未満 | 8～<br>10ヵ月<br>未満 | 10～<br>12ヵ月<br>未満 | 12～<br>18ヵ月<br>未満 | 18～<br>24ヵ月<br>未満 | 24～<br>36ヵ月<br>未満 | 36ヵ月<br>以上 | 育児<br>休業<br>取得者 | 5日<br>未満  | 5日～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～<br>3ヵ月<br>未満 | 3～<br>6ヵ月<br>未満 | 6～<br>8ヵ月<br>未満 | 8～<br>10ヵ月<br>未満 | 10～<br>12ヵ月<br>未満 | 12～<br>18ヵ月<br>未満 | 18～<br>24ヵ月<br>未満 | 24～<br>36ヵ月<br>未満 | 36ヵ月<br>以上 | 育児<br>休業<br>取得者   | 5日<br>未満 | 5日～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～<br>3ヵ月<br>未満 | 3～<br>6ヵ月<br>未満 | 6～<br>8ヵ月<br>未満 | 8～<br>10ヵ月<br>未満 | 10～<br>12ヵ月<br>未満 | 12～<br>18ヵ月<br>未満 | 18～<br>24ヵ月<br>未満 | 24～<br>36ヵ月<br>未満 | 36ヵ月<br>以上 |      |      |      |   |
| 計               | 478                  | 332                | 381                 | 0               | 4        | 3          | 5               | 7               | 15              | 39              | 166              | 107               | 28                | 7                 | 0                 | 335        | 0               | 4         | 3          | 2               | 7               | 15              | 32              | 147              | 95                | 23                | 7                 | 0                 | 46         | 0                 | 0        | 0          | 3               | 0               | 0               | 7               | 19               | 12                | 5                 | 0                 | 0                 |            |      |      |      |   |
|                 |                      |                    |                     | 0.0%            | 1.0%     | 0.8%       | 1.3%            | 1.8%            | 3.9%            | 10.2%           | 43.6%            | 28.1%             | 7.3%              | 1.8%              | 0.0%              |            | 0.0%            | 1.2%      | 0.9%       | 0.6%            | 2.1%            | 4.5%            | 9.6%            | 43.9%            | 28.4%             | 6.9%              | 2.1%              | 0.0%              |            | 0.0%              | 0.0%     | 0.0%       | 6.5%            | 0.0%            | 0.0%            | 15.2%           | 41.3%            | 26.1%             | 10.9%             | 0.0%              | 0.0%              |            |      |      |      |   |
| 産 業             | 建設業                  | 52                 | 23                  | 4               | 0        | 0          | 0               | 1               | 0               | 1               | 0                | 2                 | 0                 | 0                 | 0                 | 4          | 0               | 0         | 0          | 1               | 0               | 1               | 0               | 2                | 0                 | 0                 | 0                 | 0                 | 0          | 0                 | 0        | 0          | 0               | 0               | 0               | 0               | 0                | 0                 | 0                 | 0                 | 0                 | 0          |      |      |      |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 0.0%            | 25.0%           | 0.0%            | 25.0%           | 0.0%             | 50.0%             | 0.0%              | 0.0%              | 0.0%              | 0.0%       |                 | 0.0%      | 0.0%       | 0.0%            | 25.0%           | 0.0%            | 25.0%           | 0.0%             | 50.0%             | 0.0%              | 0.0%              | 0.0%              | 0.0%       |                   | —        | —          | —               | —               | —               | —               | —                | —                 | —                 | —                 | —                 | —          | —    |      |      |   |
|                 | 製造業                  | 95                 | 58                  | 72              | 0        | 3          | 0               | 1               | 0               | 3               | 3                | 21                | 34                | 6                 | 1                 | 0          | 65              | 0         | 3          | 0               | 0               | 0               | 3               | 2                | 20                | 32                | 4                 | 1                 | 0          | 7                 | 0        | 0          | 0               | 1               | 0               | 0               | 1                | 1                 | 2                 | 2                 | 0                 | 0          | 0    |      |      |   |
|                 |                      |                    |                     |                 | 0.0%     | 4.2%       | 0.0%            | 1.4%            | 0.0%            | 4.2%            | 4.2%             | 29.2%             | 47.2%             | 8.3%              | 1.4%              | 0.0%       |                 | 0.0%      | 4.6%       | 0.0%            | 0.0%            | 0.0%            | 4.6%            | 3.1%             | 30.8%             | 49.2%             | 6.2%              | 1.5%              | 0.0%       |                   | 0.0%     | 0.0%       | 0.0%            | 14.3%           | 0.0%            | 0.0%            | 14.3%            | 14.3%             | 28.6%             | 28.6%             | 0.0%              | 0.0%       |      |      |      |   |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 28                 | 11                  | 10              | 0        | 0          | 0               | 0               | 1               | 2               | 2                | 0                 | 3                 | 0                 | 2                 | 0          | 10              | 0         | 0          | 0               | 0               | 1               | 2               | 2                | 0                 | 3                 | 0                 | 2                 | 0          | 0                 | 0        | 0          | 0               | 0               | 0               | 0               | 0                | 0                 | 0                 | 0                 | 0                 | 0          | 0    | 0    |      |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 0.0%            | 0.0%            | 10.0%           | 20.0%           | 20.0%            | 0.0%              | 30.0%             | 0.0%              | 20.0%             | 0.0%       |                 | 0.0%      | 0.0%       | 0.0%            | 0.0%            | 10.0%           | 20.0%           | 20.0%            | 0.0%              | 30.0%             | 0.0%              | 20.0%             | 0.0%       |                   | —        | —          | —               | —               | —               | —               | —                | —                 | —                 | —                 | —                 | —          | —    | —    |      |   |
|                 | 卸売業・小売業              | 109                | 76                  | 13              | 0        | 0          | 1               | 0               | 0               | 0               | 0                | 2                 | 6                 | 4                 | 0                 | 0          | 11              | 0         | 0          | 1               | 0               | 0               | 0               | 1                | 5                 | 4                 | 0                 | 0                 | 0          | 2                 | 0        | 0          | 0               | 0               | 0               | 0               | 1                | 1                 | 0                 | 0                 | 0                 | 0          | 0    | 0    |      |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 7.7%            | 0.0%            | 0.0%            | 0.0%            | 15.4%            | 46.2%             | 30.8%             | 0.0%              | 0.0%              | 0.0%       |                 | 0.0%      | 0.0%       | 9.1%            | 0.0%            | 0.0%            | 0.0%            | 9.1%             | 45.5%             | 36.4%             | 0.0%              | 0.0%              | 0.0%       |                   | 0.0%     | 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% |      |   |
|                 | 金融業・保険業              | 14                 | 3                   | 4               | 0        | 0          | 0               | 0               | 0               | 0               | 0                | 2                 | 2                 | 0                 | 0                 | 0          | 4               | 0         | 0          | 0               | 0               | 0               | 0               | 0                | 2                 | 2                 | 0                 | 0                 | 0          | 0                 | 0        | 0          | 0               | 0               | 0               | 0               | 0                | 0                 | 0                 | 0                 | 0                 | 0          | 0    | 0    | 0    |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%             | 50.0%             | 50.0%             | 0.0%              | 0.0%              | 0.0%       |                 | 0.0%      | 0.0%       | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%             | 50.0%             | 50.0%             | 0.0%              | 0.0%              | 0.0%       |                   | —        | —          | —               | —               | —               | —               | —                | —                 | —                 | —                 | —                 | —          | —    | —    | —    | — |
|                 | サービス業                | 180                | 161                 | 278             | 0        | 1          | 2               | 3               | 6               | 9               | 32               | 135               | 64                | 22                | 4                 | 0          | 241             | 0         | 1          | 2               | 1               | 6               | 9               | 27               | 118               | 54                | 19                | 4                 | 0          | 37                | 0        | 0          | 0               | 2               | 0               | 0               | 5                | 17                | 10                | 3                 | 0                 | 0          | 0    | 0    | 0    |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.4%       | 0.7%            | 1.1%            | 2.2%            | 3.2%            | 11.5%            | 48.6%             | 23.0%             | 7.9%              | 1.4%              | 0.0%       |                 | 0.0%      | 0.4%       | 0.8%            | 0.4%            | 2.5%            | 3.7%            | 11.2%            | 49.0%             | 22.4%             | 7.9%              | 1.7%              | 0.0%       |                   | 0.0%     | 0.0%       | 0.0%            | 5.4%            | 0.0%            | 0.0%            | 13.5%            | 45.9%             | 27.0%             | 8.1%              | 0.0%              | 0.0%       | 0.0% | 0.0% |      |   |
| 企 業 規 模         | 9人以下                 | 65                 | 45                  | 5               | 0        | 0          | 0               | 0               | 0               | 0               | 0                | 3                 | 1                 | 1                 | 0                 | 0          | 5               | 0         | 0          | 0               | 0               | 0               | 0               | 0                | 3                 | 1                 | 1                 | 0                 | 0          | 0                 | 0        | 0          | 0               | 0               | 0               | 0               | 0                | 0                 | 0                 | 0                 | 0                 | 0          | 0    | 0    |      |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%             | 60.0%             | 20.0%             | 20.0%             | 0.0%              | 0.0%       |                 | 0.0%      | 0.0%       | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%             | 60.0%             | 20.0%             | 20.0%             | 0.0%              | 0.0%       |                   | —        | —          | —               | —               | —               | —               | —                | —                 | —                 | —                 | —                 | —          | —    | —    | —    | — |
|                 | 10～29人               | 214                | 133                 | 21              | 0        | 0          | 0               | 0               | 2               | 2               | 2                | 8                 | 7                 | 0                 | 0                 | 0          | 16              | 0         | 0          | 0               | 0               | 2               | 2               | 2                | 5                 | 5                 | 0                 | 0                 | 0          | 5                 | 0        | 0          | 0               | 0               | 0               | 0               | 3                | 2                 | 0                 | 0                 | 0                 | 0          | 0    | 0    | 0    |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 0.0%            | 0.0%            | 9.5%            | 9.5%            | 9.5%             | 38.1%             | 33.3%             | 0.0%              | 0.0%              | 0.0%       |                 | 0.0%      | 0.0%       | 0.0%            | 0.0%            | 12.5%           | 12.5%           | 12.5%            | 31.3%             | 31.3%             | 0.0%              | 0.0%              | 0.0%       |                   | 0.0%     | 0.0%       | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 60.0%            | 40.0%             | 0.0%              | 0.0%              | 0.0%              | 0.0%       | 0.0% | 0.0% |      |   |
|                 | 30～49人               | 77                 | 61                  | 24              | 0        | 0          | 0               | 1               | 0               | 3               | 5                | 11                | 1                 | 2                 | 1                 | 0          | 16              | 0         | 0          | 0               | 0               | 0               | 3               | 1                | 9                 | 1                 | 1                 | 1                 | 0          | 8                 | 0        | 0          | 0               | 1               | 0               | 0               | 4                | 2                 | 0                 | 1                 | 0                 | 0          | 0    | 0    | 0    |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 0.0%            | 4.2%            | 0.0%            | 12.5%           | 20.8%            | 45.8%             | 4.2%              | 8.3%              | 4.2%              | 0.0%       |                 | 0.0%      | 0.0%       | 0.0%            | 0.0%            | 0.0%            | 18.8%           | 6.3%             | 56.3%             | 6.3%              | 6.3%              | 6.3%              | 0.0%       |                   | 0.0%     | 0.0%       | 0.0%            | 12.5%           | 0.0%            | 0.0%            | 50.0%            | 25.0%             | 0.0%              | 12.5%             | 0.0%              | 0.0%       | 0.0% | 0.0% |      |   |
|                 | 50～99人               | 61                 | 47                  | 30              | 0        | 0          | 1               | 2               | 2               | 3               | 1                | 6                 | 11                | 4                 | 0                 | 0          | 25              | 0         | 0          | 1               | 1               | 2               | 3               | 1                | 5                 | 10                | 2                 | 0                 | 0          | 5                 | 0        | 0          | 0               | 1               | 0               | 0               | 0                | 1                 | 1                 | 2                 | 0                 | 0          | 0    | 0    | 0    |   |
|                 |                      |                    |                     |                 | 0.0%     | 0.0%       | 3.3%            | 6.7%            | 6.7%            | 10.0%           | 3.3%             | 20.0%             | 36.7%             | 13.3%             | 0.0%              | 0.0%       |                 | 0.0%      | 0.0%       | 4.0%            | 4.0%            | 8.0%            | 12.0%           | 4.0%             | 20.0%             | 40.0%             | 8.0%              | 0.0%              | 0.0%       |                   | 0.0%     | 0.0%       | 0.0%            | 20.0%           | 0.0%            | 0.0%            | 0.0%             | 20.0%             | 20.0%             | 40.0%             | 0.0%              | 0.0%       | 0.0% | 0.0% | 0.0% |   |
|                 | 100～299人             | 26                 | 21                  | 32              | 0        | 1          | 1               | 0               | 0               | 0               | 3                | 8                 | 19                | 0                 | 0                 | 0          | 27              | 0         | 1          | 1               | 0               | 0               | 0               | 2                | 7                 | 16                | 0                 | 0                 | 0          | 5                 | 0        | 0          | 0               | 0               | 0               | 1               | 1                | 3                 | 0                 | 0                 | 0                 | 0          | 0    | 0    | 0    |   |
|                 |                      |                    |                     |                 | 0.0%     | 3.1%       | 3.1%            | 0.0%            | 0.0%            | 0.0%            | 9.4%             | 25.0%             | 59.4%             | 0.0%              | 0.0%              | 0.0%       |                 | 0.0%      | 3.7%       | 3.7%            | 0.0%            | 0.0%            | 0.0%            | 7.4%             | 25.9%             | 59.3%             | 0.0%              | 0.0%              | 0.0%       |                   | 0.0%     | 0.0%       | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 20.0%            | 20.0%             | 60.0%             | 0.0%              | 0.0%              | 0.0%       | 0.0% | 0.0% |      |   |
|                 | 300人以上               | 35                 | 25                  | 269             | 0        | 3          | 1               | 2               | 3               | 7               | 28               | 130               | 68                | 21                | 6                 | 0          | 246             | 0         | 3          | 1               | 1               | 3               | 7               | 26               | 118               | 62                | 19                | 6                 | 0          | 23                | 0        | 0          | 0               | 1               | 0               | 0               | 2                | 12                | 6                 | 2                 | 0                 | 0          | 0    | 0    | 0    | 0 |
|                 |                      |                    |                     |                 | 0.0%     | 1.1%       | 0.4%            | 0.7%            | 1.1%            | 2.6%            | 10.4%            | 48.3%             | 25.3%             | 7.8%              | 2.2%              | 0.0%       |                 | 0.0%      | 1.2%       | 0.4%            | 0.4%            | 1.2%            | 2.8%            | 10.6%            | 48.0%             | 25.2%             | 7.7%              | 2.4%              | 0.0%       |                   | 0.0%     | 0.0%       | 0.0%            | 4.3%            | 0.0%            | 0.0%            | 8.7%             | 52.2%             | 26.1%             | 8.7%              | 0.0%              | 0.0%       | 0.0% | 0.0% | 0.0% |   |
| (再掲)<br>10～299人 | 378                  | 262                | 107                 | 0               | 1        | 2          | 3               | 4               | 8               | 11              | 33               | 38                | 6                 | 1                 | 0                 | 84         | 0               | 1         | 2          | 1               | 4               | 8               | 6               | 26               | 32                | 3                 | 1                 | 0                 | 23         | 0                 | 0        | 0          | 2               | 0               | 0               | 5               | 7                | 6                 | 3                 | 0                 | 0                 | 0          | 0    | 0    | 0    |   |
|                 |                      |                    |                     | 0.0%            | 0.9%     | 1.9%       | 2.8%            | 3.7%            | 7.5%            | 10.3%           | 30.8%            | 35.5%             | 5.6%              | 0.9%              | 0.0%              |            | 0.0%            | 1.2%      | 2.4%       | 1.2%            | 4.8%            | 9.5%            | 7.1%            | 31.0%            | 38.1%             | 3.6%              | 1.2%              | 0.0%              |            | 0.0%              | 0.0%     | 0.0%       | 8.7%            | 0.0%            | 0.0%            | 21.7%           | 30.4%            | 26.1%             | 13.0%             | 0.0%              |                   |            |      |      |      |   |

表17－1 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                |                      | 513        | 229       | 2              | 19                      | 116                                              | 82                                        | 27                                               | 44                                       | 92                              | 24                                        | 33    | 198   | 86    |
|                  |                      |            | 44.6%     | 0.4%           | 3.7%                    | 22.6%                                            | 16.0%                                     | 5.3%                                             | 8.6%                                     | 17.9%                           | 4.7%                                      | 6.4%  | 38.6% | 16.8% |
|                  |                      |            |           | 0.9%           | 8.3%                    | 50.7%                                            | 35.8%                                     | 11.8%                                            | 19.2%                                    | 40.2%                           | 10.5%                                     | 14.4% |       |       |
| 産<br>業           | 建設業                  | 56         | 33        | 0              | 3                       | 6                                                | 19                                        | 6                                                | 6                                        | 11                              | 2                                         | 6     | 14    | 9     |
|                  |                      |            | 58.9%     | 0.0%           | 5.4%                    | 10.7%                                            | 33.9%                                     | 10.7%                                            | 10.7%                                    | 19.6%                           | 3.6%                                      | 10.7% | 25.0% | 16.1% |
|                  |                      |            |           | 0.0%           | 9.1%                    | 18.2%                                            | 57.6%                                     | 18.2%                                            | 18.2%                                    | 33.3%                           | 6.1%                                      | 18.2% |       |       |
|                  | 製造業                  | 101        | 47        | 0              | 3                       | 21                                               | 15                                        | 8                                                | 11                                       | 22                              | 5                                         | 6     | 45    | 9     |
|                  |                      |            | 46.5%     | 0.0%           | 3.0%                    | 20.8%                                            | 14.9%                                     | 7.9%                                             | 10.9%                                    | 21.8%                           | 5.0%                                      | 5.9%  | 44.6% | 8.9%  |
|                  |                      |            |           | 0.0%           | 6.4%                    | 44.7%                                            | 31.9%                                     | 17.0%                                            | 23.4%                                    | 46.8%                           | 10.6%                                     | 12.8% |       |       |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 19        | 0              | 0                       | 7                                                | 5                                         | 2                                                | 4                                        | 14                              | 2                                         | 6     | 8     | 5     |
|                  |                      |            | 59.4%     | 0.0%           | 0.0%                    | 21.9%                                            | 15.6%                                     | 6.3%                                             | 12.5%                                    | 43.8%                           | 6.3%                                      | 18.8% | 25.0% | 15.6% |
|                  |                      |            |           | 0.0%           | 0.0%                    | 36.8%                                            | 26.3%                                     | 10.5%                                            | 21.1%                                    | 73.7%                           | 10.5%                                     | 31.6% |       |       |
|                  | 卸売業・小売業              | 118        | 51        | 2              | 6                       | 29                                               | 12                                        | 5                                                | 11                                       | 18                              | 7                                         | 7     | 46    | 21    |
|                  |                      |            | 43.2%     | 1.7%           | 5.1%                    | 24.6%                                            | 10.2%                                     | 4.2%                                             | 9.3%                                     | 15.3%                           | 5.9%                                      | 5.9%  | 39.0% | 17.8% |
|                  |                      |            |           | 3.9%           | 11.8%                   | 56.9%                                            | 23.5%                                     | 9.8%                                             | 21.6%                                    | 35.3%                           | 13.7%                                     | 13.7% |       |       |
|                  | 金融業・保険業              | 14         | 6         | 0              | 0                       | 4                                                | 3                                         | 0                                                | 0                                        | 3                               | 2                                         | 2     | 5     | 3     |
|                  |                      |            | 42.9%     | 0.0%           | 0.0%                    | 28.6%                                            | 21.4%                                     | 0.0%                                             | 0.0%                                     | 21.4%                           | 14.3%                                     | 14.3% | 35.7% | 21.4% |
|                  |                      |            |           | 0.0%           | 0.0%                    | 66.7%                                            | 50.0%                                     | 0.0%                                             | 0.0%                                     | 50.0%                           | 33.3%                                     | 33.3% |       |       |
|                  | サービス業                | 192        | 73        | 0              | 7                       | 49                                               | 28                                        | 6                                                | 12                                       | 24                              | 6                                         | 6     | 80    | 39    |
|                  |                      |            | 38.0%     | 0.0%           | 3.6%                    | 25.5%                                            | 14.6%                                     | 3.1%                                             | 6.3%                                     | 12.5%                           | 3.1%                                      | 3.1%  | 41.7% | 20.3% |
|                  |                      |            |           | 0.0%           | 9.6%                    | 67.1%                                            | 38.4%                                     | 8.2%                                             | 16.4%                                    | 32.9%                           | 8.2%                                      | 8.2%  |       |       |
| 企<br>業<br>規<br>模 | 9人以下                 | 82         | 25        | 1              | 2                       | 14                                               | 14                                        | 0                                                | 2                                        | 9                               | 0                                         | 3     | 31    | 26    |
|                  |                      |            | 30.5%     | 1.2%           | 2.4%                    | 17.1%                                            | 17.1%                                     | 0.0%                                             | 2.4%                                     | 11.0%                           | 0.0%                                      | 3.7%  | 37.8% | 31.7% |
|                  |                      |            |           | 4.0%           | 8.0%                    | 56.0%                                            | 56.0%                                     | 0.0%                                             | 8.0%                                     | 36.0%                           | 0.0%                                      | 12.0% |       |       |
|                  | 10～29人               | 229        | 99        | 1              | 8                       | 54                                               | 43                                        | 5                                                | 18                                       | 33                              | 2                                         | 12    | 89    | 41    |
|                  |                      |            | 43.2%     | 0.4%           | 3.5%                    | 23.6%                                            | 18.8%                                     | 2.2%                                             | 7.9%                                     | 14.4%                           | 0.9%                                      | 5.2%  | 38.9% | 17.9% |
|                  |                      |            |           | 1.0%           | 8.1%                    | 54.5%                                            | 43.4%                                     | 5.1%                                             | 18.2%                                    | 33.3%                           | 2.0%                                      | 12.1% |       |       |
|                  | 30～49人               | 79         | 35        | 0              | 3                       | 18                                               | 7                                         | 6                                                | 4                                        | 14                              | 3                                         | 1     | 32    | 12    |
|                  |                      |            | 44.3%     | 0.0%           | 3.8%                    | 22.8%                                            | 8.9%                                      | 7.6%                                             | 5.1%                                     | 17.7%                           | 3.8%                                      | 1.3%  | 40.5% | 15.2% |
|                  |                      |            |           | 0.0%           | 8.6%                    | 51.4%                                            | 20.0%                                     | 17.1%                                            | 11.4%                                    | 40.0%                           | 8.6%                                      | 2.9%  |       |       |
|                  | 50～99人               | 62         | 32        | 0              | 4                       | 15                                               | 9                                         | 8                                                | 7                                        | 11                              | 5                                         | 3     | 27    | 3     |
|                  |                      |            | 51.6%     | 0.0%           | 6.5%                    | 24.2%                                            | 14.5%                                     | 12.9%                                            | 11.3%                                    | 17.7%                           | 8.1%                                      | 4.8%  | 43.5% | 4.8%  |
|                  |                      |            |           | 0.0%           | 12.5%                   | 46.9%                                            | 28.1%                                     | 25.0%                                            | 21.9%                                    | 34.4%                           | 15.6%                                     | 9.4%  |       |       |
|                  | 100～299人             | 26         | 15        | 0              | 0                       | 8                                                | 3                                         | 1                                                | 4                                        | 8                               | 4                                         | 3     | 9     | 2     |
|                  |                      |            | 57.7%     | 0.0%           | 0.0%                    | 30.8%                                            | 11.5%                                     | 3.8%                                             | 15.4%                                    | 30.8%                           | 15.4%                                     | 11.5% | 34.6% | 7.7%  |
|                  |                      |            |           | 0.0%           | 0.0%                    | 53.3%                                            | 20.0%                                     | 6.7%                                             | 26.7%                                    | 53.3%                           | 26.7%                                     | 20.0% |       |       |
|                  | 300人以上               | 35         | 23        | 0              | 2                       | 7                                                | 6                                         | 7                                                | 9                                        | 17                              | 10                                        | 11    | 10    | 2     |
|                  |                      |            | 65.7%     | 0.0%           | 5.7%                    | 20.0%                                            | 17.1%                                     | 20.0%                                            | 25.7%                                    | 48.6%                           | 28.6%                                     | 31.4% | 28.6% | 5.7%  |
|                  |                      |            |           | 0.0%           | 8.7%                    | 30.4%                                            | 26.1%                                     | 30.4%                                            | 39.1%                                    | 73.9%                           | 43.5%                                     | 47.8% |       |       |
|                  | (再掲)<br>10～299人      | 396        | 181       | 1              | 15                      | 95                                               | 62                                        | 20                                               | 33                                       | 66                              | 14                                        | 19    | 157   | 58    |
|                  |                      |            | 45.7%     | 0.3%           | 3.8%                    | 24.0%                                            | 15.7%                                     | 5.1%                                             | 8.3%                                     | 16.7%                           | 3.5%                                      | 4.8%  | 39.6% | 14.6% |
|                  |                      |            |           | 0.6%           | 8.3%                    | 52.5%                                            | 34.3%                                     | 11.0%                                            | 18.2%                                    | 36.5%                           | 7.7%                                      | 10.5% |       |       |
|                  | (再掲)<br>30人以上        | 202        | 105       | 0              | 9                       | 48                                               | 25                                        | 22                                               | 24                                       | 50                              | 22                                        | 18    | 78    | 19    |
|                  |                      |            | 52.0%     | 0.0%           | 4.5%                    | 23.8%                                            | 12.4%                                     | 10.9%                                            | 11.9%                                    | 24.8%                           | 10.9%                                     | 8.9%  | 38.6% | 9.4%  |
|                  |                      |            |           | 0.0%           | 8.6%                    | 45.7%                                            | 23.8%                                     | 21.0%                                            | 22.9%                                    | 47.6%                           | 21.0%                                     | 17.1% |       |       |

表17－2 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<br>ない | その他   | 特になし  | 無回答   |
|------------------|----------------------|------------|-----------|----------------|-------------------------|--------------------------------------------------|-------------------------------------------|--------------------------------------------------|------------------------------------------|---------------------------------|------------------------------------------------|-------|-------|-------|
| 計                |                      | 513        | 200       | 35             | 35                      | 127                                              | 54                                        | 12                                               | 7                                        | 24                              | 2                                              | 11    | 253   | 60    |
|                  |                      |            | 39.0%     | 6.8%           | 6.8%                    | 24.8%                                            | 10.5%                                     | 2.3%                                             | 1.4%                                     | 4.7%                            | 0.4%                                           | 2.1%  | 49.3% | 11.7% |
|                  |                      |            |           | 17.5%          | 17.5%                   | 63.5%                                            | 27.0%                                     | 6.0%                                             | 3.5%                                     | 12.0%                           | 1.0%                                           | 5.5%  |       |       |
| 産<br>業           | 建設業                  | 56         | 18        | 4              | 5                       | 9                                                | 6                                         | 1                                                | 1                                        | 3                               | 0                                              | 1     | 27    | 11    |
|                  |                      |            | 32.1%     | 7.1%           | 8.9%                    | 16.1%                                            | 10.7%                                     | 1.8%                                             | 1.8%                                     | 5.4%                            | 0.0%                                           | 1.8%  | 48.2% | 19.6% |
|                  |                      |            |           | 22.2%          | 27.8%                   | 50.0%                                            | 33.3%                                     | 5.6%                                             | 5.6%                                     | 16.7%                           | 0.0%                                           | 5.6%  |       |       |
|                  | 製造業                  | 101        | 29        | 4              | 6                       | 17                                               | 6                                         | 2                                                | 1                                        | 2                               | 1                                              | 2     | 62    | 10    |
|                  |                      |            | 28.7%     | 4.0%           | 5.9%                    | 16.8%                                            | 5.9%                                      | 2.0%                                             | 1.0%                                     | 2.0%                            | 1.0%                                           | 2.0%  | 61.4% | 9.9%  |
|                  |                      |            |           | 13.8%          | 20.7%                   | 58.6%                                            | 20.7%                                     | 6.9%                                             | 3.4%                                     | 6.9%                            | 3.4%                                           | 6.9%  |       |       |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 12        | 3              | 2                       | 8                                                | 4                                         | 1                                                | 1                                        | 4                               | 0                                              | 0     | 14    | 6     |
|                  |                      |            | 37.5%     | 9.4%           | 6.3%                    | 25.0%                                            | 12.5%                                     | 3.1%                                             | 3.1%                                     | 12.5%                           | 0.0%                                           | 0.0%  | 43.8% | 18.8% |
|                  |                      |            |           | 25.0%          | 16.7%                   | 66.7%                                            | 33.3%                                     | 8.3%                                             | 8.3%                                     | 33.3%                           | 0.0%                                           | 0.0%  |       |       |
|                  | 卸売業・小売業              | 118        | 56        | 14             | 11                      | 31                                               | 12                                        | 5                                                | 3                                        | 8                               | 1                                              | 2     | 53    | 9     |
|                  |                      |            | 47.5%     | 11.9%          | 9.3%                    | 26.3%                                            | 10.2%                                     | 4.2%                                             | 2.5%                                     | 6.8%                            | 0.8%                                           | 1.7%  | 44.9% | 7.6%  |
|                  |                      |            |           | 25.0%          | 19.6%                   | 55.4%                                            | 21.4%                                     | 8.9%                                             | 5.4%                                     | 14.3%                           | 1.8%                                           | 3.6%  |       |       |
|                  | 金融業・保険業              | 14         | 6         | 0              | 1                       | 5                                                | 2                                         | 0                                                | 0                                        | 0                               | 0                                              | 0     | 5     | 3     |
|                  |                      |            | 42.9%     | 0.0%           | 7.1%                    | 35.7%                                            | 14.3%                                     | 0.0%                                             | 0.0%                                     | 0.0%                            | 0.0%                                           | 0.0%  | 35.7% | 21.4% |
|                  |                      |            |           | 0.0%           | 16.7%                   | 83.3%                                            | 33.3%                                     | 0.0%                                             | 0.0%                                     | 0.0%                            | 0.0%                                           | 0.0%  |       |       |
|                  | サービス業                | 192        | 79        | 10             | 10                      | 57                                               | 24                                        | 3                                                | 1                                        | 7                               | 0                                              | 6     | 92    | 21    |
|                  |                      |            | 41.1%     | 5.2%           | 5.2%                    | 29.7%                                            | 12.5%                                     | 1.6%                                             | 0.5%                                     | 3.6%                            | 0.0%                                           | 3.1%  | 47.9% | 10.9% |
|                  |                      |            |           | 12.7%          | 12.7%                   | 72.2%                                            | 30.4%                                     | 3.8%                                             | 1.3%                                     | 8.9%                            | 0.0%                                           | 7.6%  |       |       |
| 企<br>業<br>規<br>模 | 9人以下                 | 82         | 23        | 6              | 4                       | 14                                               | 5                                         | 0                                                | 1                                        | 5                               | 0                                              | 1     | 35    | 24    |
|                  |                      |            | 28.0%     | 7.3%           | 4.9%                    | 17.1%                                            | 6.1%                                      | 0.0%                                             | 1.2%                                     | 6.1%                            | 0.0%                                           | 1.2%  | 42.7% | 29.3% |
|                  |                      |            |           | 26.1%          | 17.4%                   | 60.9%                                            | 21.7%                                     | 0.0%                                             | 4.3%                                     | 21.7%                           | 0.0%                                           | 4.3%  |       |       |
|                  | 10～29人               | 229        | 100       | 19             | 17                      | 62                                               | 29                                        | 4                                                | 5                                        | 9                               | 1                                              | 2     | 103   | 26    |
|                  |                      |            | 43.7%     | 8.3%           | 7.4%                    | 27.1%                                            | 12.7%                                     | 1.7%                                             | 2.2%                                     | 3.9%                            | 0.4%                                           | 0.9%  | 45.0% | 11.4% |
|                  |                      |            |           | 19.0%          | 17.0%                   | 62.0%                                            | 29.0%                                     | 4.0%                                             | 5.0%                                     | 9.0%                            | 1.0%                                           | 2.0%  |       |       |
|                  | 30～49人               | 79         | 34        | 7              | 4                       | 23                                               | 7                                         | 2                                                | 0                                        | 3                               | 0                                              | 5     | 40    | 5     |
|                  |                      |            | 43.0%     | 8.9%           | 5.1%                    | 29.1%                                            | 8.9%                                      | 2.5%                                             | 0.0%                                     | 3.8%                            | 0.0%                                           | 6.3%  | 50.6% | 6.3%  |
|                  |                      |            |           | 20.6%          | 11.8%                   | 67.6%                                            | 20.6%                                     | 5.9%                                             | 0.0%                                     | 8.8%                            | 0.0%                                           | 14.7% |       |       |
|                  | 50～99人               | 62         | 23        | 3              | 5                       | 16                                               | 5                                         | 3                                                | 1                                        | 4                               | 0                                              | 1     | 37    | 2     |
|                  |                      |            | 37.1%     | 4.8%           | 8.1%                    | 25.8%                                            | 8.1%                                      | 4.8%                                             | 1.6%                                     | 6.5%                            | 0.0%                                           | 1.6%  | 59.7% | 3.2%  |
|                  |                      |            |           | 13.0%          | 21.7%                   | 69.6%                                            | 21.7%                                     | 13.0%                                            | 4.3%                                     | 17.4%                           | 0.0%                                           | 4.3%  |       |       |
|                  | 100～299人             | 26         | 8         | 0              | 0                       | 5                                                | 4                                         | 1                                                | 0                                        | 0                               | 0                                              | 1     | 17    | 1     |
|                  |                      |            | 30.8%     | 0.0%           | 0.0%                    | 19.2%                                            | 15.4%                                     | 3.8%                                             | 0.0%                                     | 0.0%                            | 0.0%                                           | 3.8%  | 65.4% | 3.8%  |
|                  |                      |            |           | 0.0%           | 0.0%                    | 62.5%                                            | 50.0%                                     | 12.5%                                            | 0.0%                                     | 0.0%                            | 0.0%                                           | 12.5% |       |       |
|                  | 300人以上               | 35         | 12        | 0              | 5                       | 7                                                | 4                                         | 2                                                | 0                                        | 3                               | 1                                              | 1     | 21    | 2     |
|                  |                      |            | 34.3%     | 0.0%           | 14.3%                   | 20.0%                                            | 11.4%                                     | 5.7%                                             | 0.0%                                     | 8.6%                            | 2.9%                                           | 2.9%  | 60.0% | 5.7%  |
|                  |                      |            |           | 0.0%           | 41.7%                   | 58.3%                                            | 33.3%                                     | 16.7%                                            | 0.0%                                     | 25.0%                           | 8.3%                                           | 8.3%  |       |       |
|                  | (再掲)<br>10～299人      | 396        | 165       | 29             | 26                      | 106                                              | 45                                        | 10                                               | 6                                        | 16                              | 1                                              | 9     | 197   | 34    |
|                  |                      |            | 41.7%     | 7.3%           | 6.6%                    | 26.8%                                            | 11.4%                                     | 2.5%                                             | 1.5%                                     | 4.0%                            | 0.3%                                           | 2.3%  | 49.7% | 8.6%  |
|                  | (再掲)<br>30人以上        |            |           | 17.6%          | 15.8%                   | 64.2%                                            | 27.3%                                     | 6.1%                                             | 3.6%                                     | 9.7%                            | 0.6%                                           | 5.5%  |       |       |
|                  |                      | 202        | 77        | 10             | 14                      | 51                                               | 20                                        | 8                                                | 1                                        | 10                              | 1                                              | 8     | 115   | 10    |
|                  |                      |            | 38.1%     | 5.0%           | 6.9%                    | 25.2%                                            | 9.9%                                      | 4.0%                                             | 0.5%                                     | 5.0%                            | 0.5%                                           | 4.0%  | 56.9% | 5.0%  |
|                  |                      |            |           | 13.0%          | 18.2%                   | 66.2%                                            | 26.0%                                     | 10.4%                                            | 1.3%                                     | 13.0%                           | 1.3%                                           | 10.4% |       |       |

表18 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                |                      | 513                | 351                 | 505           | 5                  | 15                 | 20 | 71            | 4                  | 4                  | 8 |
|                  |                      |                    |                     |               |                    | 3.0%               |    |               |                    | 5.6%               |   |
| 産<br>業           | 建設業                  | 56                 | 28                  | 8             | 1                  | 1                  | 2  | 1             | 0                  | 0                  | 0 |
|                  |                      |                    |                     |               |                    | 12.5%              |    |               |                    | 0.0%               |   |
|                  | 製造業                  | 101                | 64                  | 86            | 1                  | 2                  | 3  | 13            | 0                  | 0                  | 0 |
|                  |                      |                    |                     |               |                    | 2.3%               |    |               |                    | 0.0%               |   |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32                 | 11                  | 47            | 0                  | 1                  | 1  | 0             | 0                  | 0                  | 0 |
|                  |                      |                    |                     |               |                    | 2.1%               |    |               |                    | 0.0%               |   |
|                  | 卸売業・小売業              | 118                | 80                  | 28            | 0                  | 2                  | 2  | 6             | 2                  | 1                  | 3 |
|                  |                      |                    |                     |               |                    | 7.1%               |    |               |                    | 16.7%              |   |
|                  | 金融業・保険業              | 14                 | 4                   | 4             | 0                  | 0                  | 0  | 0             | 0                  | 0                  | 0 |
|                  |                      |                    |                     |               |                    | 0.0%               |    |               |                    | 0.0%               |   |
|                  | サービス業                | 192                | 164                 | 332           | 3                  | 9                  | 12 | 51            | 2                  | 3                  | 5 |
|                  |                      |                    |                     |               |                    | 2.7%               |    |               |                    | 5.9%               |   |
| 企<br>業<br>規<br>模 | 9人以下                 | 82                 | 48                  | 7             | 0                  | 1                  | 1  | 1             | 1                  | 0                  | 1 |
|                  |                      |                    |                     |               |                    | 14.3%              |    |               |                    | 0.0%               |   |
|                  | 10～29人               | 229                | 143                 | 33            | 1                  | 4                  | 5  | 12            | 1                  | 1                  | 2 |
|                  |                      |                    |                     |               |                    | 12.1%              |    |               |                    | 8.3%               |   |
|                  | 30～49人               | 79                 | 64                  | 33            | 0                  | 1                  | 1  | 3             | 1                  | 0                  | 1 |
|                  |                      |                    |                     |               |                    | 3.0%               |    |               |                    | 0.0%               |   |
|                  | 50～99人               | 62                 | 49                  | 31            | 1                  | 0                  | 1  | 10            | 0                  | 0                  | 0 |
|                  |                      |                    |                     |               |                    | 0.0%               |    |               |                    | 0.0%               |   |
|                  | 100～299人             | 26                 | 21                  | 40            | 2                  | 2                  | 4  | 11            | 0                  | 0                  | 0 |
|                  |                      |                    |                     |               |                    | 5.0%               |    |               |                    | 0.0%               |   |
|                  | 300人以上               | 35                 | 26                  | 361           | 1                  | 7                  | 8  | 34            | 1                  | 3                  | 4 |
|                  |                      |                    |                     |               |                    | 1.9%               |    |               |                    | 8.8%               |   |
|                  | (再掲)<br>10～299人      | 396                | 277                 | 137           | 4                  | 7                  | 11 | 36            | 2                  | 1                  | 3 |
|                  |                      |                    |                     |               |                    | 5.1%               |    |               |                    | 2.8%               |   |
|                  | (再掲)<br>30人以上        | 202                | 160                 | 465           | 4                  | 10                 | 14 | 58            | 2                  | 3                  | 5 |
|                  |                      |                    |                     |               |                    | 2.2%               |    |               |                    | 5.2%               |   |

※1 出産した者とは、平成31年4月1日から令和2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31年4月1日から令和2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31年4月1日から令和2年3月31日までに出産した者のうち、出産後令和2年7月31日までの間に退職した者をいう。

表19－1 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 | 正規従業員として再<br>雇用する | 正規従業員に準じて再雇用する | パートタイム労働者として再雇用する | 再雇用<br>制度なし | 慣行としてある | 制度・慣行ともないが今後検討したい | 制度・慣行もなく今後検討する予定がない | 無回答   |
|------|----------------------|------------|-------------|-------------------|----------------|-------------------|-------------|---------|-------------------|---------------------|-------|
| 計    |                      | 513        | 94          | 73                | 10             | 11                | 364         | 109     | 160               | 95                  | 55    |
|      |                      |            | 18.3%       | 14.2%             | 1.9%           | 2.1%              | 71.0%       | 21.2%   | 31.2%             | 18.5%               | 10.7% |
|      |                      |            |             | 77.7%             | 10.6%          | 11.7%             |             | 29.9%   | 44.0%             | 26.1%               |       |
| 産業   | 建設業                  | 56         | 15          | 12                | 3              | 0                 | 37          | 11      | 20                | 6                   | 4     |
|      |                      |            | 26.8%       | 21.4%             | 5.4%           | 0.0%              | 66.1%       | 19.6%   | 35.7%             | 10.7%               | 7.1%  |
|      |                      |            |             | 80.0%             | 20.0%          | 0.0%              |             | 29.7%   | 54.1%             | 16.2%               |       |
|      | 製造業                  | 101        | 13          | 9                 | 2              | 2                 | 81          | 20      | 31                | 30                  | 7     |
|      |                      |            | 12.9%       | 8.9%              | 2.0%           | 2.0%              | 80.2%       | 19.8%   | 30.7%             | 29.7%               | 6.9%  |
|      |                      |            |             | 69.2%             | 15.4%          | 15.4%             |             | 24.7%   | 38.3%             | 37.0%               |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 6           | 6                 | 0              | 0                 | 22          | 3       | 11                | 8                   | 4     |
|      |                      |            | 18.8%       | 18.8%             | 0.0%           | 0.0%              | 68.8%       | 9.4%    | 34.4%             | 25.0%               | 12.5% |
|      |                      |            |             | 100.0%            | 0.0%           | 0.0%              |             | 13.6%   | 50.0%             | 36.4%               |       |
|      | 卸売業・小売業              | 118        | 29          | 22                | 3              | 4                 | 76          | 21      | 33                | 22                  | 13    |
|      |                      |            | 24.6%       | 18.6%             | 2.5%           | 3.4%              | 64.4%       | 17.8%   | 28.0%             | 18.6%               | 11.0% |
|      |                      |            |             | 75.9%             | 10.3%          | 13.8%             |             | 27.6%   | 43.4%             | 28.9%               |       |
|      | 金融業・保険業              | 14         | 4           | 3                 | 1              | 0                 | 9           | 0       | 4                 | 5                   | 1     |
|      |                      |            | 28.6%       | 21.4%             | 7.1%           | 0.0%              | 64.3%       | 0.0%    | 28.6%             | 35.7%               | 7.1%  |
|      |                      |            |             | 75.0%             | 25.0%          | 0.0%              |             | 0.0%    | 44.4%             | 55.6%               |       |
|      | サービス業                | 192        | 27          | 21                | 1              | 5                 | 139         | 54      | 61                | 24                  | 26    |
|      |                      |            | 14.1%       | 10.9%             | 0.5%           | 2.6%              | 72.4%       | 28.1%   | 31.8%             | 12.5%               | 13.5% |
|      |                      |            |             | 77.8%             | 3.7%           | 18.5%             |             | 38.8%   | 43.9%             | 17.3%               |       |
| 企業規模 | 9人以下                 | 82         | 13          | 10                | 1              | 2                 | 50          | 8       | 23                | 19                  | 19    |
|      |                      |            | 15.9%       | 12.2%             | 1.2%           | 2.4%              | 61.0%       | 9.8%    | 28.0%             | 23.2%               | 23.2% |
|      |                      |            |             | 76.9%             | 7.7%           | 15.4%             |             | 16.0%   | 46.0%             | 38.0%               |       |
|      | 10～29人               | 229        | 42          | 30                | 6              | 6                 | 161         | 44      | 81                | 36                  | 26    |
|      |                      |            | 18.3%       | 13.1%             | 2.6%           | 2.6%              | 70.3%       | 19.2%   | 35.4%             | 15.7%               | 11.4% |
|      |                      |            |             | 71.4%             | 14.3%          | 14.3%             |             | 27.3%   | 50.3%             | 22.4%               |       |
|      | 30～49人               | 79         | 19          | 17                | 1              | 1                 | 55          | 22      | 20                | 13                  | 5     |
|      |                      |            | 24.1%       | 21.5%             | 1.3%           | 1.3%              | 69.6%       | 27.8%   | 25.3%             | 16.5%               | 6.3%  |
|      |                      |            |             | 89.5%             | 5.3%           | 5.3%              |             | 40.0%   | 36.4%             | 23.6%               |       |
|      | 50～99人               | 62         | 12          | 9                 | 1              | 2                 | 48          | 22      | 16                | 10                  | 2     |
|      |                      |            | 19.4%       | 14.5%             | 1.6%           | 3.2%              | 77.4%       | 35.5%   | 25.8%             | 16.1%               | 3.2%  |
|      |                      |            |             | 75.0%             | 8.3%           | 16.7%             |             | 45.8%   | 33.3%             | 20.8%               |       |
|      | 100～299人             | 26         | 3           | 3                 | 0              | 0                 | 21          | 7       | 8                 | 6                   | 2     |
|      |                      |            | 11.5%       | 11.5%             | 0.0%           | 0.0%              | 80.8%       | 26.9%   | 30.8%             | 23.1%               | 7.7%  |
|      |                      |            |             | 100.0%            | 0.0%           | 0.0%              |             | 33.3%   | 38.1%             | 28.6%               |       |
|      | 300人以上               | 35         | 5           | 4                 | 1              | 0                 | 29          | 6       | 12                | 11                  | 1     |
|      |                      |            | 14.3%       | 11.4%             | 2.9%           | 0.0%              | 82.9%       | 17.1%   | 34.3%             | 31.4%               | 2.9%  |
|      |                      |            |             | 80.0%             | 20.0%          | 0.0%              |             | 20.7%   | 41.4%             | 37.9%               |       |
|      | (再掲)<br>10～299人      | 396        | 76          | 59                | 8              | 9                 | 285         | 95      | 125               | 65                  | 35    |
|      |                      |            | 19.2%       | 14.9%             | 2.0%           | 2.3%              | 72.0%       | 24.0%   | 31.6%             | 16.4%               | 8.8%  |
|      |                      |            |             | 77.6%             | 10.5%          | 11.8%             |             | 33.3%   | 43.9%             | 22.8%               |       |
|      | (再掲)<br>30人以上        | 202        | 39          | 33                | 3              | 3                 | 153         | 57      | 56                | 40                  | 10    |
|      |                      |            | 19.3%       | 16.3%             | 1.5%           | 1.5%              | 75.7%       | 28.2%   | 27.7%             | 19.8%               | 5.0%  |
|      |                      |            |             | 84.6%             | 7.7%           | 7.7%              |             | 37.3%   | 36.6%             | 26.1%               |       |



表19－2 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                |                      | 203                                          | 12      | 7       | 2        | 153               | 29    |
|                  |                      |                                              | 5.9%    | 3.4%    | 1.0%     | 75.4%             | 14.3% |
| 産<br>業           | 建設業                  | 26                                           | 3       | 0       | 0        | 19                | 4     |
|                  |                      |                                              | 11.5%   | 0.0%    | 0.0%     | 73.1%             | 15.4% |
|                  | 製造業                  | 33                                           | 2       | 1       | 0        | 25                | 5     |
|                  |                      |                                              | 6.1%    | 3.0%    | 0.0%     | 75.8%             | 15.2% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 9                                            | 0       | 0       | 0        | 9                 | 0     |
|                  |                      |                                              | 0.0%    | 0.0%    | 0.0%     | 100.0%            | 0.0%  |
|                  | 卸売業・小売業              | 50                                           | 2       | 1       | 1        | 38                | 8     |
|                  |                      |                                              | 4.0%    | 2.0%    | 2.0%     | 76.0%             | 16.0% |
|                  | 金融業・保険業              | 4                                            | 0       | 0       | 0        | 4                 | 0     |
|                  |                      |                                              | 0.0%    | 0.0%    | 0.0%     | 100.0%            | 0.0%  |
|                  | サービス業                | 81                                           | 5       | 5       | 1        | 58                | 12    |
|                  |                      |                                              | 6.2%    | 6.2%    | 1.2%     | 71.6%             | 14.8% |
| 企<br>業<br>規<br>模 | 9人以下                 | 21                                           | 0       | 1       | 0        | 15                | 5     |
|                  |                      |                                              | 0.0%    | 4.8%    | 0.0%     | 71.4%             | 23.8% |
|                  | 10～29人               | 86                                           | 4       | 1       | 1        | 68                | 12    |
|                  |                      |                                              | 4.7%    | 1.2%    | 1.2%     | 79.1%             | 14.0% |
|                  | 30～49人               | 41                                           | 1       | 2       | 1        | 31                | 6     |
|                  |                      |                                              | 2.4%    | 4.9%    | 2.4%     | 75.6%             | 14.6% |
|                  | 50～99人               | 34                                           | 4       | 1       | 0        | 25                | 4     |
|                  |                      |                                              | 11.8%   | 2.9%    | 0.0%     | 73.5%             | 11.8% |
|                  | 100～299人             | 10                                           | 2       | 1       | 0        | 6                 | 1     |
|                  |                      |                                              | 20.0%   | 10.0%   | 0.0%     | 60.0%             | 10.0% |
|                  | 300人以上               | 11                                           | 1       | 1       | 0        | 8                 | 1     |
|                  |                      |                                              | 9.1%    | 9.1%    | 0.0%     | 72.7%             | 9.1%  |
|                  | (再掲)                 | 171                                          | 11      | 5       | 2        | 130               | 23    |
|                  | 10～299人              |                                              | 6.4%    | 2.9%    | 1.2%     | 76.0%             | 13.5% |
|                  | (再掲)                 | 96                                           | 8       | 5       | 1        | 70                | 12    |
|                  | 30人以上                |                                              | 8.3%    | 5.2%    | 1.0%     | 72.9%             | 12.5% |

表20－1 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    |                      | 513        | 400      | 341             | 11                      | 3    | 6                  | 14    | 6                | 19                          | 59               | 76       | 37    |
|      |                      |            | 78.0%    | 66.5%           | 2.1%                    | 0.6% | 1.2%               | 2.7%  | 1.2%             | 3.7%                        | 11.5%            | 14.8%    | 7.2%  |
|      |                      |            |          | 85.3%           | 2.8%                    | 0.8% | 1.5%               | 3.5%  | 1.5%             | 4.8%                        | 14.8%            |          |       |
| 産業   | 建設業                  | 56         | 44       | 36              | 2                       | 0    | 0                  | 3     | 0                | 3                           | 8                | 8        | 4     |
|      |                      |            | 78.6%    | 64.3%           | 3.6%                    | 0.0% | 0.0%               | 6.8%  | 0.0%             | 5.4%                        | 14.3%            | 14.3%    | 7.1%  |
|      |                      |            |          | 81.8%           | 4.5%                    | 0.0% | 0.0%               | 6.8%  | 0.0%             | 6.8%                        | 18.2%            |          |       |
|      | 製造業                  | 101        | 84       | 73              | 1                       | 0    | 0                  | 8     | 1                | 1                           | 11               | 11       | 6     |
|      |                      |            | 83.2%    | 72.3%           | 1.0%                    | 0.0% | 0.0%               | 9.5%  | 1.2%             | 1.0%                        | 10.9%            | 10.9%    | 5.9%  |
|      |                      |            |          | 86.9%           | 1.2%                    | 0.0% | 0.0%               | 9.5%  | 1.2%             | 1.2%                        | 13.1%            |          |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 28       | 23              | 1                       | 1    | 0                  | 0     | 2                | 1                           | 5                | 3        | 1     |
|      |                      |            | 87.5%    | 71.9%           | 3.1%                    | 3.1% | 0.0%               | 0.0%  | 7.1%             | 3.1%                        | 15.6%            | 9.4%     | 3.1%  |
|      |                      |            |          | 82.1%           | 3.6%                    | 3.6% | 0.0%               | 0.0%  | 7.1%             | 3.6%                        | 17.9%            |          |       |
|      | 卸売業・小売業              | 118        | 87       | 78              | 0                       | 0    | 2                  | 2     | 0                | 5                           | 9                | 25       | 6     |
|      |                      |            | 73.7%    | 66.1%           | 0.0%                    | 0.0% | 1.7%               | 2.3%  | 0.0%             | 4.2%                        | 7.6%             | 21.2%    | 5.1%  |
|      |                      |            |          | 89.7%           | 0.0%                    | 0.0% | 2.3%               | 2.3%  | 0.0%             | 5.7%                        | 10.3%            |          |       |
|      | 金融業・保険業              | 14         | 12       | 9               | 0                       | 1    | 1                  | 1     | 0                | 0                           | 3                | 1        | 1     |
|      |                      |            | 85.7%    | 64.3%           | 0.0%                    | 7.1% | 7.1%               | 8.3%  | 0.0%             | 0.0%                        | 21.4%            | 7.1%     | 7.1%  |
|      |                      |            |          | 75.0%           | 0.0%                    | 8.3% | 8.3%               | 8.3%  | 0.0%             | 0.0%                        | 25.0%            |          |       |
|      | サービス業                | 192        | 145      | 122             | 7                       | 1    | 3                  | 0     | 3                | 9                           | 23               | 28       | 19    |
|      |                      |            | 75.5%    | 63.5%           | 3.6%                    | 0.5% | 1.6%               | 0.0%  | 2.1%             | 4.7%                        | 12.0%            | 14.6%    | 9.9%  |
|      |                      |            |          | 84.1%           | 4.8%                    | 0.7% | 2.1%               | 0.0%  | 2.1%             | 6.2%                        | 15.9%            |          |       |
| 企業規模 | 9人以下                 | 82         | 40       | 31              | 0                       | 0    | 2                  | 1     | 1                | 5                           | 9                | 29       | 13    |
|      |                      |            | 48.8%    | 37.8%           | 0.0%                    | 0.0% | 2.4%               | 2.5%  | 2.5%             | 6.1%                        | 11.0%            | 35.4%    | 15.9% |
|      |                      |            |          | 77.5%           | 0.0%                    | 0.0% | 5.0%               | 2.5%  | 2.5%             | 12.5%                       | 22.5%            |          |       |
|      | 10～29人               | 229        | 171      | 154             | 5                       | 1    | 1                  | 1     | 1                | 8                           | 17               | 39       | 19    |
|      |                      |            | 74.7%    | 67.2%           | 2.2%                    | 0.4% | 0.4%               | 0.6%  | 0.6%             | 3.5%                        | 7.4%             | 17.0%    | 8.3%  |
|      |                      |            |          | 90.1%           | 2.9%                    | 0.6% | 0.6%               | 0.6%  | 0.6%             | 4.7%                        | 9.9%             |          |       |
|      | 30～49人               | 79         | 71       | 57              | 6                       | 0    | 1                  | 2     | 1                | 4                           | 14               | 5        | 3     |
|      |                      |            | 89.9%    | 72.2%           | 7.6%                    | 0.0% | 1.3%               | 2.8%  | 1.4%             | 5.1%                        | 17.7%            | 6.3%     | 3.8%  |
|      |                      |            |          | 80.3%           | 8.5%                    | 0.0% | 1.4%               | 2.8%  | 1.4%             | 5.6%                        | 19.7%            |          |       |
|      | 50～99人               | 62         | 58       | 54              | 0                       | 1    | 0                  | 1     | 0                | 2                           | 4                | 3        | 1     |
|      |                      |            | 93.5%    | 87.1%           | 0.0%                    | 1.6% | 0.0%               | 1.7%  | 0.0%             | 3.2%                        | 6.5%             | 4.8%     | 1.6%  |
|      |                      |            |          | 93.1%           | 0.0%                    | 1.7% | 0.0%               | 1.7%  | 0.0%             | 3.4%                        | 6.9%             |          |       |
|      | 100～299人             | 26         | 26       | 25              | 0                       | 0    | 0                  | 1     | 0                | 0                           | 1                | 0        | 0     |
|      |                      |            | 100.0%   | 96.2%           | 0.0%                    | 0.0% | 0.0%               | 3.8%  | 0.0%             | 0.0%                        | 3.8%             | 0.0%     | 0.0%  |
|      |                      |            |          | 96.2%           | 0.0%                    | 0.0% | 0.0%               | 3.8%  | 0.0%             | 0.0%                        | 3.8%             |          |       |
|      | 300人以上               | 35         | 34       | 20              | 0                       | 1    | 2                  | 8     | 3                | 0                           | 14               | 0        | 1     |
|      |                      |            | 97.1%    | 57.1%           | 0.0%                    | 2.9% | 5.7%               | 23.5% | 8.8%             | 0.0%                        | 40.0%            | 0.0%     | 2.9%  |
|      |                      |            |          | 58.8%           | 0.0%                    | 2.9% | 5.9%               | 23.5% | 8.8%             | 0.0%                        | 41.2%            |          |       |
|      | (再掲)<br>10～299人      | 396        | 326      | 290             | 11                      | 2    | 2                  | 5     | 2                | 14                          | 36               | 47       | 23    |
|      |                      |            | 82.3%    | 73.2%           | 2.8%                    | 0.5% | 0.5%               | 1.3%  | 0.5%             | 3.5%                        | 9.1%             | 11.9%    | 5.8%  |
|      |                      |            |          | 89.0%           | 3.4%                    | 0.6% | 0.6%               | 1.5%  | 0.6%             | 4.3%                        | 11.0%            |          |       |
|      | (再掲)<br>30人以上        | 202        | 189      | 156             | 6                       | 2    | 3                  | 12    | 4                | 6                           | 33               | 8        | 5     |
|      |                      |            | 93.6%    | 77.2%           | 3.0%                    | 1.0% | 1.5%               | 5.9%  | 2.0%             | 3.0%                        | 16.3%            | 4.0%     | 2.5%  |
|      |                      |            |          | 82.5%           | 3.2%                    | 1.1% | 1.6%               | 6.3%  | 2.1%             | 3.2%                        | 17.5%            |          |       |



表20－2 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    |                      | 351        | 197      | 177             | 6                       | 1    | 2                  | 6     | 1                | 4                           | 20               | 97       | 57    |
|      |                      |            | 56.1%    | 50.4%           | 1.7%                    | 0.3% | 0.6%               | 1.7%  | 0.3%             | 1.1%                        | 5.7%             | 27.6%    | 16.2% |
|      |                      |            |          | 89.8%           | 3.0%                    | 0.5% | 1.0%               | 3.0%  | 0.5%             | 2.0%                        | 10.2%            |          |       |
| 産業   | 建設業                  | 28         | 10       | 9               | 0                       | 0    | 0                  | 1     | 0                | 0                           | 1                | 10       | 8     |
|      |                      |            | 35.7%    | 32.1%           | 0.0%                    | 0.0% | 0.0%               | 3.6%  | 0.0%             | 0.0%                        | 3.6%             | 35.7%    | 28.6% |
|      |                      |            |          | 90.0%           | 0.0%                    | 0.0% | 0.0%               | 10.0% | 0.0%             | 0.0%                        | 10.0%            |          |       |
|      | 製造業                  | 64         | 41       | 35              | 1                       | 0    | 0                  | 4     | 0                | 1                           | 6                | 17       | 6     |
|      |                      |            | 64.1%    | 54.7%           | 1.6%                    | 0.0% | 0.0%               | 6.3%  | 0.0%             | 1.6%                        | 9.4%             | 26.6%    | 9.4%  |
|      |                      |            |          | 85.4%           | 2.4%                    | 0.0% | 0.0%               | 9.8%  | 0.0%             | 2.4%                        | 14.6%            |          |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 11         | 9        | 9               | 0                       | 0    | 0                  | 0     | 0                | 0                           | 0                | 2        | 0     |
|      |                      |            | 81.8%    | 81.8%           | 0.0%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 0.0%                        | 0.0%             | 18.2%    | 0.0%  |
|      |                      |            |          | 100.0%          | 0.0%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 0.0%                        | 0.0%             |          |       |
|      | 卸売業・小売業              | 80         | 40       | 35              | 1                       | 0    | 1                  | 1     | 0                | 2                           | 5                | 27       | 13    |
|      |                      |            | 50.0%    | 43.8%           | 1.3%                    | 0.0% | 1.3%               | 1.3%  | 0.0%             | 2.5%                        | 6.3%             | 33.8%    | 16.3% |
|      |                      |            |          | 87.5%           | 2.5%                    | 0.0% | 2.5%               | 2.5%  | 0.0%             | 5.0%                        | 12.5%            |          |       |
|      | 金融業・保険業              | 4          | 2        | 2               | 0                       | 0    | 0                  | 0     | 0                | 0                           | 0                | 2        | 0     |
|      |                      |            | 50.0%    | 50.0%           | 0.0%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 0.0%                        | 0.0%             | 50.0%    | 0.0%  |
|      |                      |            |          | 100.0%          | 0.0%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 0.0%                        | 0.0%             |          |       |
|      | サービス業                | 164        | 95       | 87              | 4                       | 1    | 1                  | 0     | 1                | 1                           | 8                | 39       | 30    |
|      |                      |            | 57.9%    | 53.0%           | 2.4%                    | 0.6% | 0.6%               | 0.0%  | 0.6%             | 0.6%                        | 4.9%             | 23.8%    | 18.3% |
|      |                      |            |          | 91.6%           | 4.2%                    | 1.1% | 1.1%               | 0.0%  | 1.1%             | 1.1%                        | 8.4%             |          |       |
| 企業規模 | 9人以下                 | 48         | 17       | 13              | 0                       | 0    | 2                  | 0     | 1                | 1                           | 4                | 21       | 10    |
|      |                      |            | 35.4%    | 27.1%           | 0.0%                    | 0.0% | 4.2%               | 0.0%  | 2.1%             | 2.1%                        | 8.3%             | 43.8%    | 20.8% |
|      |                      |            |          | 76.5%           | 0.0%                    | 0.0% | 11.8%              | 0.0%  | 5.9%             | 5.9%                        | 23.5%            |          |       |
|      | 10～29人               | 143        | 66       | 62              | 3                       | 0    |                    | 0     | 0                | 1                           | 4                | 51       | 26    |
|      |                      |            | 46.2%    | 43.4%           | 2.1%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 0.7%                        | 2.8%             | 35.7%    | 18.2% |
|      |                      |            |          | 93.9%           | 4.5%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 1.5%                        | 6.1%             |          |       |
|      | 30～49人               | 64         | 37       | 32              | 3                       | 0    | 0                  | 1     | 0                | 1                           | 5                | 18       | 9     |
|      |                      |            | 57.8%    | 50.0%           | 4.7%                    | 0.0% | 0.0%               | 1.6%  | 0.0%             | 1.6%                        | 7.8%             | 28.1%    | 14.1% |
|      |                      |            |          | 86.5%           | 8.1%                    | 0.0% | 0.0%               | 2.7%  | 0.0%             | 2.7%                        | 13.5%            |          |       |
|      | 50～99人               | 49         | 36       | 34              | 0                       | 0    | 0                  | 1     | 0                | 1                           | 2                | 5        | 8     |
|      |                      |            | 73.5%    | 69.4%           | 0.0%                    | 0.0% | 0.0%               | 2.0%  | 0.0%             | 2.0%                        | 4.1%             | 10.2%    | 16.3% |
|      |                      |            |          | 94.4%           | 0.0%                    | 0.0% | 0.0%               | 2.8%  | 0.0%             | 2.8%                        | 5.6%             |          |       |
|      | 100～299人             | 21         | 18       | 18              | 0                       | 0    | 0                  | 0     | 0                | 0                           | 0                | 2        | 1     |
|      |                      |            | 85.7%    | 85.7%           | 0.0%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 0.0%                        | 0.0%             | 9.5%     | 4.8%  |
|      |                      |            |          | 100.0%          | 0.0%                    | 0.0% | 0.0%               | 0.0%  | 0.0%             | 0.0%                        | 0.0%             |          |       |
|      | 300人以上               | 26         | 23       | 18              | 0                       | 1    | 0                  | 4     | 0                | 0                           | 5                | 0        | 3     |
|      |                      |            | 88.5%    | 69.2%           | 0.0%                    | 3.8% | 0.0%               | 15.4% | 0.0%             | 0.0%                        | 19.2%            | 0.0%     | 11.5% |
|      |                      |            |          | 78.3%           | 0.0%                    | 4.3% | 0.0%               | 17.4% | 0.0%             | 0.0%                        | 21.7%            |          |       |
|      | (再掲)<br>10～299人      | 277        | 157      | 146             | 6                       | 0    | 0                  | 2     | 0                | 3                           | 11               | 76       | 44    |
|      |                      |            | 56.7%    | 52.7%           | 2.2%                    | 0.0% | 0.0%               | 0.7%  | 0.0%             | 1.1%                        | 4.0%             | 27.4%    | 15.9% |
|      |                      |            |          | 93.0%           | 3.8%                    | 0.0% | 0.0%               | 1.3%  | 0.0%             | 1.9%                        | 7.0%             |          |       |
|      | (再掲)<br>30人以上        | 160        | 114      | 102             | 3                       | 1    | 0                  | 6     | 0                | 2                           | 12               | 25       | 21    |
|      |                      |            | 71.3%    | 63.8%           | 1.9%                    | 0.6% | 0.0%               | 3.8%  | 0.0%             | 1.3%                        | 7.5%             | 15.6%    | 13.1% |
|      |                      |            |          | 89.5%           | 2.6%                    | 0.9% | 0.0%               | 5.3%  | 0.0%             | 1.8%                        | 10.5%            |          |       |



表21 介護休業の取得状況(令和元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

(単位:社、人、%)

|                  |                      | 回答<br>事業所<br>数(正<br>規) | 回答<br>事業所<br>数(パー<br>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                |                      | 513                    | 351                     | 31,770 | 7,814  | 39,584       | 33<br>0.104% | 6<br>0.077%  | 39<br>0.099% | 20,060 | 2,164  | 22,224      | 11<br>0.055% | 0<br>0.000% | 11<br>0.049% | 11,710 | 5,650  | 17,360       | 22<br>0.188% | 6<br>0.106%  | 28<br>0.161% |
| 産<br>業           | 建設業                  | 56                     | 28                      | 1,277  | 82     | 1,359        | 3<br>0.235%  | 0<br>0.000%  | 3<br>0.221%  | 1,017  | 34     | 1,051       | 1<br>0.098%  | 0<br>0.000% | 1<br>0.095%  | 260    | 48     | 308          | 2<br>0.769%  | 0<br>0.000%  | 2<br>0.649%  |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
|                  | 製造業                  | 101                    | 64                      | 15,372 | 1,176  | 16,548       | 15<br>0.098% | 1<br>0.085%  | 16<br>0.097% | 11,938 | 423    | 12,361      | 5<br>0.042%  | 0<br>0.000% | 5<br>0.040%  | 3,434  | 753    | 4,187        | 10<br>0.291% | 1<br>0.133%  | 11<br>0.263% |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32                     | 11                      | 1,854  | 87     | 1,941        | 0<br>0.000%  | 0<br>0.000%  | 0<br>0.000%  | 1,601  | 43     | 1,644       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 253    | 44     | 297          | 0<br>0.000%  | 0<br>0.000%  | 0<br>0.000%  |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
| 卸売業・小売業          | 118                  | 80                     | 2,129                   | 1,167  | 3,296  | 4<br>0.188%  | 1<br>0.086%  | 5<br>0.152%  | 1,337        | 370    | 1,707  | 2<br>0.150% | 0<br>0.000%  | 2<br>0.117% | 792          | 797    | 1,589  | 2<br>0.253%  | 1<br>0.125%  | 3<br>0.189%  |              |
| 金融業・保険業          | 14                   | 4                      | 540                     | 33     | 573    | 0<br>0.000%  | 0<br>0.000%  | 0<br>0.000%  | 319          | 25     | 344    | 0<br>0.000% | 0<br>0.000%  | 0<br>0.000% | 221          | 8      | 229    | 0<br>0.000%  | 0<br>0.000%  | 0<br>0.000%  |              |
| サービス業            | 192                  | 164                    | 10,598                  | 5,269  | 15,867 | 11<br>0.104% | 4<br>0.076%  | 15<br>0.095% | 3,848        | 1,269  | 5,117  | 3<br>0.078% | 0<br>0.000%  | 3<br>0.059% | 6,750        | 4,000  | 10,750 | 8<br>0.119%  | 4<br>0.100%  | 12<br>0.112% |              |
| 企<br>業<br>規<br>模 | 9人以下                 | 82                     | 48                      | 383    | 169    | 552          | 1<br>0.261%  | 0<br>0.000%  | 1<br>0.181%  | 238    | 35     | 273         | 1<br>0.420%  | 0<br>0.000% | 1<br>0.366%  | 145    | 134    | 279          | 0<br>0.000%  | 0<br>0.000%  | 0<br>0.000%  |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
|                  | 10～29人               | 229                    | 143                     | 2,983  | 930    | 3,913        | 12<br>0.402% | 0<br>0.000%  | 12<br>0.307% | 1,840  | 238    | 2,078       | 4<br>0.217%  | 0<br>0.000% | 4<br>0.192%  | 1,143  | 692    | 1,835        | 8<br>0.700%  | 0<br>0.000%  | 8<br>0.436%  |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
|                  | 30～49人               | 79                     | 64                      | 1,952  | 918    | 2,870        | 0<br>0.000%  | 0<br>0.000%  | 0<br>0.000%  | 1,104  | 245    | 1,349       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 848    | 673    | 1,521        | 0<br>0.000%  | 0<br>0.000%  | 0<br>0.000%  |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
|                  | 50～99人               | 62                     | 49                      | 2,685  | 970    | 3,655        | 2<br>0.074%  | 1<br>0.103%  | 3<br>0.082%  | 1,581  | 253    | 1,834       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 1,104  | 717    | 1,821        | 2<br>0.181%  | 1<br>0.139%  | 3<br>0.165%  |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
| 100～299人         | 26                   | 21                     | 2,374                   | 1,579  | 3,953  | 2<br>0.084%  | 2<br>0.127%  | 4<br>0.101%  | 1,218        | 454    | 1,672  | 2<br>0.164% | 0<br>0.000%  | 2<br>0.120% | 1,156        | 1,125  | 2,281  | 0<br>0.000%  | 2<br>0.178%  | 2<br>0.088%  |              |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
| 300人以上           | 35                   | 26                     | 21,393                  | 3,248  | 24,641 | 16<br>0.075% | 3<br>0.092%  | 19<br>0.077% | 14,079       | 939    | 15,018 | 4<br>0.028% | 0<br>0.000%  | 4<br>0.027% | 7,314        | 2,309  | 9,623  | 12<br>0.164% | 3<br>0.130%  | 15<br>0.156% |              |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
| (再掲)<br>10～299人  | 396                  | 277                    | 9,994                   | 4,397  | 14,391 | 16<br>0.160% | 3<br>0.068%  | 19<br>0.132% | 5,743        | 1,190  | 6,933  | 6<br>0.104% | 0<br>0.000%  | 6<br>0.087% | 4,251        | 3,207  | 7,458  | 10<br>0.235% | 3<br>0.094%  | 13<br>0.174% |              |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |
| (再掲)<br>30人以上    | 202                  | 160                    | 28,404                  | 6,715  | 35,119 | 20<br>0.070% | 6<br>0.089%  | 26<br>0.074% | 17,982       | 1,891  | 19,873 | 6<br>0.033% | 0<br>0.000%  | 6<br>0.030% | 10,422       | 4,824  | 15,246 | 14<br>0.134% | 6<br>0.124%  | 20<br>0.131% |              |
|                  |                      |                        |                         |        |        |              |              |              |              |        |        |             |              |             |              |        |        |              |              |              |              |

表22－1 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

(男女計)

(単位:社、人、%)

|         |                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 合 計                 |           |                 |                 |                 |                 |            | 正 規 従 業 員 |                     |           |                 |                 |                 |                 |            | パ ー ト タ イ ム 労 働 者 |                     |           |                 |                 |                 |                 |            |          |
|---------|----------------------|--------------------|---------------------|---------------------|-----------|-----------------|-----------------|-----------------|-----------------|------------|-----------|---------------------|-----------|-----------------|-----------------|-----------------|-----------------|------------|-------------------|---------------------|-----------|-----------------|-----------------|-----------------|-----------------|------------|----------|
|         |                      |                    |                     |                     |           |                 |                 |                 |                 |            |           |                     |           |                 |                 |                 |                 |            |                   |                     |           |                 |                 |                 |                 |            |          |
|         |                      |                    |                     | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上  | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上          | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上 |
| 計       |                      |                    |                     |                     |           |                 |                 |                 |                 |            |           |                     |           |                 |                 |                 |                 |            |                   |                     |           |                 |                 |                 |                 |            |          |
| 計       |                      | 498                | 366                 | 23                  | 2         | 1               | 7               | 9               | 2               | 1          | 1         | 19                  | 2         | 1               | 5               | 7               | 2               | 1          | 1                 | 4                   | 0         | 0               | 2               | 2               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 8.7%      | 4.3%            | 30.4%           | 39.1%           | 8.7%            | 4.3%       | 4.3%      |                     | 10.5%     | 5.3%            | 26.3%           | 36.8%           | 10.5%           | 5.3%       | 5.3%              |                     | 0.0%      | 0.0%            | 50.0%           | 50.0%           | 0.0%            | 0.0%       | 0.0%     |
| 産 業     | 建設業                  | 57                 | 23                  | 2                   | 1         | 0               | 0               | 0               | 1               | 0          | 0         | 2                   | 1         | 0               | 0               | 0               | 1               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 50.0%     | 0.0%            | 0.0%            | 0.0%            | 50.0%           | 0.0%       | 0.0%      |                     | 50.0%     | 0.0%            | 0.0%            | 0.0%            | 50.0%           | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|         | 製造業                  | 98                 | 71                  | 7                   | 0         | 0               | 3               | 1               | 1               | 1          | 1         | 7                   | 0         | 0               | 3               | 1               | 1               | 1          | 1                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 42.9%           | 14.3%           | 14.3%           | 14.3%      | 14.3%     |                     | 0.0%      | 0.0%            | 42.9%           | 14.3%           | 14.3%           | 14.3%      | 14.3%             |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|         | 卸売業・小売業              | 110                | 84                  | 3                   | 1         | 0               | 0               | 2               | 0               | 0          | 0         | 2                   | 1         | 0               | 0               | 1               | 0               | 0          | 0                 | 1                   | 0         | 0               | 0               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 33.3%     | 0.0%            | 0.0%            | 66.7%           | 0.0%            | 0.0%       | 0.0%      |                     | 50.0%     | 0.0%            | 0.0%            | 50.0%           | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 100.0%          | 0.0%            | 0.0%       | 0.0%     |
|         | 金融業・保険業              | 18                 | 8                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 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                | 182                | 164                 | 11                  | 0         | 1               | 4               | 6               | 0               | 0          | 0         | 8                   | 0         | 1               | 2               | 5               | 0               | 0          | 0                 | 3                   | 0         | 0               | 2               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 9.1%            | 36.4%           | 54.5%           | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 12.5%           | 25.0%           | 62.5%           | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%       | 0.0%     |
| 企 業 規 模 | 9人以下                 | 83                 | 59                  | 1                   | 1         | 0               | 0               | 0               | 0               | 0          | 0         | 1                   | 1         | 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%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |
|         | 10～29人               | 187                | 113                 | 2                   | 1         | 0               | 0               | 1               | 0               | 0          | 0         | 2                   | 1         | 0               | 0               | 1               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|         |                      |                    |                     |                     | 50.0%     | 0.0%            | 0.0%            | 50.0%           | 0.0%            | 0.0%       | 0.0%      |                     | 50.0%     | 0.0%            | 0.0%            | 50.0%           | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |
|         | 30～49人               | 77                 | 66                  | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |
|         | 50～99人               | 61                 | 50                  | 2                   | 0         | 0               | 0               | 1               | 1               | 0          | 0         | 2                   | 0         | 0               | 0               | 1               | 1               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 50.0%           | 50.0%           | 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%            | 0.0%       |          |
|         | 100～299人             | 43                 | 40                  | 4                   | 0         | 0               | 0               | 3               | 1               | 0          | 0         | 3                   | 0         | 0               | 0               | 2               | 1               | 0          | 0                 | 1                   | 0         | 0               | 0               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 75.0%           | 25.0%           | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 66.7%           | 33.3%           | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 100.0%          | 0.0%            | 0.0%       | 0.0%     |
|         | 300人以上               | 47                 | 38                  | 14                  | 0         | 1               | 7               | 4               | 0               | 1          | 1         | 11                  | 0         | 1               | 5               | 3               | 0               | 1          | 1                 | 3                   | 0         | 0               | 2               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 7.1%            | 50.0%           | 28.6%           | 0.0%            | 7.1%       | 7.1%      |                     | 0.0%      | 9.1%            | 45.5%           | 27.3%           | 0.0%            | 9.1%       | 9.1%              |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%       | 0.0%     |
|         | (再掲)<br>10～299人      | 368                | 269                 | 8                   | 1         | 0               | 0               | 5               | 2               | 0          | 0         | 7                   | 1         | 0               | 0               | 4               | 2               | 0          | 0                 | 1                   | 0         | 0               | 0               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 12.5%     | 0.0%            | 0.0%            | 62.5%           | 25.0%           | 0.0%       | 0.0%      |                     | 14.3%     | 0.0%            | 0.0%            | 57.1%           | 28.6%           | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 100.0%          | 0.0%            | 0.0%       | 0.0%     |
|         | (再掲)<br>30人以上        | 228                | 194                 | 20                  | 0         | 1               | 7               | 8               | 2               | 1          | 1         | 16                  | 0         | 1               | 5               | 6               | 2               | 1          | 1                 | 4                   | 0         | 0               | 2               | 2               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 5.0%            | 35.0%           | 40.0%           | 10.0%           | 5.0%       | 5.0%      |                     | 0.0%      | 6.3%            | 31.3%           | 37.5%           | 12.5%           | 6.3%       | 6.3%              |                     | 0.0%      | 0.0%            | 50.0%           | 50.0%           | 0.0%            | 0.0%       | 0.0%     |

表22－2 介護休業より復職した者の取得期間別内訳

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

(男性)

(単位:社、人、%)

|                 |                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 合 計                 |           |                 |                 |                 |                 |            | 正 規 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 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上            | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年          | 1年以<br>上 | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上 |
| 計               |                      | 484                | 204                 | 8                   | 2         | 0               | 2               | 4               | 0               | 0          | 0                   | 8                   | 2         | 0               | 2               | 4               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 25.0%     | 0.0%            | 25.0%           | 50.0%           | 0.0%            | 0.0%       | 0.0%                |                     | 25.0%     | 0.0%            | 25.0%           | 50.0%           | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
| 産 業             | 建設業                  | 56                 | 12                  | 1                   | 1         | 0               | 0               | 0               | 0               | 0          | 0                   | 1                   | 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%                |                     | 100.0%    | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 製造業                  | 99                 | 41                  | 3                   | 0         | 0               | 2               | 1               | 0               | 0          | 0                   | 3                   | 0         | 0               | 2               | 1               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%       | 0.0%                |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32                 | 7                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%                |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 卸売業・小売業              | 113                | 50                  | 1                   | 1         | 0               | 0               | 0               | 0               | 0          | 0                   | 1                   | 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%                |                     | 100.0%    | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 金融業・保険業              | 14                 | 3                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%                |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | サービス業                | 170                | 91                  | 3                   | 0         | 0               | 0               | 3               | 0               | 0          | 0                   | 3                   | 0         | 0               | 0               | 3               | 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%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
| 企 業 規 模         | 9人以下                 | 72                 | 15                  | 1                   | 1         | 0               | 0               | 0               | 0               | 0          | 0                   | 1                   | 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%                |                     | 100.0%    | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 10～29人               | 215                | 68                  | 2                   | 1         | 0               | 0               | 1               | 0               | 0          | 0                   | 2                   | 1         | 0               | 0               | 1               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 50.0%     | 0.0%            | 0.0%            | 50.0%           | 0.0%            | 0.0%       | 0.0%                |                     | 50.0%     | 0.0%            | 0.0%            | 50.0%           | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 30～49人               | 74                 | 38                  | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%                |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 50～99人               | 62                 | 41                  | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%                |                     | 0.0%      | 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             | 26                 | 19                  | 2                   | 0         | 0               | 0               | 2               | 0               | 0          | 0                   | 2                   | 0         | 0               | 0               | 2               | 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%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|                 | 300人以上               | 35                 | 23                  | 3                   | 0         | 0               | 2               | 1               | 0               | 0          | 0                   | 3                   | 0         | 0               | 2               | 1               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|                 |                      |                    |                     |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%       | 0.0%                |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%                | 0.0%     |                     |           | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
| (再掲)<br>10～299人 | 377                  | 166                | 4                   | 1                   | 0         | 0               | 3               | 0               | 0               | 0          | 4                   | 1                   | 0         | 0               | 3               | 0               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|                 |                      |                    |                     | 25.0%               | 0.0%      | 0.0%            | 75.0%           | 0.0%            | 0.0%            | 0.0%       |                     | 25.0%               | 0.0%      | 0.0%            | 75.0%           | 0.0%            | 0.0%            | 0.0%                |          |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |
| (再掲)<br>30人以上   | 197                  | 121                | 5                   | 0                   | 0         | 2               | 3               | 0               | 0               | 0          | 5                   | 0                   | 0         | 2               | 3               | 0               | 0               | 0                   | 0        | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|                 |                      |                    |                     | 0.0%                | 0.0%      | 40.0%           | 60.0%           | 0.0%            | 0.0%            | 0.0%       |                     | 0.0%                | 0.0%      | 40.0%           | 60.0%           | 0.0%            | 0.0%            | 0.0%                |          |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |

表22－3 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

(女性)

(単位:社、人、%)

|         |                      | 回答<br>事業所数<br>(正規) | 回答<br>事業所数<br>(パート) | 合 計                 |           |                 |                 |                 |                 |            | 正 規 従 業 員 |                     |           |                 |                 |                 |                 |            | パ ー ト タ イ ム 労 働 者 |                     |           |                 |                 |                 |                 |            |          |
|---------|----------------------|--------------------|---------------------|---------------------|-----------|-----------------|-----------------|-----------------|-----------------|------------|-----------|---------------------|-----------|-----------------|-----------------|-----------------|-----------------|------------|-------------------|---------------------|-----------|-----------------|-----------------|-----------------|-----------------|------------|----------|
|         |                      |                    |                     |                     |           |                 |                 |                 |                 |            |           |                     |           |                 |                 |                 |                 |            |                   |                     |           |                 |                 |                 |                 |            |          |
|         |                      |                    |                     | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上  | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上          | 介護<br>休業<br>取得<br>者 | 1週間<br>未満 | 1週間<br>～<br>2週間 | 2週間<br>～1ヵ<br>月 | 1～3ヵ<br>月未<br>満 | 3～6ヵ<br>月未<br>満 | 6ヵ月<br>～1年 | 1年以<br>上 |
|         |                      |                    |                     |                     |           |                 |                 |                 |                 |            |           |                     |           |                 |                 |                 |                 |            |                   |                     |           |                 |                 |                 |                 |            |          |
| 計       |                      | 478                | 332                 | 15                  | 0         | 1               | 5               | 5               | 2               | 1          | 1         | 11                  | 0         | 1               | 3               | 3               | 2               | 1          | 1                 | 4                   | 0         | 0               | 2               | 2               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 6.7%            | 33.3%           | 33.3%           | 13.3%           | 6.7%       | 6.7%      |                     | 0.0%      | 9.1%            | 27.3%           | 27.3%           | 18.2%           | 9.1%       | 9.1%              |                     | 0.0%      | 0.0%            | 50.0%           | 50.0%           | 0.0%            | 0.0%       | 0.0%     |
| 産 業     | 建設業                  | 52                 | 23                  | 1                   | 0         | 0               | 0               | 0               | 1               | 0          | 0         | 1                   | 0         | 0               | 0               | 0               | 1               | 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%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|         | 製造業                  | 95                 | 58                  | 4                   | 0         | 0               | 1               | 0               | 1               | 1          | 1         | 4                   | 0         | 0               | 1               | 0               | 1               | 1          | 1                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 25.0%           | 0.0%            | 25.0%           | 25.0%      | 25.0%     |                     | 0.0%      | 0.0%            | 25.0%           | 0.0%            | 25.0%           | 25.0%      | 25.0%             |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 28                 | 11                  | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|         | 卸売業・小売業              | 109                | 76                  | 2                   | 0         | 0               | 0               | 2               | 0               | 0          | 0         | 1                   | 0         | 0               | 0               | 1               | 0               | 0          | 0                 | 1                   | 0         | 0               | 0               | 1               | 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%      | 0.0%            | 0.0%            | 100.0%          | 0.0%            | 0.0%       | 0.0%     |
|         | 金融業・保険業              | 14                 | 3                   | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%     |
|         | サービス業                | 180                | 161                 | 8                   | 0         | 1               | 4               | 3               | 0               | 0          | 0         | 5                   | 0         | 1               | 2               | 2               | 0               | 0          | 0                 | 3                   | 0         | 0               | 2               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 12.5%           | 50.0%           | 37.5%           | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 20.0%           | 40.0%           | 40.0%           | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%       | 0.0%     |
| 企 業 規 模 | 9人以下                 | 65                 | 45                  | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |
|         | 10～29人               | 214                | 133                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |
|         | 30～49人               | 77                 | 61                  | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0         | 0                   | 0         | 0               | 0               | 0               | 0               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 0.0%            | 0.0%            | 0.0%       |          |
|         | 50～99人               | 61                 | 47                  | 2                   | 0         | 0               | 0               | 1               | 1               | 0          | 0         | 2                   | 0         | 0               | 0               | 1               | 1               | 0          | 0                 | 0                   | 0         | 0               | 0               | 0               | 0               | 0          |          |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 50.0%           | 50.0%           | 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%            | 0.0%       |          |
|         | 100～299人             | 26                 | 21                  | 2                   | 0         | 0               | 0               | 1               | 1               | 0          | 0         | 1                   | 0         | 0               | 0               | 0               | 1               | 0          | 0                 | 1                   | 0         | 0               | 0               | 1               | 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%            | 100.0%          | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 100.0%          | 0.0%            | 0.0%       | 0.0%     |
|         | 300人以上               | 35                 | 25                  | 11                  | 0         | 1               | 5               | 3               | 0               | 1          | 1         | 8                   | 0         | 1               | 3               | 2               | 0               | 1          | 1                 | 3                   | 0         | 0               | 2               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 9.1%            | 45.5%           | 27.3%           | 0.0%            | 9.1%       | 9.1%      |                     | 0.0%      | 12.5%           | 37.5%           | 25.0%           | 0.0%            | 12.5%      | 12.5%             |                     | 0.0%      | 0.0%            | 66.7%           | 33.3%           | 0.0%            | 0.0%       | 0.0%     |
|         | (再掲)<br>10～299人      | 378                | 262                 | 4                   | 0         | 0               | 0               | 2               | 2               | 0          | 0         | 3                   | 0         | 0               | 0               | 1               | 2               | 0          | 0                 | 1                   | 0         | 0               | 0               | 1               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 0.0%            | 0.0%            | 50.0%           | 50.0%           | 0.0%       | 0.0%      |                     | 0.0%      | 0.0%            | 0.0%            | 33.3%           | 66.7%           | 0.0%       | 0.0%              |                     | 0.0%      | 0.0%            | 0.0%            | 100.0%          | 0.0%            | 0.0%       | 0.0%     |
|         | (再掲)<br>30人以上        | 199                | 154                 | 15                  | 0         | 1               | 5               | 5               | 2               | 1          | 1         | 11                  | 0         | 1               | 3               | 3               | 2               | 1          | 1                 | 4                   | 0         | 0               | 2               | 2               | 0               | 0          | 0        |
|         |                      |                    |                     |                     | 0.0%      | 6.7%            | 33.3%           | 33.3%           | 13.3%           | 6.7%       | 6.7%      |                     | 0.0%      | 9.1%            | 27.3%           | 27.3%           | 18.2%           | 9.1%       | 9.1%              |                     | 0.0%      | 0.0%            | 50.0%           | 50.0%           | 0.0%            | 0.0%       | 0.0%     |

表23 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                |                      | 530        | 438                               | 348             | 62                                   | 198                         | 250          | 19    | 18           | 9                   | 75                                                    | 13   | 72                                 | 20                 |
|                  |                      |            | 82.6%                             | 65.7%           | 11.7%                                | 37.4%                       | 47.2%        | 3.6%  | 3.4%         | 1.7%                | 14.2%                                                 | 2.5% | 13.6%                              | 3.8%               |
|                  |                      |            |                                   | 79.5%           | 14.2%                                | 45.2%                       | 57.1%        | 4.3%  | 4.1%         | 2.1%                | 17.1%                                                 | 3.0% |                                    |                    |
| 産<br>業           | 建設業                  | 57         | 47                                | 33              | 7                                    | 18                          | 22           | 3     | 1            | 2                   | 9                                                     | 2    | 9                                  | 1                  |
|                  |                      |            | 82.5%                             | 57.9%           | 12.3%                                | 31.6%                       | 38.6%        | 5.3%  | 1.8%         | 3.5%                | 15.8%                                                 | 3.5% | 15.8%                              | 1.8%               |
|                  |                      |            |                                   | 70.2%           | 14.9%                                | 38.3%                       | 46.8%        | 6.4%  | 2.1%         | 4.3%                | 19.1%                                                 | 4.3% |                                    |                    |
|                  | 製造業                  | 104        | 92                                | 79              | 17                                   | 47                          | 62           | 7     | 1            | 5                   | 19                                                    | 4    | 11                                 | 1                  |
|                  |                      |            | 88.5%                             | 76.0%           | 16.3%                                | 45.2%                       | 59.6%        | 6.7%  | 1.0%         | 4.8%                | 18.3%                                                 | 3.8% | 10.6%                              | 1.0%               |
|                  |                      |            |                                   | 85.9%           | 18.5%                                | 51.1%                       | 67.4%        | 7.6%  | 1.1%         | 5.4%                | 20.7%                                                 | 4.3% |                                    |                    |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 29                                | 22              | 4                                    | 11                          | 12           | 3     | 0            | 0                   | 5                                                     | 0    | 2                                  | 1                  |
|                  |                      |            | 90.6%                             | 68.8%           | 12.5%                                | 34.4%                       | 37.5%        | 9.4%  | 0.0%         | 0.0%                | 15.6%                                                 | 0.0% | 6.3%                               | 3.1%               |
|                  |                      |            |                                   | 75.9%           | 13.8%                                | 37.9%                       | 41.4%        | 10.3% | 0.0%         | 0.0%                | 17.2%                                                 | 0.0% |                                    |                    |
|                  | 卸売業・小売業              | 124        | 99                                | 72              | 15                                   | 47                          | 47           | 3     | 1            | 1                   | 13                                                    | 1    | 17                                 | 8                  |
|                  |                      |            | 79.8%                             | 58.1%           | 12.1%                                | 37.9%                       | 37.9%        | 2.4%  | 0.8%         | 0.8%                | 10.5%                                                 | 0.8% | 13.7%                              | 6.5%               |
|                  |                      |            |                                   | 72.7%           | 15.2%                                | 47.5%                       | 47.5%        | 3.0%  | 1.0%         | 1.0%                | 13.1%                                                 | 1.0% |                                    |                    |
|                  | 金融業・保険業              | 14         | 13                                | 10              | 2                                    | 7                           | 11           | 0     | 0            | 1                   | 4                                                     | 1    | 1                                  | 0                  |
|                  |                      |            | 92.9%                             | 71.4%           | 14.3%                                | 50.0%                       | 78.6%        | 0.0%  | 0.0%         | 7.1%                | 28.6%                                                 | 7.1% | 7.1%                               | 0.0%               |
|                  |                      |            |                                   | 76.9%           | 15.4%                                | 53.8%                       | 84.6%        | 0.0%  | 0.0%         | 7.7%                | 30.8%                                                 | 7.7% |                                    |                    |
|                  | サービス業                | 199        | 158                               | 132             | 17                                   | 68                          | 96           | 3     | 15           | 0                   | 25                                                    | 5    | 32                                 | 9                  |
|                  |                      |            | 79.4%                             | 66.3%           | 8.5%                                 | 34.2%                       | 48.2%        | 1.5%  | 7.5%         | 0.0%                | 12.6%                                                 | 2.5% | 16.1%                              | 4.5%               |
|                  |                      |            |                                   | 83.5%           | 10.8%                                | 43.0%                       | 60.8%        | 1.9%  | 9.5%         | 0.0%                | 15.8%                                                 | 3.2% |                                    |                    |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 57                                | 29              | 10                                   | 19                          | 25           | 2     | 1            | 0                   | 8                                                     | 1    | 29                                 | 10                 |
|                  |                      |            | 59.4%                             | 30.2%           | 10.4%                                | 19.8%                       | 26.0%        | 2.1%  | 1.0%         | 0.0%                | 8.3%                                                  | 1.0% | 30.2%                              | 10.4%              |
|                  |                      |            |                                   | 50.9%           | 17.5%                                | 33.3%                       | 43.9%        | 3.5%  | 1.8%         | 0.0%                | 14.0%                                                 | 1.8% |                                    |                    |
|                  | 10～29人               | 232        | 192                               | 145             | 29                                   | 92                          | 102          | 7     | 3            | 2                   | 32                                                    | 4    | 32                                 | 8                  |
|                  |                      |            | 82.8%                             | 62.5%           | 12.5%                                | 39.7%                       | 44.0%        | 3.0%  | 1.3%         | 0.9%                | 13.8%                                                 | 1.7% | 13.8%                              | 3.4%               |
|                  |                      |            |                                   | 75.5%           | 15.1%                                | 47.9%                       | 53.1%        | 3.6%  | 1.6%         | 1.0%                | 16.7%                                                 | 2.1% |                                    |                    |
|                  | 30～49人               | 79         | 71                                | 66              | 10                                   | 37                          | 41           | 1     | 5            | 1                   | 11                                                    | 2    | 6                                  | 2                  |
|                  |                      |            | 89.9%                             | 83.5%           | 12.7%                                | 46.8%                       | 51.9%        | 1.3%  | 6.3%         | 1.3%                | 13.9%                                                 | 2.5% | 7.6%                               | 2.5%               |
|                  |                      |            |                                   | 93.0%           | 14.1%                                | 52.1%                       | 57.7%        | 1.4%  | 7.0%         | 1.4%                | 15.5%                                                 | 2.8% |                                    |                    |
|                  | 50～99人               | 62         | 57                                | 50              | 4                                    | 18                          | 35           | 1     | 1            | 1                   | 8                                                     | 4    | 5                                  | 0                  |
|                  |                      |            | 91.9%                             | 80.6%           | 6.5%                                 | 29.0%                       | 56.5%        | 1.6%  | 1.6%         | 1.6%                | 12.9%                                                 | 6.5% | 8.1%                               | 0.0%               |
|                  |                      |            |                                   | 87.7%           | 7.0%                                 | 31.6%                       | 61.4%        | 1.8%  | 1.8%         | 1.8%                | 14.0%                                                 | 7.0% |                                    |                    |
|                  | 100～299人             | 26         | 26                                | 25              | 3                                    | 14                          | 19           | 2     | 1            | 0                   | 4                                                     | 1    | 0                                  | 0                  |
|                  |                      |            | 100.0%                            | 96.2%           | 11.5%                                | 53.8%                       | 73.1%        | 7.7%  | 3.8%         | 0.0%                | 15.4%                                                 | 3.8% | 0.0%                               | 0.0%               |
|                  |                      |            |                                   | 96.2%           | 11.5%                                | 53.8%                       | 73.1%        | 7.7%  | 3.8%         | 0.0%                | 15.4%                                                 | 3.8% |                                    |                    |
|                  | 300人以上               | 35         | 35                                | 33              | 6                                    | 18                          | 28           | 6     | 7            | 5                   | 12                                                    | 1    | 0                                  | 0                  |
|                  |                      |            | 100.0%                            | 94.3%           | 17.1%                                | 51.4%                       | 80.0%        | 17.1% | 20.0%        | 14.3%               | 34.3%                                                 | 2.9% | 0.0%                               | 0.0%               |
|                  |                      |            |                                   | 94.3%           | 17.1%                                | 51.4%                       | 80.0%        | 17.1% | 20.0%        | 14.3%               | 34.3%                                                 | 2.9% |                                    |                    |
|                  | (再掲)<br>10～299人      | 399        | 346                               | 286             | 46                                   | 161                         | 197          | 11    | 10           | 4                   | 55                                                    | 11   | 43                                 | 10                 |
|                  |                      |            | 86.7%                             | 71.7%           | 11.5%                                | 40.4%                       | 49.4%        | 2.8%  | 2.5%         | 1.0%                | 13.8%                                                 | 2.8% | 10.8%                              | 2.5%               |
|                  |                      |            |                                   | 82.7%           | 13.3%                                | 46.5%                       | 56.9%        | 3.2%  | 2.9%         | 1.2%                | 15.9%                                                 | 3.2% |                                    |                    |
|                  | (再掲)<br>30人以上        | 202        | 189                               | 174             | 23                                   | 87                          | 123          | 10    | 14           | 7                   | 35                                                    | 8    | 11                                 | 2                  |
|                  |                      |            | 93.6%                             | 86.1%           | 11.4%                                | 43.1%                       | 60.9%        | 5.0%  | 6.9%         | 3.5%                | 17.3%                                                 | 4.0% | 5.4%                               | 1.0%               |
|                  |                      |            |                                   | 92.1%           | 12.2%                                | 46.0%                       | 65.1%        | 5.3%  | 7.4%         | 3.7%                | 18.5%                                                 | 4.2% |                                    |                    |

表24－1 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><br>3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       |                      | 530        | 348   | 33                | 172     | 60          | 23         | 27          | 33    | 110             | 151   | 31    |
|         |                      |            | 65.7% | 6.2%              | 32.5%   | 11.3%       | 4.3%       | 5.1%        | 6.2%  | 20.8%           | 28.5% | 5.8%  |
|         |                      |            |       | 9.5%              | 49.4%   | 17.2%       | 6.6%       | 7.8%        | 9.5%  | 31.6%           |       |       |
| 産業      | 建設業                  | 57         | 33    | 4                 | 14      | 8           | 2          | 2           | 3     | 12              | 21    | 3     |
|         |                      |            | 57.9% | 7.0%              | 24.6%   | 14.0%       | 3.5%       | 3.5%        | 5.3%  | 21.1%           | 36.8% | 0.0%  |
|         |                      |            |       | 12.1%             | 42.4%   | 24.2%       | 6.1%       | 6.1%        | 9.1%  | 36.4%           |       |       |
|         | 製造業                  | 104        | 79    | 9                 | 30      | 13          | 10         | 7           | 10    | 30              | 20    | 5     |
|         |                      |            | 76.0% | 8.7%              | 28.8%   | 12.5%       | 9.6%       | 6.7%        | 9.6%  | 28.8%           | 19.2% | 4.8%  |
|         |                      |            |       | 11.4%             | 38.0%   | 16.5%       | 12.7%      | 8.9%        | 12.7% | 38.0%           |       |       |
|         | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 22    | 5                 | 10      | 1           | 2          | 2           | 2     | 5               | 8     | 2     |
|         |                      |            | 68.8% | 15.6%             | 31.3%   | 3.1%        | 6.3%       | 6.3%        | 6.3%  | 15.6%           | 25.0% | 6.3%  |
|         |                      |            |       | 22.7%             | 45.5%   | 4.5%        | 9.1%       | 9.1%        | 9.1%  | 22.7%           |       |       |
|         | 卸売業・小売業              | 124        | 72    | 7                 | 38      | 15          | 2          | 5           | 5     | 22              | 41    | 11    |
|         |                      |            | 58.1% | 5.6%              | 30.6%   | 12.1%       | 1.6%       | 4.0%        | 4.0%  | 17.7%           | 33.1% | 8.9%  |
|         |                      |            |       | 9.7%              | 52.8%   | 20.8%       | 2.8%       | 6.9%        | 6.9%  | 30.6%           |       |       |
|         | 金融業・保険業              | 14         | 10    | 1                 | 4       | 3           | 2          | 0           | 0     | 5               | 4     | 0     |
|         |                      |            | 71.4% | 7.1%              | 28.6%   | 21.4%       | 14.3%      | 0.0%        | 0.0%  | 35.7%           | 28.6% | 0.0%  |
|         |                      |            |       | 10.0%             | 40.0%   | 30.0%       | 20.0%      | 0.0%        | 0.0%  | 50.0%           |       |       |
|         | サービス業                | 199        | 132   | 7                 | 76      | 20          | 5          | 11          | 13    | 36              | 57    | 10    |
|         |                      |            | 66.3% | 3.5%              | 38.2%   | 10.1%       | 2.5%       | 5.5%        | 6.5%  | 18.1%           | 28.6% | 5.0%  |
|         |                      |            |       | 5.3%              | 57.6%   | 15.2%       | 3.8%       | 8.3%        | 9.8%  | 27.3%           |       |       |
| 企業規模    | 9人以下                 | 96         | 29    | 5                 | 9       | 4           | 2          | 7           | 2     | 13              | 53    | 14    |
|         |                      |            | 30.2% | 5.2%              | 9.4%    | 4.2%        | 2.1%       | 7.3%        | 2.1%  | 13.5%           | 55.2% | 14.6% |
|         |                      |            |       | 17.2%             | 31.0%   | 13.8%       | 6.9%       | 24.1%       | 6.9%  | 44.8%           |       |       |
|         | 10～29人               | 232        | 145   | 19                | 75      | 24          | 2          | 15          | 10    | 41              | 73    | 14    |
|         |                      |            | 62.5% | 8.2%              | 32.3%   | 10.3%       | 0.9%       | 6.5%        | 4.3%  | 17.7%           | 31.5% | 6.0%  |
|         |                      |            |       | 13.1%             | 51.7%   | 16.6%       | 1.4%       | 10.3%       | 6.9%  | 28.3%           |       |       |
|         | 30～49人               | 79         | 66    | 2                 | 35      | 13          | 4          | 3           | 9     | 20              | 11    | 2     |
|         |                      |            | 83.5% | 2.5%              | 44.3%   | 16.5%       | 5.1%       | 3.8%        | 11.4% | 25.3%           | 13.9% | 2.5%  |
|         |                      |            |       | 3.0%              | 53.0%   | 19.7%       | 6.1%       | 4.5%        | 13.6% | 30.3%           |       |       |
|         | 50～99人               | 62         | 50    | 2                 | 29      | 10          | 2          | 1           | 6     | 13              | 11    | 1     |
|         |                      |            | 80.6% | 3.2%              | 46.8%   | 16.1%       | 3.2%       | 1.6%        | 9.7%  | 21.0%           | 17.7% | 1.6%  |
|         |                      |            |       | 4.0%              | 58.0%   | 20.0%       | 4.0%       | 2.0%        | 12.0% | 26.0%           |       |       |
|         | 100～299人             | 26         | 25    | 4                 | 13      | 3           | 2          | 1           | 2     | 6               | 1     | 0     |
|         |                      |            | 96.2% | 15.4%             | 50.0%   | 11.5%       | 7.7%       | 3.8%        | 7.7%  | 23.1%           | 3.8%  | 0.0%  |
|         |                      |            |       | 16.0%             | 52.0%   | 12.0%       | 8.0%       | 4.0%        | 8.0%  | 24.0%           |       |       |
|         | 300人以上               | 35         | 33    | 1                 | 11      | 6           | 11         | 0           | 4     | 17              | 2     | 0     |
|         |                      |            | 94.3% | 2.9%              | 31.4%   | 17.1%       | 31.4%      | 0.0%        | 11.4% | 48.6%           | 5.7%  | 0.0%  |
|         |                      |            |       | 3.0%              | 33.3%   | 18.2%       | 33.3%      | 0.0%        | 12.1% | 51.5%           |       |       |
|         | (再掲)<br>10～299人      | 399        | 286   | 27                | 152     | 50          | 10         | 20          | 27    | 80              | 96    | 17    |
|         |                      |            | 71.7% | 6.8%              | 38.1%   | 12.5%       | 2.5%       | 5.0%        | 6.8%  | 20.1%           | 24.1% | 4.3%  |
|         |                      |            |       | 9.4%              | 53.1%   | 17.5%       | 3.5%       | 7.0%        | 9.4%  | 28.0%           |       |       |
|         | (再掲)<br>30人以上        | 202        | 174   | 9                 | 88      | 32          | 19         | 5           | 21    | 56              | 25    | 3     |
|         |                      |            | 86.1% | 4.5%              | 43.6%   | 15.8%       | 9.4%       | 2.5%        | 10.4% | 27.7%           | 12.4% | 1.5%  |
|         |                      |            |       | 5.2%              | 50.6%   | 18.4%       | 10.9%      | 2.9%        | 12.1% | 32.2%           |       |       |



表24－2 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                            |                      | 530        | 62    | 12                | 18      | 9           | 1          | 15          | 7     | 25          | 371   | 97    |
|                              |                      |            | 11.7% | 2.3%              | 3.4%    | 1.7%        | 0.2%       | 2.8%        | 1.3%  | 4.7%        | 70.0% | 18.3% |
|                              |                      |            |       | 19.4%             | 29.0%   | 14.5%       | 1.6%       | 24.2%       | 11.3% | 40.3%       |       |       |
| 産業                           | 建設業                  | 57         | 7     | 1                 | 4       | 1           | 0          | 1           | 0     | 2           | 39    | 11    |
|                              |                      |            | 12.3% | 1.8%              | 7.0%    | 1.8%        | 0.0%       | 1.8%        | 0.0%  | 3.5%        | 68.4% | 19.3% |
|                              |                      |            |       | 14.3%             | 57.1%   | 14.3%       | 0.0%       | 14.3%       | 0.0%  | 28.6%       |       |       |
|                              | 製造業                  | 104        | 17    | 3                 | 3       | 2           | 1          | 6           | 2     | 9           | 70    | 17    |
|                              |                      |            | 16.3% | 2.9%              | 2.9%    | 1.9%        | 1.0%       | 5.8%        | 1.9%  | 8.7%        | 67.3% | 16.3% |
|                              |                      |            |       | 17.6%             | 17.6%   | 11.8%       | 5.9%       | 35.3%       | 11.8% | 52.9%       |       |       |
|                              | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 4     | 2                 | 0       | 1           | 0          | 1           | 0     | 2           | 20    | 8     |
|                              |                      |            | 12.5% | 6.3%              | 0.0%    | 3.1%        | 0.0%       | 3.1%        | 0.0%  | 6.3%        | 62.5% | 25.0% |
|                              |                      |            |       | 50.0%             | 0.0%    | 25.0%       | 0.0%       | 25.0%       | 0.0%  | 50.0%       |       |       |
|                              | 卸売業・小売業              | 124        | 15    | 3                 | 5       | 4           | 0          | 3           | 0     | 7           | 81    | 28    |
|                              |                      |            | 12.1% | 2.4%              | 4.0%    | 3.2%        | 0.0%       | 2.4%        | 0.0%  | 5.6%        | 65.3% | 22.6% |
|                              |                      |            |       | 20.0%             | 33.3%   | 26.7%       | 0.0%       | 20.0%       | 0.0%  | 46.7%       |       |       |
|                              | 金融業・保険業              | 14         | 2     | 1                 | 0       | 0           | 0          | 1           | 0     | 1           | 12    | 0     |
|                              |                      |            | 14.3% | 7.1%              | 0.0%    | 0.0%        | 0.0%       | 7.1%        | 0.0%  | 7.1%        | 85.7% | 0.0%  |
|                              |                      |            |       | 50.0%             | 0.0%    | 0.0%        | 0.0%       | 50.0%       | 0.0%  | 50.0%       |       |       |
|                              | サービス業                | 199        | 17    | 2                 | 6       | 1           | 0          | 3           | 5     | 4           | 149   | 33    |
|                              |                      |            | 8.5%  | 1.0%              | 3.0%    | 0.5%        | 0.0%       | 1.5%        | 2.5%  | 2.0%        | 74.9% | 16.6% |
|                              |                      |            |       | 11.8%             | 35.3%   | 5.9%        | 0.0%       | 17.6%       | 29.4% | 23.5%       |       |       |
| 企業規模                         | 9人以下                 | 96         | 10    | 2                 | 3       | 1           | 0          | 3           | 1     | 4           | 66    | 20    |
|                              |                      |            | 10.4% | 2.1%              | 3.1%    | 1.0%        | 0.0%       | 3.1%        | 1.0%  | 4.2%        | 68.8% | 20.8% |
|                              |                      |            |       | 20.0%             | 30.0%   | 10.0%       | 0.0%       | 30.0%       | 10.0% | 40.0%       |       |       |
|                              | 10～29人               | 232        | 29    | 8                 | 9       | 6           | 0          | 5           | 1     | 11          | 159   | 44    |
|                              |                      |            | 12.5% | 3.4%              | 3.9%    | 2.6%        | 0.0%       | 2.2%        | 0.4%  | 4.7%        | 68.5% | 19.0% |
|                              |                      |            |       | 27.6%             | 31.0%   | 20.7%       | 0.0%       | 17.2%       | 3.4%  | 37.9%       |       |       |
|                              | 30～49人               | 79         | 10    | 1                 | 1       | 1           | 0          | 3           | 4     | 4           | 53    | 16    |
|                              |                      |            | 12.7% | 1.3%              | 1.3%    | 1.3%        | 0.0%       | 3.8%        | 5.1%  | 5.1%        | 67.1% | 20.3% |
|                              |                      |            |       | 10.0%             | 10.0%   | 10.0%       | 0.0%       | 30.0%       | 40.0% | 40.0%       |       |       |
|                              | 50～99人               | 62         | 4     | 0                 | 2       | 1           | 0          | 1           | 0     | 2           | 47    | 11    |
|                              |                      |            | 6.5%  | 0.0%              | 3.2%    | 1.6%        | 0.0%       | 1.6%        | 0.0%  | 3.2%        | 75.8% | 17.7% |
|                              |                      |            |       | 0.0%              | 50.0%   | 25.0%       | 0.0%       | 25.0%       | 0.0%  | 50.0%       |       |       |
|                              | 100～299人             | 26         | 3     | 0                 | 1       | 0           | 0          | 1           | 1     | 1           | 18    | 5     |
|                              |                      |            | 11.5% | 0.0%              | 3.8%    | 0.0%        | 0.0%       | 3.8%        | 3.8%  | 3.8%        | 69.2% | 19.2% |
|                              |                      |            |       | 0.0%              | 33.3%   | 0.0%        | 0.0%       | 33.3%       | 33.3% | 33.3%       |       |       |
|                              | 300人以上               | 35         | 6     | 1                 | 2       | 0           | 1          | 2           | 0     | 3           | 28    | 1     |
|                              |                      |            | 17.1% | 2.9%              | 5.7%    | 0.0%        | 2.9%       | 5.7%        | 0.0%  | 8.6%        | 80.0% | 2.9%  |
|                              |                      |            |       | 16.7%             | 33.3%   | 0.0%        | 16.7%      | 33.3%       | 0.0%  | 50.0%       |       |       |
|                              | (再掲)<br>10～299人      | 399        | 46    | 9                 | 13      | 8           | 0          | 10          | 6     | 18          | 277   | 76    |
|                              |                      |            | 11.5% | 2.3%              | 3.3%    | 2.0%        | 0.0%       | 2.5%        | 1.5%  | 4.5%        | 69.4% | 19.0% |
|                              |                      |            |       | 19.6%             | 28.3%   | 17.4%       | 0.0%       | 21.7%       | 13.0% | 39.1%       |       |       |
|                              | (再掲)<br>30人以上        | 202        | 23    | 2                 | 6       | 2           | 1          | 7           | 5     | 10          | 146   | 33    |
|                              |                      |            | 11.4% | 1.0%              | 3.0%    | 1.0%        | 0.5%       | 3.5%        | 2.5%  | 5.0%        | 72.3% | 16.3% |
|                              |                      |            |       | 8.7%              | 26.1%   | 8.7%        | 4.3%       | 30.4%       | 21.7% | 43.5%       |       |       |

表24－3 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                   |                      | 530        | 198   | 29                | 72      | 35          | 10         | 25          | 27    | 70          | 262   | 70    |
|                     |                      |            | 37.4% | 5.5%              | 13.6%   | 6.6%        | 1.9%       | 4.7%        | 5.1%  | 13.2%       | 49.4% | 13.2% |
|                     |                      |            |       | 14.6%             | 36.4%   | 17.7%       | 5.1%       | 12.6%       | 13.6% | 35.4%       |       |       |
| 産業                  | 建設業                  | 57         | 18    | 4                 | 6       | 2           | 1          | 2           | 3     | 5           | 30    | 9     |
|                     |                      |            | 31.6% | 7.0%              | 10.5%   | 3.5%        | 1.8%       | 3.5%        | 5.3%  | 8.8%        | 52.6% | 15.8% |
|                     |                      |            |       | 22.2%             | 33.3%   | 11.1%       | 5.6%       | 11.1%       | 16.7% | 27.8%       |       |       |
|                     | 製造業                  | 104        | 47    | 7                 | 15      | 7           | 4          | 7           | 7     | 18          | 45    | 12    |
|                     |                      |            | 45.2% | 6.7%              | 14.4%   | 6.7%        | 3.8%       | 6.7%        | 6.7%  | 17.3%       | 43.3% | 11.5% |
|                     |                      |            |       | 14.9%             | 31.9%   | 14.9%       | 8.5%       | 14.9%       | 14.9% | 38.3%       |       |       |
|                     | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 11    | 2                 | 6       | 0           | 1          | 1           | 1     | 2           | 15    | 6     |
|                     |                      |            | 34.4% | 6.3%              | 18.8%   | 0.0%        | 3.1%       | 3.1%        | 3.1%  | 6.3%        | 46.9% | 18.8% |
|                     |                      |            |       | 18.2%             | 54.5%   | 0.0%        | 9.1%       | 9.1%        | 9.1%  | 18.2%       |       |       |
|                     | 卸売業・小売業              | 124        | 47    | 8                 | 14      | 11          | 2          | 8           | 4     | 21          | 57    | 20    |
|                     |                      |            | 37.9% | 6.5%              | 11.3%   | 8.9%        | 1.6%       | 6.5%        | 3.2%  | 16.9%       | 46.0% | 16.1% |
|                     |                      |            |       | 17.0%             | 29.8%   | 23.4%       | 4.3%       | 17.0%       | 8.5%  | 44.7%       |       |       |
|                     | 金融業・保険業              | 14         | 7     | 1                 | 0       | 4           | 1          | 0           | 1     | 5           | 7     | 0     |
|                     |                      |            | 50.0% | 7.1%              | 0.0%    | 28.6%       | 7.1%       | 0.0%        | 7.1%  | 35.7%       | 50.0% | 0.0%  |
|                     |                      |            |       | 14.3%             | 0.0%    | 57.1%       | 14.3%      | 0.0%        | 14.3% | 71.4%       |       |       |
|                     | サービス業                | 199        | 68    | 7                 | 31      | 11          | 1          | 7           | 11    | 19          | 108   | 23    |
|                     |                      |            | 34.2% | 3.5%              | 15.6%   | 5.5%        | 0.5%       | 3.5%        | 5.5%  | 9.5%        | 54.3% | 11.6% |
|                     |                      |            |       | 10.3%             | 45.6%   | 16.2%       | 1.5%       | 10.3%       | 16.2% | 27.9%       |       |       |
| 企業規模                | 9人以下                 | 96         | 19    | 3                 | 4       | 3           | 1          | 5           | 3     | 9           | 58    | 19    |
|                     |                      |            | 19.8% | 3.1%              | 4.2%    | 3.1%        | 1.0%       | 5.2%        | 3.1%  | 9.4%        | 60.4% | 19.8% |
|                     |                      |            |       | 15.8%             | 21.1%   | 15.8%       | 5.3%       | 26.3%       | 15.8% | 47.4%       |       |       |
|                     | 10～29人               | 232        | 92    | 19                | 33      | 19          | 1          | 12          | 8     | 32          | 110   | 30    |
|                     |                      |            | 39.7% | 8.2%              | 14.2%   | 8.2%        | 0.4%       | 5.2%        | 3.4%  | 13.8%       | 47.4% | 12.9% |
|                     |                      |            |       | 20.7%             | 35.9%   | 20.7%       | 1.1%       | 13.0%       | 8.7%  | 34.8%       |       |       |
|                     | 30～49人               | 79         | 37    | 4                 | 11      | 6           | 2          | 4           | 10    | 12          | 31    | 11    |
|                     |                      |            | 46.8% | 5.1%              | 13.9%   | 7.6%        | 2.5%       | 5.1%        | 12.7% | 15.2%       | 39.2% | 13.9% |
|                     |                      |            |       | 10.8%             | 29.7%   | 16.2%       | 5.4%       | 10.8%       | 27.0% | 32.4%       |       |       |
|                     | 50～99人               | 62         | 18    | 0                 | 9       | 4           | 2          | 1           | 2     | 7           | 36    | 8     |
|                     |                      |            | 29.0% | 0.0%              | 14.5%   | 6.5%        | 3.2%       | 1.6%        | 3.2%  | 11.3%       | 58.1% | 12.9% |
|                     |                      |            |       | 0.0%              | 50.0%   | 22.2%       | 11.1%      | 5.6%        | 11.1% | 38.9%       |       |       |
|                     | 100～299人             | 26         | 14    | 1                 | 9       | 0           | 0          | 2           | 2     | 2           | 10    | 2     |
|                     |                      |            | 53.8% | 3.8%              | 34.6%   | 0.0%        | 0.0%       | 7.7%        | 7.7%  | 7.7%        | 38.5% | 7.7%  |
|                     |                      |            |       | 7.1%              | 64.3%   | 0.0%        | 0.0%       | 14.3%       | 14.3% | 14.3%       |       |       |
|                     | 300人以上               | 35         | 18    | 2                 | 6       | 3           | 4          | 1           | 2     | 8           | 17    | 0     |
|                     |                      |            | 51.4% | 5.7%              | 17.1%   | 8.6%        | 11.4%      | 2.9%        | 5.7%  | 22.9%       | 48.6% | 0.0%  |
|                     |                      |            |       | 11.1%             | 33.3%   | 16.7%       | 22.2%      | 5.6%        | 11.1% | 44.4%       |       |       |
|                     | (再掲)<br>10～299人      | 399        | 161   | 24                | 62      | 29          | 5          | 19          | 22    | 53          | 187   | 51    |
|                     |                      |            | 40.4% | 6.0%              | 15.5%   | 7.3%        | 1.3%       | 4.8%        | 5.5%  | 13.3%       | 46.9% | 12.8% |
|                     |                      |            |       | 14.9%             | 38.5%   | 18.0%       | 3.1%       | 11.8%       | 13.7% | 32.9%       |       |       |
|                     | (再掲)<br>30人以上        | 202        | 87    | 7                 | 35      | 13          | 8          | 8           | 16    | 29          | 94    | 21    |
|                     |                      |            | 43.1% | 3.5%              | 17.3%   | 6.4%        | 4.0%       | 4.0%        | 7.9%  | 14.4%       | 46.5% | 10.4% |
|                     |                      |            |       | 8.0%              | 40.2%   | 14.9%       | 9.2%       | 9.2%        | 18.4% | 33.3%       |       |       |



表24－4 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        |                      | 530        | 250   | 21                | 112     | 70          | 8          | 14          | 25    | 92          | 200   | 80    |
|          |                      |            | 47.2% | 4.0%              | 21.1%   | 13.2%       | 1.5%       | 2.6%        | 4.7%  | 17.4%       | 37.7% | 15.1% |
|          |                      |            |       | 8.4%              | 44.8%   | 28.0%       | 3.2%       | 5.6%        | 10.0% | 36.8%       |       |       |
| 産業       | 建設業                  | 57         | 22    | 2                 | 13      | 4           | 1          | 0           | 2     | 5           | 27    | 8     |
|          |                      |            | 38.6% | 3.5%              | 22.8%   | 7.0%        | 1.8%       | 0.0%        | 3.5%  | 8.8%        | 47.4% | 14.0% |
|          |                      |            |       | 9.1%              | 59.1%   | 18.2%       | 4.5%       | 0.0%        | 9.1%  | 22.7%       |       |       |
|          | 製造業                  | 104        | 62    | 8                 | 23      | 15          | 4          | 7           | 5     | 26          | 27    | 15    |
|          |                      |            | 59.6% | 7.7%              | 22.1%   | 14.4%       | 3.8%       | 6.7%        | 4.8%  | 25.0%       | 26.0% | 14.4% |
|          |                      |            |       | 12.9%             | 37.1%   | 24.2%       | 6.5%       | 11.3%       | 8.1%  | 41.9%       |       |       |
|          | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 12    | 1                 | 7       | 2           | 1          | 0           | 1     | 3           | 14    | 6     |
|          |                      |            | 37.5% | 3.1%              | 21.9%   | 6.3%        | 3.1%       | 0.0%        | 3.1%  | 9.4%        | 43.8% | 18.8% |
|          |                      |            |       | 8.3%              | 58.3%   | 16.7%       | 8.3%       | 0.0%        | 8.3%  | 25.0%       |       |       |
|          | 卸売業・小売業              | 124        | 47    | 3                 | 15      | 20          | 1          | 4           | 4     | 25          | 52    | 25    |
|          |                      |            | 37.9% | 2.4%              | 12.1%   | 16.1%       | 0.8%       | 3.2%        | 3.2%  | 20.2%       | 41.9% | 20.2% |
|          |                      |            |       | 6.4%              | 31.9%   | 42.6%       | 2.1%       | 8.5%        | 8.5%  | 53.2%       |       |       |
|          | 金融業・保険業              | 14         | 11    | 0                 | 5       | 5           | 0          | 0           | 1     | 5           | 3     | 0     |
|          |                      |            | 78.6% | 0.0%              | 35.7%   | 35.7%       | 0.0%       | 0.0%        | 7.1%  | 35.7%       | 21.4% | 0.0%  |
|          |                      |            |       | 0.0%              | 45.5%   | 45.5%       | 0.0%       | 0.0%        | 9.1%  | 45.5%       |       |       |
|          | サービス業                | 199        | 96    | 7                 | 49      | 24          | 1          | 3           | 12    | 28          | 77    | 26    |
|          |                      |            | 48.2% | 3.5%              | 24.6%   | 12.1%       | 0.5%       | 1.5%        | 6.0%  | 14.1%       | 38.7% | 13.1% |
|          |                      |            |       | 7.3%              | 51.0%   | 25.0%       | 1.0%       | 3.1%        | 12.5% | 29.2%       |       |       |
| 企業規模     | 9人以下                 | 96         | 25    | 6                 | 5       | 5           | 1          | 4           | 4     | 10          | 52    | 19    |
|          |                      |            | 26.0% | 6.3%              | 5.2%    | 5.2%        | 1.0%       | 4.2%        | 4.2%  | 10.4%       | 54.2% | 19.8% |
|          |                      |            |       | 24.0%             | 20.0%   | 20.0%       | 4.0%       | 16.0%       | 16.0% | 40.0%       |       |       |
|          | 10～29人               | 232        | 102   | 10                | 50      | 26          | 2          | 7           | 7     | 35          | 94    | 36    |
|          |                      |            | 44.0% | 4.3%              | 21.6%   | 11.2%       | 0.9%       | 3.0%        | 3.0%  | 15.1%       | 40.5% | 15.5% |
|          |                      |            |       | 9.8%              | 49.0%   | 25.5%       | 2.0%       | 6.9%        | 6.9%  | 34.3%       |       |       |
|          | 30～49人               | 79         | 41    | 2                 | 16      | 16          | 1          | 1           | 5     | 18          | 25    | 13    |
|          |                      |            | 51.9% | 2.5%              | 20.3%   | 20.3%       | 1.3%       | 1.3%        | 6.3%  | 22.8%       | 31.6% | 16.5% |
|          |                      |            |       | 4.9%              | 39.0%   | 39.0%       | 2.4%       | 2.4%        | 12.2% | 43.9%       |       |       |
|          | 50～99人               | 62         | 35    | 0                 | 17      | 13          | 0          | 0           | 5     | 13          | 20    | 7     |
|          |                      |            | 56.5% | 0.0%              | 27.4%   | 21.0%       | 0.0%       | 0.0%        | 8.1%  | 21.0%       | 32.3% | 11.3% |
|          |                      |            |       | 0.0%              | 48.6%   | 37.1%       | 0.0%       | 0.0%        | 14.3% | 37.1%       |       |       |
|          | 100～299人             | 26         | 19    | 1                 | 11      | 3           | 1          | 1           | 2     | 5           | 4     | 3     |
|          |                      |            | 73.1% | 3.8%              | 42.3%   | 11.5%       | 3.8%       | 3.8%        | 7.7%  | 19.2%       | 15.4% | 11.5% |
|          |                      |            |       | 5.3%              | 57.9%   | 15.8%       | 5.3%       | 5.3%        | 10.5% | 26.3%       |       |       |
|          | 300人以上               | 35         | 28    | 2                 | 13      | 7           | 3          | 1           | 2     | 11          | 5     | 2     |
|          |                      |            | 80.0% | 5.7%              | 37.1%   | 20.0%       | 8.6%       | 2.9%        | 5.7%  | 31.4%       | 14.3% | 5.7%  |
|          |                      |            |       | 7.1%              | 46.4%   | 25.0%       | 10.7%      | 3.6%        | 7.1%  | 39.3%       |       |       |
|          | (再掲)<br>10～299人      | 399        | 197   | 13                | 94      | 58          | 4          | 9           | 19    | 71          | 143   | 59    |
|          |                      |            | 49.4% | 3.3%              | 23.6%   | 14.5%       | 1.0%       | 2.3%        | 4.8%  | 17.8%       | 35.8% | 14.8% |
|          |                      |            |       | 6.6%              | 47.7%   | 29.4%       | 2.0%       | 4.6%        | 9.6%  | 36.0%       |       |       |
|          | (再掲)<br>30人以上        | 202        | 123   | 5                 | 57      | 39          | 5          | 3           | 14    | 47          | 54    | 25    |
|          |                      |            | 60.9% | 2.5%              | 28.2%   | 19.3%       | 2.5%       | 1.5%        | 6.9%  | 23.3%       | 26.7% | 12.4% |
|          |                      |            |       | 4.1%              | 46.3%   | 31.7%       | 4.1%       | 2.4%        | 11.4% | 38.2%       |       |       |

表24－5 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    |                      | 530        | 19    | 0                 | 0       | 2           | 3          | 9           | 5      | 14          | 413    | 98    |
|      |                      |            | 3.6%  | 0.0%              | 0.0%    | 0.4%        | 0.6%       | 1.7%        | 0.9%   | 2.6%        | 77.9%  | 18.5% |
|      |                      |            |       | 0.0%              | 0.0%    | 10.5%       | 15.8%      | 47.4%       | 26.3%  | 73.7%       |        |       |
| 産業   | 建設業                  | 57         | 3     | 0                 | 0       | 1           | 1          | 0           | 1      | 2           | 43     | 11    |
|      |                      |            | 5.3%  | 0.0%              | 0.0%    | 1.8%        | 1.8%       | 0.0%        | 1.8%   | 3.5%        | 75.4%  | 19.3% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 0.0%        | 0.0%   | 0.0%        |        |       |
|      | 製造業                  | 104        | 7     | 0                 | 0       | 1           | 1          | 4           | 1      | 6           | 78     | 19    |
|      |                      |            | 6.7%  | 0.0%              | 0.0%    | 1.0%        | 1.0%       | 3.8%        | 1.0%   | 5.8%        | 75.0%  | 18.3% |
|      |                      |            |       | 0.0%              | 0.0%    | 14.3%       | 14.3%      | 57.1%       | 14.3%  | 85.7%       |        |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 3     | 0                 | 0       | 0           | 1          | 0           | 2      | 1           | 22     | 7     |
|      |                      |            | 9.4%  | 0.0%              | 0.0%    | 0.0%        | 3.1%       | 0.0%        | 6.3%   | 3.1%        | 68.8%  | 21.9% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 33.3%      | 0.0%        | 66.7%  | 33.3%       |        |       |
|      | 卸売業・小売業              | 124        | 3     | 0                 | 0       | 0           | 0          | 3           | 0      | 3           | 92     | 29    |
|      |                      |            | 2.4%  | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 2.4%        | 0.0%   | 2.4%        | 74.2%  | 23.4% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 0.0%        | 0.0%   | 100.0%      |        |       |
|      | 金融業・保険業              | 14         | 0     | 0                 | 0       | 0           | 0          | 0           | 0      | 0           | 14     | 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%        | 0.0%   | 0.0%        |        |       |
|      | サービス業                | 199        | 3     | 0                 | 0       | 0           | 0          | 2           | 1      | 2           | 164    | 32    |
|      |                      |            | 1.5%  | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 1.0%        | 0.5%   | 1.0%        | 82.4%  | 16.1% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 66.7%       | 33.3%  | 66.7%       |        |       |
| 企業規模 | 9人以下                 | 96         | 2     | 0                 | 0       | 0           | 1          | 1           | 0      | 2           | 72     | 22    |
|      |                      |            | 2.1%  | 0.0%              | 0.0%    | 0.0%        | 1.0%       | 1.0%        | 0.0%   | 2.1%        | 75.0%  | 22.9% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 50.0%      | 50.0%       | 0.0%   | 100.0%      |        |       |
|      | 10～29人               | 232        | 7     | 0                 | 0       | 1           | 0          | 3           | 3      | 4           | 181    | 44    |
|      |                      |            | 3.0%  | 0.0%              | 0.0%    | 0.4%        | 0.0%       | 1.3%        | 1.3%   | 1.7%        | 78.0%  | 19.0% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 0.0%        | 0.0%   | 0.0%        |        |       |
|      | 30～49人               | 79         | 1     | 0                 | 0       | 0           | 0          | 1           | 0      | 1           | 62     | 16    |
|      |                      |            | 1.3%  | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 1.3%        | 0.0%   | 1.3%        | 78.5%  | 20.3% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 0.0%        | 0.0%   | 0.0%        |        |       |
|      | 50～99人               | 62         | 1     | 0                 | 0       | 0           | 0          | 1           | 0      | 1           | 51     | 10    |
|      |                      |            | 1.6%  | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 1.6%        | 0.0%   | 1.6%        | 82.3%  | 16.1% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 0.0%        | 0.0%   | 100.0%      |        |       |
|      | 100～299人             | 26         | 2     | 0                 | 0       | 0           | 0          | 0           | 2      | 0           | 19     | 5     |
|      |                      |            | 7.7%  | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 0.0%        | 7.7%   | 0.0%        | 73.1%  | 19.2% |
|      |                      |            |       | 0.0%              | 0.0%    | 0.0%        | 0.0%       | 0.0%        | 100.0% | 0.0%        |        |       |
|      | 300人以上               | 35         | 6     | 0                 | 0       | 1           | 2          | 3           | 0      | 6           | 28     | 1     |
|      |                      |            | 17.1% | 0.0%              | 0.0%    | 2.9%        | 5.7%       | 8.6%        | 0.0%   | 17.1%       | 80.0%  | 2.9%  |
|      |                      |            |       | 0.0%              | 0.0%    | 16.7%       | 33.3%      | 50.0%       | 0.0%   | 100.0%      |        |       |
|      | (再掲)<br>10～299人      | 399        | 11    | 0                 | 0       | 1           | 0          | 5           | 5      | 6           | 313    | 75    |
|      |                      |            | 2.8%  | 0.0%              | 0.0%    | 0.3%        | 0.0%       | 1.3%        | 1.3%   | 1.5%        | 78.4%  | 18.8% |
|      |                      |            |       | 0.0%              | 0.0%    | 9.1%        | 0.0%       | 45.5%       | 45.5%  | 54.5%       |        |       |
|      | (再掲)<br>30人以上        | 202        | 10    | 0                 | 0       | 1           | 2          | 5           | 2      | 8           | 160    | 32    |
|      |                      |            | 5.0%  | 0.0%              | 0.0%    | 0.5%        | 1.0%       | 2.5%        | 1.0%   | 4.0%        | 79.2%  | 15.8% |
|      |                      |            |       | 0.0%              | 0.0%    | 10.0%       | 20.0%      | 50.0%       | 20.0%  | 80.0%       |        |       |

表24-6 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               |                      | 530        | 18<br>3.4% | 0<br>0.0%         | 4<br>0.8%   | 11<br>2.1%          | 1<br>0.2%          | 0<br>0.0%           | 2<br>0.4%  | 12<br>2.3%   | 413<br>77.9% | 99<br>18.7% |
| 産業              | 建設業                  | 57         | 1<br>1.8%  | 0<br>0.0%         | 1<br>1.8%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 44<br>77.2%  | 12<br>21.1% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 製造業                  | 104        | 1<br>1.0%  | 0<br>0.0%         | 1<br>1.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 84<br>80.8%  | 19<br>18.3% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 25<br>78.1%  | 7<br>21.9%  |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 卸売業・小売業              | 124        | 1<br>0.8%  | 0<br>0.0%         | 0<br>0.0%   | 1<br>0.8%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 1<br>0.8%    | 94<br>75.8%  | 29<br>23.4% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 金融業・保険業              | 14         | 0<br>0.0%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 0<br>0.0%    | 14<br>100.0% | 0<br>0.0%   |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | サービス業                | 199        | 15<br>7.5% | 0<br>0.0%         | 2<br>1.0%   | 10<br>5.0%          | 1<br>0.5%          | 0<br>0.0%           | 2<br>1.0%  | 11<br>5.5%   | 152<br>76.4% | 32<br>16.1% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
| 企業規模            | 9人以下                 | 96         | 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%    | 73<br>76.0%  | 22<br>22.9% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 10～29人               | 232        | 3<br>1.3%  | 0<br>0.0%         | 1<br>0.4%   | 1<br>0.4%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>0.4%  | 1<br>0.4%    | 185<br>79.7% | 44<br>19.0% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 30～49人               | 79         | 5<br>6.3%  | 0<br>0.0%         | 1<br>1.3%   | 4<br>5.1%           | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 4<br>5.1%    | 58<br>73.4%  | 16<br>20.3% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 50～99人               | 62         | 1<br>1.6%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 0<br>0.0%          | 0<br>0.0%           | 1<br>1.6%  | 0<br>0.0%    | 50<br>80.6%  | 11<br>17.7% |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 100～299人             | 26         | 1<br>3.8%  | 0<br>0.0%         | 0<br>0.0%   | 0<br>0.0%           | 1<br>3.8%          | 0<br>0.0%           | 0<br>0.0%  | 1<br>3.8%    | 20<br>76.9%  | 5<br>19.2%  |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 | 300人以上               | 35         | 7<br>20.0% | 0<br>0.0%         | 2<br>5.7%   | 5<br>14.3%          | 0<br>0.0%          | 0<br>0.0%           | 0<br>0.0%  | 5<br>14.3%   | 27<br>77.1%  | 1<br>2.9%   |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
| (再掲)<br>10～299人 | 399                  | 10<br>2.5% | 0<br>0.0%  | 2<br>0.5%         | 5<br>1.3%   | 1<br>0.3%           | 0<br>0.0%          | 2<br>0.5%           | 6<br>1.5%  | 313<br>78.4% | 76<br>19.0%  |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
| (再掲)<br>30人以上   | 202                  | 14<br>6.9% | 0<br>0.0%  | 3<br>1.5%         | 9<br>4.5%   | 1<br>0.5%           | 0<br>0.0%          | 1<br>0.5%           | 10<br>5.0% | 155<br>76.7% | 33<br>16.3%  |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |
|                 |                      |            |            |                   |             |                     |                    |                     |            |              |              |             |

表24－7 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               |                      | 530        | 9     | 0                 | 1           | 1                   | 2                  | 4                   | 1      | 7           | 418    | 103   |       |
|                 |                      |            | 1.7%  | 0.0%              | 0.2%        | 0.2%                | 0.4%               | 0.8%                | 0.2%   | 1.3%        | 78.9%  | 19.4% |       |
|                 |                      |            |       | 0.0%              | 11.1%       | 11.1%               | 22.2%              | 44.4%               | 11.1%  | 77.8%       |        |       |       |
| 産<br>業          | 建設業                  | 57         | 2     | 0                 | 0           | 0                   | 1                  | 1                   | 0      | 2           | 44     | 11    |       |
|                 |                      |            | 3.5%  | 0.0%              | 0.0%        | 0.0%                | 1.8%               | 1.8%                | 0.0%   | 3.5%        | 77.2%  | 19.3% |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 50.0%              | 50.0%               | 0.0%   | 0.0%        |        |       |       |
|                 | 製造業                  | 104        | 5     | 0                 | 0           | 1                   | 1                  | 3                   | 0      | 5           | 79     | 20    |       |
|                 |                      |            | 4.8%  | 0.0%              | 0.0%        | 1.0%                | 1.0%               | 2.9%                | 0.0%   | 4.8%        | 76.0%  | 19.2% |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 20.0%               | 20.0%              | 60.0%               | 0.0%   | 100.0%      |        |       |       |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 0     | 0                 | 0           | 0                   | 0                  | 0                   | 0      | 0           | 25     | 7     |       |
|                 |                      |            | 0.0%  | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        | 78.1%  | 21.9% |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        |        |       |       |
|                 | 卸売業・小売業              | 124        | 1     | 0                 | 1           | 0                   | 0                  | 0                   | 0      | 0           | 94     | 29    |       |
|                 |                      |            | 0.8%  | 0.0%              | 0.8%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        | 75.8%  | 23.4% |       |
|                 |                      |            |       | 0.0%              | 100.0%      | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        |        |       |       |
|                 | 金融業・保険業              | 14         | 1     | 0                 | 0           | 0                   | 0                  | 0                   | 1      | 0           | 13     | 0     |       |
|                 |                      |            | 7.1%  | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 7.1%   | 0.0%        | 92.9%  | 0.0%  |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 100.0% | 0.0%        |        |       |       |
|                 | サービス業                | 199        | 0     | 0                 | 0           | 0                   | 0                  | 0                   | 0      | 0           | 163    | 36    |       |
|                 |                      |            | 0.0%  | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        | 81.9%  | 18.1% |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        |        |       |       |
|                 | 企<br>業<br>規<br>模     | 9人以下       | 96    | 0                 | 0           | 0                   | 0                  | 0                   | 0      | 0           | 0      | 73    | 23    |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        | 0.0%   | 76.0% | 24.0% |
|                 |                      |            |       |                   | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        | 0.0%   |       |       |
|                 |                      | 10～29人     | 232   | 2                 | 0           | 0                   | 1                  | 1                   | 0      | 0           | 2      | 185   | 45    |
|                 |                      |            |       | 0.9%              | 0.0%        | 0.0%                | 0.4%               | 0.4%                | 0.0%   | 0.0%        | 0.9%   | 79.7% | 19.4% |
|                 |                      |            |       |                   | 0.0%        | 0.0%                | 50.0%              | 50.0%               | 0.0%   | 0.0%        | 100.0% |       |       |
| 30～49人          |                      | 79         | 1     | 0                 | 1           | 0                   | 0                  | 0                   | 0      | 0           | 61     | 17    |       |
|                 |                      |            | 1.3%  | 0.0%              | 1.3%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        | 77.2%  | 21.5% |       |
|                 |                      |            |       | 0.0%              | 100.0%      | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        |        |       |       |
| 50～99人          |                      | 62         | 1     | 0                 | 0           | 0                   | 0                  | 1                   | 0      | 1           | 51     | 10    |       |
|                 |                      |            | 1.6%  | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 1.6%                | 0.0%   | 1.6%        | 82.3%  | 16.1% |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        |        |       |       |
| 100～299人        |                      | 26         | 0     | 0                 | 0           | 0                   | 0                  | 0                   | 0      | 0           | 20     | 6     |       |
|                 |                      |            | 0.0%  | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        | 76.9%  | 23.1% |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 0.0%               | 0.0%                | 0.0%   | 0.0%        |        |       |       |
| 300人以上          |                      | 35         | 5     | 0                 | 0           | 0                   | 1                  | 3                   | 1      | 4           | 28     | 2     |       |
|                 |                      |            | 14.3% | 0.0%              | 0.0%        | 0.0%                | 2.9%               | 8.6%                | 2.9%   | 11.4%       | 80.0%  | 5.7%  |       |
|                 |                      |            |       | 0.0%              | 0.0%        | 0.0%                | 20.0%              | 60.0%               | 20.0%  | 80.0%       |        |       |       |
| (再掲)<br>10～299人 |                      | 399        | 4     | 0                 | 1           | 1                   | 1                  | 1                   | 0      | 3           | 317    | 78    |       |
|                 |                      |            | 1.0%  | 0.0%              | 0.3%        | 0.3%                | 0.3%               | 0.3%                | 0.0%   | 0.8%        | 79.4%  | 19.5% |       |
|                 |                      |            |       | 0.0%              | 25.0%       | 25.0%               | 25.0%              | 25.0%               | 0.0%   | 75.0%       |        |       |       |
| (再掲)<br>30人以上   |                      | 202        | 7     | 0                 | 1           | 0                   | 1                  | 4                   | 1      | 5           | 160    | 35    |       |
|                 |                      |            | 3.5%  | 0.0%              | 0.5%        | 0.0%                | 0.5%               | 2.0%                | 0.5%   | 2.5%        | 79.2%  | 17.3% |       |
|                 |                      |            |       | 0.0%              | 14.3%       | 0.0%                | 14.3%              | 57.1%               | 14.3%  | 71.4%       |        |       |       |

表24－8 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<br>1歳6ヵ月）以上の<br>子を対象とする<br>育児休業 |                      | 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><br>1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                                         |                      | 530        | 75    | 2                 | 38          | 7                   | 3                  | 4                   | 21    | 52              | 351   | 104   |
|                                           |                      |            | 14.2% | 0.4%              | 7.2%        | 1.3%                | 0.6%               | 0.8%                | 4.0%  | 9.8%            | 66.2% | 19.6% |
|                                           |                      |            |       | 2.7%              | 50.7%       | 9.3%                | 4.0%               | 5.3%                | 28.0% | 69.3%           |       |       |
| 産業                                        | 建設業                  | 57         | 9     | 0                 | 4           | 1                   | 0                  | 2                   | 2     | 7               | 35    | 13    |
|                                           |                      |            | 15.8% | 0.0%              | 7.0%        | 1.8%                | 0.0%               | 3.5%                | 3.5%  | 12.3%           | 61.4% | 22.8% |
|                                           |                      |            |       | 0.0%              | 44.4%       | 11.1%               | 0.0%               | 22.2%               | 22.2% | 77.8%           |       |       |
|                                           | 製造業                  | 104        | 19    | 2                 | 10          | 2                   | 0                  | 2                   | 3     | 14              | 66    | 19    |
|                                           |                      |            | 18.3% | 1.9%              | 9.6%        | 1.9%                | 0.0%               | 1.9%                | 2.9%  | 13.5%           | 63.5% | 18.3% |
|                                           |                      |            |       | 10.5%             | 52.6%       | 10.5%               | 0.0%               | 10.5%               | 15.8% | 73.7%           |       |       |
|                                           | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 5     | 0                 | 2           | 1                   | 0                  | 0                   | 2     | 3               | 19    | 8     |
|                                           |                      |            | 15.6% | 0.0%              | 6.3%        | 3.1%                | 0.0%               | 0.0%                | 6.3%  | 9.4%            | 59.4% | 25.0% |
|                                           |                      |            |       | 0.0%              | 40.0%       | 20.0%               | 0.0%               | 0.0%                | 40.0% | 60.0%           |       |       |
|                                           | 卸売業・小売業              | 124        | 13    | 0                 | 5           | 1                   | 3                  | 0                   | 4     | 9               | 82    | 29    |
|                                           |                      |            | 10.5% | 0.0%              | 4.0%        | 0.8%                | 2.4%               | 0.0%                | 3.2%  | 7.3%            | 66.1% | 23.4% |
|                                           |                      |            |       | 0.0%              | 38.5%       | 7.7%                | 23.1%              | 0.0%                | 30.8% | 69.2%           |       |       |
|                                           | 金融業・保険業              | 14         | 4     | 0                 | 2           | 0                   | 0                  | 0                   | 2     | 2               | 10    | 0     |
|                                           |                      |            | 28.6% | 0.0%              | 14.3%       | 0.0%                | 0.0%               | 0.0%                | 14.3% | 14.3%           | 71.4% | 0.0%  |
|                                           |                      |            |       | 0.0%              | 50.0%       | 0.0%                | 0.0%               | 0.0%                | 50.0% | 50.0%           |       |       |
|                                           | サービス業                | 199        | 25    | 0                 | 15          | 2                   | 0                  | 0                   | 8     | 17              | 139   | 35    |
|                                           |                      |            | 12.6% | 0.0%              | 7.5%        | 1.0%                | 0.0%               | 0.0%                | 4.0%  | 8.5%            | 69.8% | 17.6% |
|                                           |                      |            |       | 0.0%              | 60.0%       | 8.0%                | 0.0%               | 0.0%                | 32.0% | 68.0%           |       |       |
| 企業規模                                      | 9人以下                 | 96         | 8     | 0                 | 5           | 0                   | 0                  | 0                   | 3     | 5               | 66    | 22    |
|                                           |                      |            | 8.3%  | 0.0%              | 5.2%        | 0.0%                | 0.0%               | 0.0%                | 3.1%  | 5.2%            | 68.8% | 22.9% |
|                                           |                      |            |       | 0.0%              | 62.5%       | 0.0%                | 0.0%               | 0.0%                | 37.5% | 62.5%           |       |       |
|                                           | 10～29人               | 232        | 32    | 2                 | 13          | 4                   | 2                  | 2                   | 9     | 21              | 154   | 46    |
|                                           |                      |            | 13.8% | 0.9%              | 5.6%        | 1.7%                | 0.9%               | 0.9%                | 3.9%  | 9.1%            | 66.4% | 19.8% |
|                                           |                      |            |       | 0.9%              | 40.6%       | 12.5%               | 6.3%               | 6.3%                | 28.1% | 65.6%           |       |       |
|                                           | 30～49人               | 79         | 11    | 0                 | 5           | 1                   | 1                  | 1                   | 3     | 8               | 50    | 18    |
|                                           |                      |            | 13.9% | 0.0%              | 6.3%        | 1.3%                | 1.3%               | 1.3%                | 3.8%  | 10.1%           | 63.3% | 22.8% |
|                                           |                      |            |       | 0.0%              | 45.5%       | 9.1%                | 9.1%               | 9.1%                | 27.3% | 72.7%           |       |       |
|                                           | 50～99人               | 62         | 8     | 0                 | 3           | 1                   | 0                  | 1                   | 3     | 5               | 43    | 11    |
|                                           |                      |            | 12.9% | 0.0%              | 4.8%        | 1.6%                | 0.0%               | 1.6%                | 4.8%  | 8.1%            | 69.4% | 17.7% |
|                                           |                      |            |       | 0.0%              | 37.5%       | 12.5%               | 0.0%               | 12.5%               | 37.5% | 62.5%           |       |       |
|                                           | 100～299人             | 26         | 4     | 0                 | 4           | 0                   | 0                  | 0                   | 0     | 4               | 17    | 5     |
|                                           |                      |            | 15.4% | 0.0%              | 15.4%       | 0.0%                | 0.0%               | 0.0%                | 0.0%  | 15.4%           | 65.4% | 19.2% |
|                                           |                      |            |       | 0.0%              | 100.0%      | 0.0%                | 0.0%               | 0.0%                | 0.0%  | 100.0%          |       |       |
|                                           | 300人以上               | 35         | 12    | 0                 | 8           | 1                   | 0                  | 0                   | 3     | 9               | 21    | 2     |
|                                           |                      |            | 34.3% | 0.0%              | 22.9%       | 2.9%                | 0.0%               | 0.0%                | 8.6%  | 25.7%           | 60.0% | 5.7%  |
|                                           |                      |            |       | 0.0%              | 66.7%       | 8.3%                | 0.0%               | 0.0%                | 25.0% | 75.0%           |       |       |
| (再掲)<br>10～299人                           | 399                  | 55         | 2     | 25                | 6           | 3                   | 4                  | 15                  | 38    | 264             | 80    |       |
|                                           |                      | 13.8%      | 0.5%  | 6.3%              | 1.5%        | 0.8%                | 1.0%               | 3.8%                | 9.5%  | 66.2%           | 20.1% |       |
|                                           |                      |            | 0.5%  | 45.5%             | 10.9%       | 5.5%                | 7.3%               | 27.3%               | 69.1% |                 |       |       |
| (再掲)<br>30人以上                             | 202                  | 35         | 0     | 20                | 3           | 1                   | 2                  | 9                   | 26    | 131             | 36    |       |
|                                           |                      | 17.3%      | 0.0%  | 9.9%              | 1.5%        | 0.5%                | 1.0%               | 4.5%                | 12.9% | 64.9%           | 17.8% |       |
|                                           |                      |            | 0.0%  | 57.1%             | 8.6%        | 2.9%                | 5.7%               | 25.7%               | 74.3% |                 |       |       |

表25-1 育児のための勤務時間短縮等措置の利用状況(令和元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             |               |               |               |
| 計               |                      | 498                | 366                 | 31,770 | 7,874  | 39,644        | 505<br>1.590% | 35<br>0.445%  | 540<br>1.362% | 20,060 | 2,171  | 22,231        | 6<br>0.030% | 0<br>0.000% | 6<br>0.027% | 11,710 | 5,703         | 17,413        | 499<br>4.261% | 35<br>0.614%  | 534<br>3.067% |
| 産業              | 建設業                  | 57                 | 23                  | 1,277  | 82     | 1,359         | 9<br>0.705%   | 0<br>0.000%   | 9<br>0.662%   | 1,017  | 34     | 1,051         | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% | 260    | 48            | 308           | 9<br>3.462%   | 0<br>0.000%   | 9<br>2.922%   |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | 製造業                  | 98                 | 71                  | 15,372 | 1,176  | 16,548        | 180<br>1.171% | 4<br>0.340%   | 184<br>1.112% | 11,938 | 423    | 12,361        | 1<br>0.008% | 0<br>0.000% | 1<br>0.008% | 3,434  | 753           | 4,187         | 179<br>5.213% | 4<br>0.531%   | 183<br>4.371% |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 1,854  | 87     | 1,941         | 20<br>1.079%  | 1<br>1.149%   | 21<br>1.082%  | 1,601  | 43     | 1,644         | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% | 253    | 44            | 297           | 20<br>7.905%  | 1<br>2.273%   | 21<br>7.071%  |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | 卸売業・小売業              | 110                | 84                  | 2,129  | 1,197  | 3,326         | 17<br>0.798%  | 7<br>0.585%   | 24<br>0.722%  | 1,337  | 374    | 1,711         | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% | 792    | 823           | 1,615         | 17<br>2.146%  | 7<br>0.851%   | 24<br>1.486%  |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | 金融業・保険業              | 18                 | 8                   | 540    | 33     | 573           | 0<br>0.000%   | 0<br>0.000%   | 0<br>0.000%   | 319    | 25     | 344           | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% | 221    | 8             | 229           | 0<br>0.000%   | 0<br>0.000%   | 0<br>0.000%   |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | サービス業                | 182                | 164                 | 10,598 | 5,299  | 15,897        | 279<br>2.633% | 23<br>0.434%  | 302<br>1.900% | 3,848  | 1,272  | 5,120         | 5<br>0.130% | 0<br>0.000% | 5<br>0.098% | 6,750  | 4,027         | 10,777        | 274<br>4.059% | 23<br>0.571%  | 297<br>2.756% |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
| 企業規模            | 9人以下                 | 83                 | 59                  | 383    | 207    | 590           | 10<br>2.611%  | 2<br>0.966%   | 12<br>2.034%  | 238    | 39     | 277           | 1<br>0.420% | 0<br>0.000% | 1<br>0.361% | 145    | 168           | 313           | 9<br>6.207%   | 2<br>1.190%   | 11<br>3.514%  |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | 10～29人               | 187                | 113                 | 2,983  | 952    | 3,935         | 34<br>1.140%  | 14<br>1.471%  | 48<br>1.220%  | 1,840  | 241    | 2,081         | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% | 1,143  | 711           | 1,854         | 34<br>2.975%  | 14<br>1.969%  | 48<br>2.589%  |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | 30～49人               | 77                 | 66                  | 1,952  | 918    | 2,870         | 16<br>0.820%  | 12<br>1.307%  | 28<br>0.976%  | 1,104  | 245    | 1,349         | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% | 848    | 673           | 1,521         | 16<br>1.887%  | 12<br>1.783%  | 28<br>1.841%  |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
|                 | 50～99人               | 61                 | 50                  | 2,685  | 970    | 3,655         | 26<br>0.968%  | 0<br>0.000%   | 26<br>0.711%  | 1,581  | 253    | 1,834         | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% | 1,104  | 717           | 1,821         | 26<br>2.355%  | 0<br>0.000%   | 26<br>1.428%  |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
| 100～299人        | 43                   | 40                 | 2,374               | 1,579  | 3,953  | 47<br>1.980%  | 1<br>0.063%   | 48<br>1.214%  | 1,218         | 454    | 1,672  | 0<br>0.000%   | 0<br>0.000% | 0<br>0.000% | 1,156       | 1,125  | 2,281         | 47<br>4.066%  | 1<br>0.089%   | 48<br>2.104%  |               |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
| 300人以上          | 47                   | 38                 | 21,393              | 3,248  | 24,641 | 372<br>1.739% | 6<br>0.185%   | 378<br>1.534% | 14,079        | 939    | 15,018 | 5<br>0.036%   | 0<br>0.000% | 5<br>0.033% | 7,314       | 2,309  | 9,623         | 367<br>5.018% | 6<br>0.260%   | 373<br>3.876% |               |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
| (再掲)<br>10～299人 | 368                  | 269                | 9,994               | 4,419  | 14,413 | 123<br>1.231% | 27<br>0.611%  | 150<br>1.041% | 5,743         | 1,193  | 6,936  | 0<br>0.000%   | 0<br>0.000% | 0<br>0.000% | 4,251       | 3,226  | 7,477         | 123<br>2.893% | 27<br>0.837%  | 150<br>2.006% |               |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |
| (再掲)<br>30人以上   | 228                  | 194                | 28,404              | 6,715  | 35,119 | 461<br>1.623% | 19<br>0.283%  | 480<br>1.367% | 17,982        | 1,891  | 19,873 | 5<br>0.028%   | 0<br>0.000% | 5<br>0.025% | 10,422      | 4,824  | 15,246        | 456<br>4.375% | 19<br>0.394%  | 475<br>3.116% |               |
|                 |                      |                    |                     |        |        |               |               |               |               |        |        |               |             |             |             |        |               |               |               |               |               |



表25-2 育児のための勤務時間短縮等措置の利用状況(令和元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 |        | 雇用者数   |        |        | 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 |        | 雇用者数   |        |        | 育児のために利用できるフ<br>レックスタイム制を利用した者 |        |        |        |        |
|                  |                      |                    |                     | 正規     | パート    | 計      | 正規                             | パート    | 計      | 正規     | パート    | 計                              | 正規     | パート    | 計      | 正規     | パート                            | 計      |        |        |        |
| 計                |                      | 498                | 366                 | 31,770 | 7,874  | 39,644 | 10                             | 6      | 16     | 20,060 | 2,171  | 22,231                         | 2      | 0      | 2      | 11,710 | 5,703                          | 17,413 | 8      | 6      | 14     |
|                  |                      |                    |                     |        |        |        | 0.031%                         | 0.076% | 0.040% |        |        |                                | 0.010% | 0.000% | 0.009% |        |                                |        | 0.068% | 0.105% | 0.080% |
| 産<br>業           | 建設業                  | 57                 | 23                  | 1,277  | 82     | 1,359  | 1                              | 0      | 1      | 1,017  | 34     | 1,051                          | 0      | 0      | 0      | 260    | 48                             | 308    | 1      | 0      | 1      |
|                  |                      |                    |                     |        |        |        | 0.078%                         | 0.000% | 0.074% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.385% | 0.000% | 0.325% |
|                  | 製造業                  | 98                 | 71                  | 15,372 | 1,176  | 16,548 | 4                              | 3      | 7      | 11,938 | 423    | 12,361                         | 2      | 0      | 2      | 3,434  | 753                            | 4,187  | 2      | 3      | 5      |
|                  |                      |                    |                     |        |        |        | 0.026%                         | 0.255% | 0.042% |        |        |                                | 0.017% | 0.000% | 0.016% |        |                                |        | 0.058% | 0.398% | 0.119% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 1,854  | 87     | 1,941  | 0                              | 0      | 0      | 1,601  | 43     | 1,644                          | 0      | 0      | 0      | 253    | 44                             | 297    | 0      | 0      | 0      |
|                  |                      |                    |                     |        |        |        | 0.000%                         | 0.000% | 0.000% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.000% | 0.000% | 0.000% |
| 卸売業・小売業          | 110                  | 84                 | 2,129               | 1,197  | 3,326  | 2      | 2                              | 4      | 1,337  | 374    | 1,711  | 0                              | 0      | 0      | 792    | 823    | 1,615                          | 2      | 2      | 4      |        |
|                  |                      |                    |                     |        |        |        | 0.094%                         | 0.167% | 0.120% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.253% | 0.243% | 0.248% |
| 金融業・保険業          | 18                   | 8                  | 540                 | 33     | 573    | 0      | 0                              | 0      | 319    | 25     | 344    | 0                              | 0      | 0      | 221    | 8      | 229                            | 0      | 0      | 0      |        |
|                  |                      |                    |                     |        |        |        | 0.000%                         | 0.000% | 0.000% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.000% | 0.000% | 0.000% |
| サービス業            | 182                  | 164                | 10,598              | 5,299  | 15,897 | 3      | 1                              | 4      | 3,848  | 1,272  | 5,120  | 0                              | 0      | 0      | 6,750  | 4,027  | 10,777                         | 3      | 1      | 4      |        |
|                  |                      |                    |                     |        |        |        | 0.028%                         | 0.019% | 0.025% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.044% | 0.025% | 0.037% |
| 企<br>業<br>規<br>模 | 9人以下                 | 83                 | 59                  | 383    | 207    | 590    | 1                              | 1      | 2      | 238    | 39     | 277                            | 0      | 0      | 0      | 145    | 168                            | 313    | 1      | 1      | 2      |
|                  |                      |                    |                     |        |        |        | 0.261%                         | 0.483% | 0.339% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.690% | 0.595% | 0.639% |
|                  | 10～29人               | 187                | 113                 | 2,983  | 952    | 3,935  | 5                              | 4      | 9      | 1,840  | 241    | 2,081                          | 0      | 0      | 0      | 1,143  | 711                            | 1,854  | 5      | 4      | 9      |
|                  |                      |                    |                     |        |        |        | 0.168%                         | 0.420% | 0.229% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.437% | 0.563% | 0.485% |
|                  | 30～49人               | 77                 | 66                  | 1,952  | 918    | 2,870  | 0                              | 1      | 1      | 1,104  | 245    | 1,349                          | 0      | 0      | 0      | 848    | 673                            | 1,521  | 0      | 1      | 1      |
|                  |                      |                    |                     |        |        |        | 0.000%                         | 0.109% | 0.035% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.000% | 0.149% | 0.066% |
|                  | 50～99人               | 61                 | 50                  | 2,685  | 970    | 3,655  | 0                              | 0      | 0      | 1,581  | 253    | 1,834                          | 0      | 0      | 0      | 1,104  | 717                            | 1,821  | 0      | 0      | 0      |
|                  |                      |                    |                     |        |        |        | 0.000%                         | 0.000% | 0.000% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.000% | 0.000% | 0.000% |
| 100～299人         | 43                   | 40                 | 2,374               | 1,579  | 3,953  | 0      | 0                              | 0      | 1,218  | 454    | 1,672  | 0                              | 0      | 0      | 1,156  | 1,125  | 2,281                          | 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           | 47                   | 38                 | 21,393              | 3,248  | 24,641 | 4      | 0                              | 4      | 14,079 | 939    | 15,018 | 2                              | 0      | 2      | 7,314  | 2,309  | 9,623                          | 2      | 0      | 2      |        |
|                  |                      |                    |                     |        |        |        | 0.019%                         | 0.000% | 0.016% |        |        |                                | 0.014% | 0.000% | 0.013% |        |                                |        | 0.027% | 0.000% | 0.021% |
| (再掲)<br>10～299人  | 368                  | 269                | 9,994               | 4,419  | 14,413 | 5      | 5                              | 10     | 5,743  | 1,193  | 6,936  | 0                              | 0      | 0      | 4,251  | 3,226  | 7,477                          | 5      | 5      | 10     |        |
|                  |                      |                    |                     |        |        |        | 0.050%                         | 0.113% | 0.069% |        |        |                                | 0.000% | 0.000% | 0.000% |        |                                |        | 0.118% | 0.155% | 0.134% |
| (再掲)<br>30人以上    | 228                  | 194                | 28,404              | 6,715  | 35,119 | 4      | 1                              | 5      | 17,982 | 1,891  | 19,873 | 2                              | 0      | 2      | 10,422 | 4,824  | 15,246                         | 2      | 1      | 3      |        |
|                  |                      |                    |                     |        |        |        | 0.014%                         | 0.015% | 0.014% |        |        |                                | 0.011% | 0.000% | 0.010% |        |                                |        | 0.019% | 0.021% | 0.020% |



表25-3 育児のための勤務時間短縮等措置の利用状況(令和元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<br>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<br>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<br>下げ制度を利用した者 |        |        |        |        |
|                  |                      |                    |                     |        |        |        |                             |        |        |        |        |                             |        |        |        |        |                             |        |        |        |        |
|                  |                      |                    |                     | 正規     | パート    | 計      | 正規                          | パート    | 計      | 正規     | パート    | 計                           | 正規     | パート    | 計      | 正規     | パート                         | 計      | 正規     | パート    | 計      |
| 計                |                      | 498                | 366                 | 31,770 | 7,874  | 39,644 | 217                         | 25     | 242    | 20,060 | 2,171  | 22,231                      | 90     | 0      | 90     | 11,710 | 5,703                       | 17,413 | 127    | 25     | 152    |
|                  |                      |                    |                     |        |        |        | 0.683%                      | 0.318% | 0.610% |        |        |                             | 0.449% | 0.000% | 0.405% |        |                             |        | 1.085% | 0.438% | 0.873% |
| 産<br>業           | 建設業                  | 57                 | 23                  | 1,277  | 82     | 1,359  | 3                           | 0      | 3      | 1,017  | 34     | 1,051                       | 0      | 0      | 0      | 260    | 48                          | 308    | 3      | 0      | 3      |
|                  |                      |                    |                     |        |        |        | 0.235%                      | 0.000% | 0.221% |        |        |                             | 0.000% | 0.000% | 0.000% |        |                             |        | 1.154% | 0.000% | 0.974% |
|                  | 製造業                  | 98                 | 71                  | 15,372 | 1,176  | 16,548 | 163                         | 7      | 170    | 11,938 | 423    | 12,361                      | 88     | 0      | 88     | 3,434  | 753                         | 4,187  | 75     | 7      | 82     |
|                  |                      |                    |                     |        |        |        | 1.060%                      | 0.595% | 1.027% |        |        |                             | 0.737% | 0.000% | 0.712% |        |                             |        | 2.184% | 0.930% | 1.958% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 1,854  | 87     | 1,941  | 13                          | 0      | 13     | 1,601  | 43     | 1,644                       | 2      | 0      | 2      | 253    | 44                          | 297    | 11     | 0      | 11     |
|                  |                      |                    |                     |        |        |        | 0.701%                      | 0.000% | 0.670% |        |        |                             | 0.125% | 0.000% | 0.122% |        |                             |        | 4.348% | 0.000% | 3.704% |
|                  | 卸売業・小売業              | 110                | 84                  | 2,129  | 1,197  | 3,326  | 3                           | 3      | 6      | 1,337  | 374    | 1,711                       | 0      | 0      | 0      | 792    | 823                         | 1,615  | 3      | 3      | 6      |
|                  |                      |                    |                     |        |        |        | 0.141%                      | 0.251% | 0.180% |        |        |                             | 0.000% | 0.000% | 0.000% |        |                             |        | 0.379% | 0.365% | 0.372% |
|                  | 金融業・保険業              | 18                 | 8                   | 540    | 33     | 573    | 0                           | 0      | 0      | 319    | 25     | 344                         | 0      | 0      | 0      | 221    | 8                           | 229    | 0      | 0      | 0      |
|                  |                      |                    |                     |        |        |        | 0.000%                      | 0.000% | 0.000% |        |        |                             | 0.000% | 0.000% | 0.000% |        |                             |        | 0.000% | 0.000% | 0.000% |
|                  | サービス業                | 182                | 164                 | 10,598 | 5,299  | 15,897 | 35                          | 15     | 50     | 3,848  | 1,272  | 5,120                       | 0      | 0      | 0      | 6,750  | 4,027                       | 10,777 | 35     | 15     | 50     |
|                  |                      |                    |                     |        |        |        | 0.330%                      | 0.283% | 0.315% |        |        |                             | 0.000% | 0.000% | 0.000% |        |                             |        | 0.519% | 0.372% | 0.464% |
| 企<br>業<br>規<br>模 | 9人以下                 | 83                 | 59                  | 383    | 207    | 590    | 5                           | 2      | 7      | 238    | 39     | 277                         | 0      | 0      | 0      | 145    | 168                         | 313    | 5      | 2      | 7      |
|                  |                      |                    |                     |        |        |        | 1.305%                      | 0.966% | 1.186% |        |        |                             | 0.000% | 0.000% | 0.000% |        |                             |        | 3.448% | 1.190% | 2.236% |
|                  | 10～29人               | 187                | 113                 | 2,983  | 952    | 3,935  | 16                          | 8      | 24     | 1,840  | 241    | 2,081                       | 0      | 0      | 0      | 1,143  | 711                         | 1,854  | 16     | 8      | 24     |
|                  |                      |                    |                     |        |        |        | 0.536%                      | 0.840% | 0.610% |        |        |                             | 0.000% | 0.000% | 0.000% |        |                             |        | 1.400% | 1.125% | 1.294% |
|                  | 30～49人               | 77                 | 66                  | 1,952  | 918    | 2,870  | 11                          | 15     | 26     | 1,104  | 245    | 1,349                       | 1      | 0      | 1      | 848    | 673                         | 1,521  | 10     | 15     | 25     |
|                  |                      |                    |                     |        |        |        | 0.564%                      | 1.634% | 0.906% |        |        |                             | 0.091% | 0.000% | 0.074% |        |                             |        | 1.179% | 2.229% | 1.644% |
|                  | 50～99人               | 61                 | 50                  | 2,685  | 970    | 3,655  | 5                           | 0      | 5      | 1,581  | 253    | 1,834                       | 2      | 0      | 2      | 1,104  | 717                         | 1,821  | 3      | 0      | 3      |
|                  |                      |                    |                     |        |        |        | 0.186%                      | 0.000% | 0.137% |        |        |                             | 0.127% | 0.000% | 0.109% |        |                             |        | 0.272% | 0.000% | 0.165% |
|                  | 100～299人             | 43                 | 40                  | 2,374  | 1,579  | 3,953  | 14                          | 0      | 14     | 1,218  | 454    | 1,672                       | 0      | 0      | 0      | 1,156  | 1,125                       | 2,281  | 14     | 0      | 14     |
|                  |                      |                    |                     |        |        |        | 0.590%                      | 0.000% | 0.354% |        |        |                             | 0.000% | 0.000% | 0.000% |        |                             |        | 1.211% | 0.000% | 0.614% |
| 300人以上           | 47                   | 38                 | 21,393              | 3,248  | 24,641 | 166    | 0                           | 166    | 14,079 | 939    | 15,018 | 87                          | 0      | 87     | 7,314  | 2,309  | 9,623                       | 79     | 0      | 79     |        |
|                  |                      |                    |                     |        |        | 0.776% | 0.000%                      | 0.674% |        |        |        | 0.618%                      | 0.000% | 0.579% |        |        |                             | 1.080% | 0.000% | 0.821% |        |
| (再掲)<br>10～299人  | 368                  | 269                | 9,994               | 4,419  | 14,413 | 46     | 23                          | 69     | 5,743  | 1,193  | 6,936  | 3                           | 0      | 3      | 4,251  | 3,226  | 7,477                       | 43     | 23     | 66     |        |
|                  |                      |                    |                     |        |        | 0.460% | 0.520%                      | 0.479% |        |        |        | 0.052%                      | 0.000% | 0.043% |        |        |                             | 1.012% | 0.713% | 0.883% |        |
| (再掲)<br>30人以上    | 228                  | 194                | 28,404              | 6,715  | 35,119 | 196    | 15                          | 211    | 17,982 | 1,891  | 19,873 | 90                          | 0      | 90     | 10,422 | 4,824  | 15,246                      | 106    | 15     | 121    |        |
|                  |                      |                    |                     |        |        | 0.690% | 0.223%                      | 0.601% |        |        |        | 0.501%                      | 0.000% | 0.453% |        |        |                             | 1.017% | 0.311% | 0.794% |        |



表25-4 育児のための勤務時間短縮等措置の利用状況(令和元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   |        |        | 所定外労働の免除制度<br>を利用した者 |        | 雇用者数   |        |        | 所定外労働の免除制度<br>を利用した者 |        | 雇用者数   |        |        | 所定外労働の免除制度<br>を利用した者 |        |        |        |        |
|                  |                      |                    |                     | 正規     | パート    | 計      | 正規                   | パート    | 計      | 正規     | パート    | 計                    | 正規     | パート    | 計      | 正規     | パート                  | 計      |        |        |        |
| 計                |                      | 498                | 366                 | 31,770 | 7,874  | 39,644 | 82                   | 13     | 95     | 20,060 | 2,171  | 22,231               | 0      | 0      | 0      | 11,710 | 5,703                | 17,413 | 82     | 13     | 95     |
|                  |                      |                    |                     |        |        |        | 0.258%               | 0.165% | 0.240% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.700% | 0.228% | 0.546% |
| 産<br>業           | 建設業                  | 57                 | 23                  | 1,277  | 82     | 1,359  | 2                    | 0      | 2      | 1,017  | 34     | 1,051                | 0      | 0      | 0      | 260    | 48                   | 308    | 2      | 0      | 2      |
|                  |                      |                    |                     |        |        |        | 0.157%               | 0.000% | 0.147% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.769% | 0.000% | 0.649% |
|                  | 製造業                  | 98                 | 71                  | 15,372 | 1,176  | 16,548 | 4                    | 3      | 7      | 11,938 | 423    | 12,361               | 0      | 0      | 0      | 3,434  | 753                  | 4,187  | 4      | 3      | 7      |
|                  |                      |                    |                     |        |        |        | 0.026%               | 0.255% | 0.042% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.116% | 0.398% | 0.167% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 1,854  | 87     | 1,941  | 2                    | 0      | 2      | 1,601  | 43     | 1,644                | 0      | 0      | 0      | 253    | 44                   | 297    | 2      | 0      | 2      |
|                  |                      |                    |                     |        |        |        | 0.108%               | 0.000% | 0.103% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.791% | 0.000% | 0.673% |
| 卸売業・小売業          | 110                  | 84                 | 2,129               | 1,197  | 3,326  | 4      | 3                    | 7      | 1,337  | 374    | 1,711  | 0                    | 0      | 0      | 792    | 823    | 1,615                | 4      | 3      | 7      |        |
|                  |                      |                    |                     |        |        |        | 0.188%               | 0.251% | 0.210% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.505% | 0.365% | 0.433% |
| 金融業・保険業          | 18                   | 8                  | 540                 | 33     | 573    | 0      | 0                    | 0      | 319    | 25     | 344    | 0                    | 0      | 0      | 221    | 8      | 229                  | 0      | 0      | 0      |        |
|                  |                      |                    |                     |        |        |        | 0.000%               | 0.000% | 0.000% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.000% | 0.000% | 0.000% |
| サービス業            | 182                  | 164                | 10,598              | 5,299  | 15,897 | 70     | 7                    | 77     | 3,848  | 1,272  | 5,120  | 0                    | 0      | 0      | 6,750  | 4,027  | 10,777               | 70     | 7      | 77     |        |
|                  |                      |                    |                     |        |        |        | 0.661%               | 0.132% | 0.484% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 1.037% | 0.174% | 0.714% |
| 企<br>業<br>規<br>模 | 9人以下                 | 83                 | 59                  | 383    | 207    | 590    | 5                    | 1      | 6      | 238    | 39     | 277                  | 0      | 0      | 0      | 145    | 168                  | 313    | 5      | 1      | 6      |
|                  |                      |                    |                     |        |        |        | 1.305%               | 0.483% | 1.017% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 3.448% | 0.595% | 1.917% |
|                  | 10～29人               | 187                | 113                 | 2,983  | 952    | 3,935  | 9                    | 5      | 14     | 1,840  | 241    | 2,081                | 0      | 0      | 0      | 1,143  | 711                  | 1,854  | 9      | 5      | 14     |
|                  |                      |                    |                     |        |        |        | 0.302%               | 0.525% | 0.356% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.787% | 0.703% | 0.755% |
|                  | 30～49人               | 77                 | 66                  | 1,952  | 918    | 2,870  | 0                    | 5      | 5      | 1,104  | 245    | 1,349                | 0      | 0      | 0      | 848    | 673                  | 1,521  | 0      | 5      | 5      |
|                  |                      |                    |                     |        |        |        | 0.000%               | 0.545% | 0.174% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.000% | 0.743% | 0.329% |
|                  | 50～99人               | 61                 | 50                  | 2,685  | 970    | 3,655  | 3                    | 1      | 4      | 1,581  | 253    | 1,834                | 0      | 0      | 0      | 1,104  | 717                  | 1,821  | 3      | 1      | 4      |
|                  |                      |                    |                     |        |        |        | 0.112%               | 0.103% | 0.109% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.272% | 0.139% | 0.220% |
| 100～299人         | 43                   | 40                 | 2,374               | 1,579  | 3,953  | 9      | 1                    | 10     | 1,218  | 454    | 1,672  | 0                    | 0      | 0      | 1,156  | 1,125  | 2,281                | 9      | 1      | 10     |        |
|                  |                      |                    |                     |        |        |        | 0.379%               | 0.063% | 0.253% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.779% | 0.089% | 0.438% |
| 300人以上           | 47                   | 38                 | 21,393              | 3,248  | 24,641 | 56     | 0                    | 56     | 14,079 | 939    | 15,018 | 0                    | 0      | 0      | 7,314  | 2,309  | 9,623                | 56     | 0      | 56     |        |
|                  |                      |                    |                     |        |        |        | 0.262%               | 0.000% | 0.227% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.766% | 0.000% | 0.582% |
| (再掲)<br>10～299人  | 368                  | 269                | 9,994               | 4,419  | 14,413 | 21     | 12                   | 33     | 5,743  | 1,193  | 6,936  | 0                    | 0      | 0      | 4,251  | 3,226  | 7,477                | 21     | 12     | 33     |        |
|                  |                      |                    |                     |        |        |        | 0.210%               | 0.272% | 0.229% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.494% | 0.372% | 0.441% |
| (再掲)<br>30人以上    | 228                  | 194                | 28,404              | 6,715  | 35,119 | 68     | 7                    | 75     | 17,982 | 1,891  | 19,873 | 0                    | 0      | 0      | 10,422 | 4,824  | 15,246               | 68     | 7      | 75     |        |
|                  |                      |                    |                     |        |        |        | 0.239%               | 0.104% | 0.214% |        |        |                      | 0.000% | 0.000% | 0.000% |        |                      |        | 0.652% | 0.145% | 0.492% |

表25-5 育児のための勤務時間短縮等措置の利用状況(令和元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   |       |        | 在宅勤務制度<br>を利用した者 |             | 雇用者数         |        |       | 在宅勤務制度<br>を利用した者 |              | 雇用者数        |              |        | 在宅勤務制度<br>を利用した者 |        |             |             |             |
|                  |                      |                    |                     | 正規     | パート   | 計      | 正規               | パート         | 計            | 正規     | パート   | 計                | 正規           | パート         | 計            | 正規     | パート              | 計      |             |             |             |
| 計                |                      | 498                | 366                 | 31,770 | 7,874 | 39,644 | 24<br>0.076%     | 0<br>0.000% | 24<br>0.061% | 20,060 | 2,171 | 22,231           | 20<br>0.100% | 0<br>0.000% | 20<br>0.090% | 11,710 | 5,703            | 17,413 | 4<br>0.034% | 0<br>0.000% | 4<br>0.023% |
| 産<br>業           | 建設業                  | 57                 | 23                  | 1,277  | 82    | 1,359  | 5<br>0.392%      | 0<br>0.000% | 5<br>0.368%  | 1,017  | 34    | 1,051            | 4<br>0.393%  | 0<br>0.000% | 4<br>0.381%  | 260    | 48               | 308    | 1<br>0.385% | 0<br>0.000% | 1<br>0.325% |
|                  | 製造業                  | 98                 | 71                  | 15,372 | 1,176 | 16,548 | 0<br>0.000%      | 0<br>0.000% | 0<br>0.000%  | 11,938 | 423   | 12,361           | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 3,434  | 753              | 4,187  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 1,854  | 87    | 1,941  | 0<br>0.000%      | 0<br>0.000% | 0<br>0.000%  | 1,601  | 43    | 1,644            | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 253    | 44               | 297    | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 卸売業・小売業              | 110                | 84                  | 2,129  | 1,197 | 3,326  | 18<br>0.845%     | 0<br>0.000% | 18<br>0.541% | 1,337  | 374   | 1,711            | 16<br>1.197% | 0<br>0.000% | 16<br>0.935% | 792    | 823              | 1,615  | 2<br>0.253% | 0<br>0.000% | 2<br>0.124% |
|                  | 金融業・保険業              | 18                 | 8                   | 540    | 33    | 573    | 0<br>0.000%      | 0<br>0.000% | 0<br>0.000%  | 319    | 25    | 344              | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 221    | 8                | 229    | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | サービス業                | 182                | 164                 | 10,598 | 5,299 | 15,897 | 1<br>0.009%      | 0<br>0.000% | 1<br>0.006%  | 3,848  | 1,272 | 5,120            | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 6,750  | 4,027            | 10,777 | 1<br>0.015% | 0<br>0.000% | 1<br>0.009% |
| 企<br>業<br>規<br>模 | 9人以下                 | 83                 | 59                  | 383    | 207   | 590    | 2<br>0.522%      | 0<br>0.000% | 2<br>0.339%  | 238    | 39    | 277              | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 145    | 168              | 313    | 2<br>1.379% | 0<br>0.000% | 2<br>0.639% |
|                  | 10～29人               | 187                | 113                 | 2,983  | 952   | 3,935  | 5<br>0.168%      | 0<br>0.000% | 5<br>0.127%  | 1,840  | 241   | 2,081            | 4<br>0.217%  | 0<br>0.000% | 4<br>0.192%  | 1,143  | 711              | 1,854  | 1<br>0.087% | 0<br>0.000% | 1<br>0.054% |
|                  | 30～49人               | 77                 | 66                  | 1,952  | 918   | 2,870  | 17<br>0.871%     | 0<br>0.000% | 17<br>0.592% | 1,104  | 245   | 1,349            | 16<br>1.449% | 0<br>0.000% | 16<br>1.186% | 848    | 673              | 1,521  | 1<br>0.118% | 0<br>0.000% | 1<br>0.066% |
|                  | 50～99人               | 61                 | 50                  | 2,685  | 970   | 3,655  | 0<br>0.000%      | 0<br>0.000% | 0<br>0.000%  | 1,581  | 253   | 1,834            | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 1,104  | 717              | 1,821  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 100～299人             | 43                 | 40                  | 2,374  | 1,579 | 3,953  | 0<br>0.000%      | 0<br>0.000% | 0<br>0.000%  | 1,218  | 454   | 1,672            | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 1,156  | 1,125            | 2,281  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 300人以上               | 47                 | 38                  | 21,393 | 3,248 | 24,641 | 0<br>0.000%      | 0<br>0.000% | 0<br>0.000%  | 14,079 | 939   | 15,018           | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 7,314  | 2,309            | 9,623  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | (再掲)<br>10～299人      | 368                | 269                 | 9,994  | 4,419 | 14,413 | 22<br>0.220%     | 0<br>0.000% | 22<br>0.153% | 5,743  | 1,193 | 6,936            | 20<br>0.348% | 0<br>0.000% | 20<br>0.288% | 4,251  | 3,226            | 7,477  | 2<br>0.047% | 0<br>0.000% | 2<br>0.027% |
|                  | (再掲)<br>30人以上        | 228                | 194                 | 28,404 | 6,715 | 35,119 | 17<br>0.060%     | 0<br>0.000% | 17<br>0.048% | 17,982 | 1,891 | 19,873           | 16<br>0.089% | 0<br>0.000% | 16<br>0.081% | 10,422 | 4,824            | 15,246 | 1<br>0.010% | 0<br>0.000% | 1<br>0.007% |

表25-6 育児のための勤務時間短縮等措置の利用状況(令和元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            | 正規     | パート   | 計      | 正規                 | パート          | 計             |
| 計    |                      | 498                | 366                 | 31,770 | 7,874 | 39,644 | 179<br>0.563%      | 36<br>0.457% | 215<br>0.542% | 20,060 | 2,171 | 22,231 | 16<br>0.080%       | 0<br>0.000% | 16<br>0.072% | 11,710 | 5,703 | 17,413 | 163<br>1.392%      | 36<br>0.631% | 199<br>1.143% |
| 産業   | 建設業                  | 57                 | 23                  | 1,277  | 82    | 1,359  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 1,017  | 34    | 1,051  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 260    | 48    | 308    | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | 製造業                  | 98                 | 71                  | 15,372 | 1,176 | 16,548 | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 11,938 | 423   | 12,361 | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 3,434  | 753   | 4,187  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 1,854  | 87    | 1,941  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 1,601  | 43    | 1,644  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 253    | 44    | 297    | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | 卸売業・小売業              | 110                | 84                  | 2,129  | 1,197 | 3,326  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 1,337  | 374   | 1,711  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 792    | 823   | 1,615  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | 金融業・保険業              | 18                 | 8                   | 540    | 33    | 573    | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 319    | 25    | 344    | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 221    | 8     | 229    | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | サービス業                | 182                | 164                 | 10,598 | 5,299 | 15,897 | 179<br>1.689%      | 36<br>0.679% | 215<br>1.352% | 3,848  | 1,272 | 5,120  | 16<br>0.416%       | 0<br>0.000% | 16<br>0.313% | 6,750  | 4,027 | 10,777 | 163<br>2.415%      | 36<br>0.894% | 199<br>1.847% |
| 企業規模 | 9人以下                 | 83                 | 59                  | 383    | 207   | 590    | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 238    | 39    | 277    | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 145    | 168   | 313    | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | 10～29人               | 187                | 113                 | 2,983  | 952   | 3,935  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 1,840  | 241   | 2,081  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 1,143  | 711   | 1,854  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | 30～49人               | 77                 | 66                  | 1,952  | 918   | 2,870  | 4<br>0.205%        | 9<br>0.980%  | 13<br>0.453%  | 1,104  | 245   | 1,349  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 848    | 673   | 1,521  | 4<br>0.472%        | 9<br>1.337%  | 13<br>0.855%  |
|      | 50～99人               | 61                 | 50                  | 2,685  | 970   | 3,655  | 1<br>0.037%        | 0<br>0.000%  | 1<br>0.027%   | 1,581  | 253   | 1,834  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 1,104  | 717   | 1,821  | 1<br>0.091%        | 0<br>0.000%  | 1<br>0.055%   |
|      | 100～299人             | 43                 | 40                  | 2,374  | 1,579 | 3,953  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   | 1,218  | 454   | 1,672  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 1,156  | 1,125 | 2,281  | 0<br>0.000%        | 0<br>0.000%  | 0<br>0.000%   |
|      | 300人以上               | 47                 | 38                  | 21,393 | 3,248 | 24,641 | 174<br>0.813%      | 27<br>0.831% | 201<br>0.816% | 14,079 | 939   | 15,018 | 16<br>0.114%       | 0<br>0.000% | 16<br>0.107% | 7,314  | 2,309 | 9,623  | 158<br>2.160%      | 27<br>1.169% | 185<br>1.922% |
|      | (再掲)<br>10～299人      | 368                | 269                 | 9,994  | 4,419 | 14,413 | 5<br>0.050%        | 9<br>0.204%  | 14<br>0.097%  | 5,743  | 1,193 | 6,936  | 0<br>0.000%        | 0<br>0.000% | 0<br>0.000%  | 4,251  | 3,226 | 7,477  | 5<br>0.118%        | 9<br>0.279%  | 14<br>0.187%  |
|      | (再掲)<br>30人以上        | 228                | 194                 | 28,404 | 6,715 | 35,119 | 179<br>0.630%      | 36<br>0.536% | 215<br>0.612% | 17,982 | 1,891 | 19,873 | 16<br>0.089%       | 0<br>0.000% | 16<br>0.081% | 10,422 | 4,824 | 15,246 | 163<br>1.564%      | 36<br>0.746% | 199<br>1.305% |

表25-7 育児のための勤務時間短縮等措置の利用状況(令和元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<br>度<br>を利用した者 |             | 雇用者数         |        |       | 育児に要する費用の援助制<br>度<br>を利用した者 |              | 雇用者数        |              |        | 育児に要する費用の援助制<br>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      |             |             |             |
| 計                |                      | 498                | 366                 | 31,770 | 7,874 | 39,644 | 11<br>0.035%                | 0<br>0.000% | 11<br>0.028% | 20,060 | 2,171 | 22,231                      | 10<br>0.050% | 0<br>0.000% | 10<br>0.045% | 11,710 | 5,703                       | 17,413 | 1<br>0.009% | 0<br>0.000% | 1<br>0.006% |
| 産<br>業           | 建設業                  | 57                 | 23                  | 1,277  | 82    | 1,359  | 10<br>0.783%                | 0<br>0.000% | 10<br>0.736% | 1,017  | 34    | 1,051                       | 10<br>0.983% | 0<br>0.000% | 10<br>0.951% | 260    | 48                          | 308    | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 製造業                  | 98                 | 71                  | 15,372 | 1,176 | 16,548 | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 11,938 | 423   | 12,361                      | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 3,434  | 753                         | 4,187  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 33                 | 16                  | 1,854  | 87    | 1,941  | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 1,601  | 43    | 1,644                       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 253    | 44                          | 297    | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 卸売業・小売業              | 110                | 84                  | 2,129  | 1,197 | 3,326  | 1<br>0.047%                 | 0<br>0.000% | 1<br>0.030%  | 1,337  | 374   | 1,711                       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 792    | 823                         | 1,615  | 1<br>0.126% | 0<br>0.000% | 1<br>0.062% |
|                  | 金融業・保険業              | 18                 | 8                   | 540    | 33    | 573    | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 319    | 25    | 344                         | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 221    | 8                           | 229    | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | サービス業                | 182                | 164                 | 10,598 | 5,299 | 15,897 | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 3,848  | 1,272 | 5,120                       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 6,750  | 4,027                       | 10,777 | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
| 企<br>業<br>規<br>模 | 9人以下                 | 83                 | 59                  | 383    | 207   | 590    | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 238    | 39    | 277                         | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 145    | 168                         | 313    | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 10～29人               | 187                | 113                 | 2,983  | 952   | 3,935  | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 1,840  | 241   | 2,081                       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 1,143  | 711                         | 1,854  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 30～49人               | 77                 | 66                  | 1,952  | 918   | 2,870  | 1<br>0.051%                 | 0<br>0.000% | 1<br>0.035%  | 1,104  | 245   | 1,349                       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 848    | 673                         | 1,521  | 1<br>0.118% | 0<br>0.000% | 1<br>0.066% |
|                  | 50～99人               | 61                 | 50                  | 2,685  | 970   | 3,655  | 10<br>0.372%                | 0<br>0.000% | 10<br>0.274% | 1,581  | 253   | 1,834                       | 10<br>0.633% | 0<br>0.000% | 10<br>0.545% | 1,104  | 717                         | 1,821  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 100～299人             | 43                 | 40                  | 2,374  | 1,579 | 3,953  | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 1,218  | 454   | 1,672                       | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 1,156  | 1,125                       | 2,281  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | 300人以上               | 47                 | 38                  | 21,393 | 3,248 | 24,641 | 0<br>0.000%                 | 0<br>0.000% | 0<br>0.000%  | 14,079 | 939   | 15,018                      | 0<br>0.000%  | 0<br>0.000% | 0<br>0.000%  | 7,314  | 2,309                       | 9,623  | 0<br>0.000% | 0<br>0.000% | 0<br>0.000% |
|                  | (再掲)<br>10～299人      | 368                | 269                 | 9,994  | 4,419 | 14,413 | 11<br>0.110%                | 0<br>0.000% | 11<br>0.076% | 5,743  | 1,193 | 6,936                       | 10<br>0.174% | 0<br>0.000% | 10<br>0.144% | 4,251  | 3,226                       | 7,477  | 1<br>0.024% | 0<br>0.000% | 1<br>0.013% |
|                  | (再掲)<br>30人以上        | 228                | 194                 | 28,404 | 6,715 | 35,119 | 11<br>0.039%                | 0<br>0.000% | 11<br>0.031% | 17,982 | 1,891 | 19,873                      | 10<br>0.056% | 0<br>0.000% | 10<br>0.050% | 10,422 | 4,824                       | 15,246 | 1<br>0.010% | 0<br>0.000% | 1<br>0.007% |



表26 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>についてよく分かって<br>いない | 上司・同僚<br>など、他の<br>従業員の<br>理解を得<br>るのが難し<br>い | 収入が減<br>るので、本<br>人が取得<br>したがい<br>ない | 昇進・昇給<br>への影響<br>を心配し<br>て、本人が<br>取得した<br>がらない | その他   | 特になし  | 無回答   |
|------|----------------------|------------|-----------|------------|-------------|-------------------|-------------------------------|----------------------------------------------------|----------------------------------------------|-------------------------------------|------------------------------------------------|-------|-------|-------|
| 計    |                      | 530        | 204       | 65         | 90          | 66                | 19                            | 12                                                 | 29                                           | 72                                  | 4                                              | 19    | 297   | 29    |
|      |                      |            | 38.5%     | 12.3%      | 17.0%       | 12.5%             | 3.6%                          | 2.3%                                               | 5.5%                                         | 13.6%                               | 0.8%                                           | 3.6%  | 56.0% | 5.5%  |
|      |                      |            |           | 31.9%      | 44.1%       | 32.4%             | 9.3%                          | 5.9%                                               | 14.2%                                        | 35.3%                               | 2.0%                                           | 9.3%  |       |       |
| 産業   | 建設業                  | 57         | 26        | 6          | 9           | 9                 | 5                             | 0                                                  | 3                                            | 10                                  | 0                                              | 2     | 27    | 4     |
|      |                      |            | 45.6%     | 10.5%      | 15.8%       | 15.8%             | 8.8%                          | 0.0%                                               | 5.3%                                         | 17.5%                               | 0.0%                                           | 3.5%  | 47.4% | 7.0%  |
|      |                      |            |           | 23.1%      | 34.6%       | 34.6%             | 19.2%                         | 0.0%                                               | 11.5%                                        | 38.5%                               | 0.0%                                           | 7.7%  |       |       |
|      | 製造業                  | 104        | 35        | 15         | 17          | 9                 | 3                             | 4                                                  | 5                                            | 11                                  | 1                                              | 7     | 68    | 1     |
|      |                      |            | 33.7%     | 14.4%      | 16.3%       | 8.7%              | 2.9%                          | 3.8%                                               | 4.8%                                         | 10.6%                               | 1.0%                                           | 6.7%  | 65.4% | 1.0%  |
|      |                      |            |           | 42.9%      | 48.6%       | 25.7%             | 8.6%                          | 11.4%                                              | 14.3%                                        | 31.4%                               | 2.9%                                           | 20.0% |       |       |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 10        | 7          | 2           | 5                 | 0                             | 2                                                  | 0                                            | 7                                   | 1                                              | 0     | 19    | 3     |
|      |                      |            | 31.3%     | 21.9%      | 6.3%        | 15.6%             | 0.0%                          | 6.3%                                               | 0.0%                                         | 21.9%                               | 3.1%                                           | 0.0%  | 59.4% | 9.4%  |
|      |                      |            |           | 70.0%      | 20.0%       | 50.0%             | 0.0%                          | 20.0%                                              | 0.0%                                         | 70.0%                               | 10.0%                                          | 0.0%  |       |       |
|      | 卸売業・小売業              | 124        | 54        | 11         | 26          | 20                | 6                             | 3                                                  | 8                                            | 20                                  | 1                                              | 4     | 60    | 10    |
|      |                      |            | 43.5%     | 8.9%       | 21.0%       | 16.1%             | 4.8%                          | 2.4%                                               | 6.5%                                         | 16.1%                               | 0.8%                                           | 3.2%  | 48.4% | 8.1%  |
|      |                      |            |           | 20.4%      | 48.1%       | 37.0%             | 11.1%                         | 5.6%                                               | 14.8%                                        | 37.0%                               | 1.9%                                           | 7.4%  |       |       |
|      | 金融業・保険業              | 14         | 7         | 4          | 2           | 5                 | 0                             | 0                                                  | 2                                            | 2                                   | 0                                              | 0     | 7     | 0     |
|      |                      |            | 50.0%     | 28.6%      | 14.3%       | 35.7%             | 0.0%                          | 0.0%                                               | 14.3%                                        | 14.3%                               | 0.0%                                           | 0.0%  | 50.0% | 0.0%  |
|      |                      |            |           | 57.1%      | 28.6%       | 71.4%             | 0.0%                          | 0.0%                                               | 28.6%                                        | 28.6%                               | 0.0%                                           | 0.0%  |       |       |
|      | サービス業                | 199        | 72        | 22         | 34          | 18                | 5                             | 3                                                  | 11                                           | 22                                  | 1                                              | 6     | 116   | 11    |
|      |                      |            | 36.2%     | 11.1%      | 17.1%       | 9.0%              | 2.5%                          | 1.5%                                               | 5.5%                                         | 11.1%                               | 0.5%                                           | 3.0%  | 58.3% | 5.5%  |
|      |                      |            |           | 30.6%      | 47.2%       | 25.0%             | 6.9%                          | 4.2%                                               | 15.3%                                        | 30.6%                               | 1.4%                                           | 8.3%  |       |       |
| 企業規模 | 9人以下                 | 96         | 29        | 9          | 7           | 9                 | 1                             | 1                                                  | 3                                            | 13                                  | 1                                              | 4     | 56    | 11    |
|      |                      |            | 30.2%     | 9.4%       | 7.3%        | 9.4%              | 1.0%                          | 1.0%                                               | 3.1%                                         | 13.5%                               | 1.0%                                           | 4.2%  | 58.3% | 11.5% |
|      |                      |            |           | 31.0%      | 24.1%       | 31.0%             | 3.4%                          | 3.4%                                               | 10.3%                                        | 44.8%                               | 3.4%                                           | 13.8% |       |       |
|      | 10～29人               | 232        | 85        | 22         | 39          | 30                | 10                            | 4                                                  | 12                                           | 30                                  | 1                                              | 9     | 133   | 14    |
|      |                      |            | 36.6%     | 9.5%       | 16.8%       | 12.9%             | 4.3%                          | 1.7%                                               | 5.2%                                         | 12.9%                               | 0.4%                                           | 3.9%  | 57.3% | 6.0%  |
|      |                      |            |           | 25.9%      | 45.9%       | 35.3%             | 11.8%                         | 4.7%                                               | 14.1%                                        | 35.3%                               | 1.2%                                           | 10.6% |       |       |
|      | 30～49人               | 79         | 32        | 9          | 17          | 9                 | 3                             | 2                                                  | 3                                            | 14                                  | 0                                              | 3     | 43    | 4     |
|      |                      |            | 40.5%     | 11.4%      | 21.5%       | 11.4%             | 3.8%                          | 2.5%                                               | 3.8%                                         | 17.7%                               | 0.0%                                           | 3.8%  | 54.4% | 5.1%  |
|      |                      |            |           | 28.1%      | 53.1%       | 28.1%             | 9.4%                          | 6.3%                                               | 9.4%                                         | 43.8%                               | 0.0%                                           | 9.4%  |       |       |
|      | 50～99人               | 62         | 33        | 15         | 19          | 13                | 3                             | 1                                                  | 5                                            | 7                                   | 0                                              | 1     | 29    | 0     |
|      |                      |            | 53.2%     | 24.2%      | 30.6%       | 21.0%             | 4.8%                          | 1.6%                                               | 8.1%                                         | 11.3%                               | 0.0%                                           | 1.6%  | 46.8% | 0.0%  |
|      |                      |            |           | 45.5%      | 57.6%       | 39.4%             | 9.1%                          | 3.0%                                               | 15.2%                                        | 21.2%                               | 0.0%                                           | 3.0%  |       |       |
|      | 100～299人             | 26         | 7         | 4          | 2           | 1                 | 0                             | 1                                                  | 2                                            | 3                                   | 0                                              | 1     | 19    | 0     |
|      |                      |            | 26.9%     | 15.4%      | 7.7%        | 3.8%              | 0.0%                          | 3.8%                                               | 7.7%                                         | 11.5%                               | 0.0%                                           | 3.8%  | 73.1% | 0.0%  |
|      |                      |            |           | 57.1%      | 28.6%       | 14.3%             | 0.0%                          | 14.3%                                              | 28.6%                                        | 42.9%                               | 0.0%                                           | 14.3% |       |       |
|      | 300人以上               | 35         | 18        | 6          | 6           | 4                 | 2                             | 3                                                  | 4                                            | 5                                   | 2                                              | 1     | 17    | 0     |
|      |                      |            | 51.4%     | 17.1%      | 17.1%       | 11.4%             | 5.7%                          | 8.6%                                               | 11.4%                                        | 14.3%                               | 5.7%                                           | 2.9%  | 48.6% | 0.0%  |
|      |                      |            |           | 33.3%      | 33.3%       | 22.2%             | 11.1%                         | 16.7%                                              | 22.2%                                        | 27.8%                               | 11.1%                                          | 5.6%  |       |       |
|      | (再掲)<br>10～299人      | 399        | 157       | 50         | 77          | 53                | 16                            | 8                                                  | 22                                           | 54                                  | 1                                              | 14    | 224   | 18    |
|      |                      |            | 39.3%     | 12.5%      | 19.3%       | 13.3%             | 4.0%                          | 2.0%                                               | 5.5%                                         | 13.5%                               | 0.3%                                           | 3.5%  | 56.1% | 4.5%  |
|      |                      |            |           | 31.8%      | 49.0%       | 33.8%             | 10.2%                         | 5.1%                                               | 14.0%                                        | 34.4%                               | 0.6%                                           | 8.9%  |       |       |
|      | (再掲)<br>30人以上        | 202        | 90        | 34         | 44          | 27                | 8                             | 7                                                  | 14                                           | 29                                  | 2                                              | 6     | 108   | 4     |
|      |                      |            | 44.6%     | 16.8%      | 21.8%       | 13.4%             | 4.0%                          | 3.5%                                               | 6.9%                                         | 14.4%                               | 1.0%                                           | 3.0%  | 53.5% | 2.0%  |
|      |                      |            |           | 37.8%      | 48.9%       | 30.0%             | 8.9%                          | 7.8%                                               | 15.6%                                        | 32.2%                               | 2.2%                                           | 6.7%  |       |       |

表27 子の看護休暇制度の有無、賃金の取扱い等(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:子の看護休暇制度がある事業所に対する割合

(単位:社、%)

|                 |                      | 回答<br>事業所数 | 制度<br>あり | 賃金の取扱い |       |          |       | 取得可能取得可能日数(子が1人) |        |      |           |       | 取得可能取得可能日数(子が2人以上) |      |       |           |       | 取得可能日数(子に関係なく) |       |      |           |       | 取得することができる子の年齢の上限          |                                       |                    |      |       | 制度<br>なし | 無回答   |
|-----------------|----------------------|------------|----------|--------|-------|----------|-------|------------------|--------|------|-----------|-------|--------------------|------|-------|-----------|-------|----------------|-------|------|-----------|-------|----------------------------|---------------------------------------|--------------------|------|-------|----------|-------|
|                 |                      |            |          | 有給     | 有給    | 一部<br>有給 | 無給    | 5日<br>未満         | 5日     | 6～9日 | 10日<br>以上 | 不明    | 5日<br>未満           | 5日   | 6～9日  | 10日<br>以上 | 不明    | 5日<br>未満       | 5日    | 6～9日 | 10日<br>以上 | 不明    | 小学校就<br>学の始期<br>に達する<br>まで | 小学校入<br>学～小学<br>校卒業(ま<br>たは12歳)<br>まで | 小学校卒<br>業後も利<br>用可 | その他  | 不明    |          |       |
|                 |                      |            |          |        |       |          |       |                  |        |      |           |       |                    |      |       |           |       |                |       |      |           |       |                            |                                       |                    |      |       |          |       |
| 計               |                      | 530        | 290      | 131    | 120   | 11       | 159   | 1                | 224    | 2    | 2         | 31    | 0                  | 3    | 0     | 213       | 44    | 1              | 24    | 0    | 5         | 29    | 250                        | 16                                    | 6                  | 7    | 11    | 200      | 40    |
|                 |                      |            | 54.7%    | 24.7%  | 22.6% | 2.1%     | 30.0% | 0.2%             | 42.3%  | 0.4% | 0.4%      | 5.8%  | 0.0%               | 0.6% | 0.0%  | 40.2%     | 8.3%  | 0.2%           | 4.5%  | 0.0% | 0.9%      | 5.5%  | 47.2%                      | 3.0%                                  | 1.1%               | 1.3% | 2.1%  | 37.7%    | 7.5%  |
|                 |                      |            |          | 45.2%  | 41.4% | 3.8%     | 54.8% | 0.3%             | 77.2%  | 0.7% | 0.7%      | 10.7% | 0.0%               | 1.0% | 0.0%  | 73.4%     | 15.2% | 0.3%           | 8.3%  | 0.0% | 1.7%      | 10.0% | 86.2%                      | 5.5%                                  | 2.1%               | 2.4% | 3.8%  |          |       |
| 産業              | 建設業                  | 57         | 30       | 12     | 12    | 0        | 18    | 0                | 20     | 0    | 0         | 3     | 0                  | 0    | 0     | 19        | 4     | 0              | 5     | 0    | 2         | 3     | 24                         | 1                                     | 1                  | 2    | 2     | 22       | 5     |
|                 |                      |            | 52.6%    | 21.1%  | 21.1% | 0.0%     | 31.6% | 0.0%             | 35.1%  | 0.0% | 0.0%      | 5.3%  | 0.0%               | 0.0% | 0.0%  | 33.3%     | 7.0%  | 0.0%           | 8.8%  | 0.0% | 3.5%      | 5.3%  | 42.1%                      | 1.8%                                  | 1.8%               | 3.5% | 3.5%  | 38.6%    | 8.8%  |
|                 |                      |            |          | 40.0%  | 40.0% | 0.0%     | 60.0% | 0.0%             | 66.7%  | 0.0% | 0.0%      | 10.0% | 0.0%               | 0.0% | 0.0%  | 63.3%     | 13.3% | 0.0%           | 16.7% | 0.0% | 6.7%      | 10.0% | 80.0%                      | 3.3%                                  | 3.3%               | 6.7% | 6.7%  |          |       |
|                 | 製造業                  | 104        | 63       | 25     | 21    | 4        | 38    | 0                | 51     | 0    | 1         | 6     | 0                  | 1    | 0     | 47        | 10    | 0              | 3     | 0    | 2         | 5     | 50                         | 5                                     | 2                  | 3    | 3     | 35       | 6     |
|                 |                      |            | 60.6%    | 24.0%  | 20.2% | 3.8%     | 36.5% | 0.0%             | 49.0%  | 0.0% | 1.0%      | 5.8%  | 0.0%               | 1.0% | 0.0%  | 45.2%     | 9.6%  | 0.0%           | 2.9%  | 0.0% | 1.9%      | 4.8%  | 48.1%                      | 4.8%                                  | 1.9%               | 2.9% | 2.9%  | 33.7%    | 5.8%  |
|                 |                      |            |          | 39.7%  | 33.3% | 6.3%     | 60.3% | 0.0%             | 81.0%  | 0.0% | 1.6%      | 9.5%  | 0.0%               | 1.6% | 0.0%  | 74.6%     | 15.9% | 0.0%           | 4.8%  | 0.0% | 3.2%      | 7.9%  | 79.4%                      | 7.9%                                  | 3.2%               | 4.8% | 4.8%  |          |       |
|                 | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 16       | 6      | 5     | 1        | 10    | 0                | 10     | 1    | 0         | 3     | 0                  | 0    | 0     | 11        | 3     | 0              | 2     | 0    | 0         | 3     | 12                         | 1                                     | 0                  | 0    | 3     | 14       | 2     |
|                 |                      |            | 50.0%    | 18.8%  | 15.6% | 3.1%     | 31.3% | 0.0%             | 31.3%  | 3.1% | 0.0%      | 9.4%  | 0.0%               | 0.0% | 0.0%  | 34.4%     | 9.4%  | 0.0%           | 6.3%  | 0.0% | 0.0%      | 9.4%  | 37.5%                      | 3.1%                                  | 0.0%               | 0.0% | 9.4%  | 43.8%    | 6.3%  |
|                 |                      |            |          | 37.5%  | 31.3% | 6.3%     | 62.5% | 0.0%             | 62.5%  | 6.3% | 0.0%      | 18.8% | 0.0%               | 0.0% | 0.0%  | 68.8%     | 18.8% | 0.0%           | 12.5% | 0.0% | 0.0%      | 18.8% | 75.0%                      | 6.3%                                  | 0.0%               | 0.0% | 18.8% |          |       |
|                 | 卸売業・小売業              | 124        | 59       | 22     | 20    | 2        | 37    | 1                | 44     | 1    | 1         | 9     | 0                  | 2    | 0     | 41        | 12    | 0              | 4     | 0    | 0         | 8     | 54                         | 1                                     | 1                  | 1    | 2     | 57       | 8     |
|                 |                      |            | 47.6%    | 17.7%  | 16.1% | 1.6%     | 29.8% | 0.8%             | 35.5%  | 0.8% | 0.8%      | 7.3%  | 0.0%               | 1.6% | 0.0%  | 33.1%     | 9.7%  | 0.0%           | 3.2%  | 0.0% | 0.0%      | 6.5%  | 43.5%                      | 0.8%                                  | 0.8%               | 0.8% | 1.6%  | 46.0%    | 6.5%  |
|                 |                      |            |          | 37.3%  | 33.9% | 3.4%     | 62.7% | 1.7%             | 74.6%  | 1.7% | 1.7%      | 15.3% | 0.0%               | 3.4% | 0.0%  | 69.5%     | 20.3% | 0.0%           | 6.8%  | 0.0% | 0.0%      | 13.6% | 91.5%                      | 1.7%                                  | 1.7%               | 1.7% | 3.4%  |          |       |
|                 | 金融業・保険業              | 14         | 11       | 8      | 8     | 0        | 3     | 0                | 9      | 0    | 0         | 0     | 0                  | 0    | 0     | 8         | 2     | 0              | 1     | 0    | 0         | 0     | 8                          | 3                                     | 0                  | 0    | 0     | 3        | 0     |
|                 |                      |            | 78.6%    | 57.1%  | 57.1% | 0.0%     | 21.4% | 0.0%             | 64.3%  | 0.0% | 0.0%      | 0.0%  | 0.0%               | 0.0% | 0.0%  | 57.1%     | 14.3% | 0.0%           | 7.1%  | 0.0% | 0.0%      | 0.0%  | 57.1%                      | 21.4%                                 | 0.0%               | 0.0% | 0.0%  | 21.4%    | 0.0%  |
|                 |                      |            |          | 72.7%  | 72.7% | 0.0%     | 27.3% | 0.0%             | 81.8%  | 0.0% | 0.0%      | 0.0%  | 0.0%               | 0.0% | 0.0%  | 72.7%     | 18.2% | 0.0%           | 9.1%  | 0.0% | 0.0%      | 0.0%  | 72.7%                      | 27.3%                                 | 0.0%               | 0.0% | 0.0%  |          |       |
|                 | サービス業                | 199        | 111      | 58     | 54    | 4        | 53    | 0                | 90     | 0    | 0         | 10    | 0                  | 0    | 0     | 87        | 13    | 1              | 9     | 0    | 1         | 10    | 102                        | 5                                     | 2                  | 1    | 1     | 69       | 19    |
|                 |                      |            | 55.8%    | 29.1%  | 27.1% | 2.0%     | 26.6% | 0.0%             | 45.2%  | 0.0% | 0.0%      | 5.0%  | 0.0%               | 0.0% | 0.0%  | 43.7%     | 6.5%  | 0.5%           | 4.5%  | 0.0% | 0.5%      | 5.0%  | 51.3%                      | 2.5%                                  | 1.0%               | 0.5% | 0.5%  | 34.7%    | 9.5%  |
|                 |                      |            |          | 52.3%  | 48.6% | 3.6%     | 47.7% | 0.0%             | 81.1%  | 0.0% | 0.0%      | 9.0%  | 0.0%               | 0.0% | 0.0%  | 78.4%     | 11.7% | 0.9%           | 8.1%  | 0.0% | 0.9%      | 9.0%  | 91.9%                      | 4.5%                                  | 1.8%               | 0.9% | 0.9%  |          |       |
| 企業規模            | 9人以下                 | 96         | 17       | 10     | 9     | 1        | 7     | 0                | 11     | 0    | 0         | 3     | 0                  | 0    | 0     | 10        | 4     | 0              | 1     | 0    | 2         | 3     | 15                         | 0                                     | 0                  | 1    | 1     | 60       | 19    |
|                 |                      |            | 17.7%    | 10.4%  | 9.4%  | 1.0%     | 7.3%  | 0.0%             | 11.5%  | 0.0% | 0.0%      | 3.1%  | 0.0%               | 0.0% | 0.0%  | 10.4%     | 4.2%  | 0.0%           | 1.0%  | 0.0% | 2.1%      | 3.1%  | 15.6%                      | 0.0%                                  | 0.0%               | 1.0% | 1.0%  | 62.5%    | 19.8% |
|                 |                      |            |          | 58.8%  | 52.9% | 5.9%     | 41.2% | 0.0%             | 64.7%  | 0.0% | 0.0%      | 17.6% | 0.0%               | 0.0% | 0.0%  | 58.8%     | 23.5% | 0.0%           | 5.9%  | 0.0% | 11.8%     | 17.6% | 88.2%                      | 0.0%                                  | 0.0%               | 5.9% | 5.9%  |          |       |
|                 | 10～29人               | 232        | 120      | 51     | 48    | 3        | 69    | 1                | 86     | 0    | 2         | 15    | 0                  | 2    | 0     | 77        | 25    | 1              | 14    | 0    | 1         | 14    | 105                        | 2                                     | 4                  | 3    | 6     | 97       | 15    |
|                 |                      |            | 51.7%    | 22.0%  | 20.7% | 1.3%     | 29.7% | 0.4%             | 37.1%  | 0.0% | 0.9%      | 6.5%  | 0.0%               | 0.9% | 0.0%  | 33.2%     | 10.8% | 0.4%           | 6.0%  | 0.0% | 0.4%      | 6.0%  | 45.3%                      | 0.9%                                  | 1.7%               | 1.3% | 2.6%  | 41.8%    | 6.5%  |
|                 |                      |            |          | 42.5%  | 40.0% | 2.5%     | 57.5% | 0.8%             | 71.7%  | 0.0% | 1.7%      | 12.5% | 0.0%               | 1.7% | 0.0%  | 64.2%     | 20.8% | 0.8%           | 11.7% | 0.0% | 0.8%      | 11.7% | 87.5%                      | 1.7%                                  | 3.3%               | 2.5% | 5.0%  |          |       |
|                 | 30～49人               | 79         | 54       | 28     | 26    | 2        | 26    | 0                | 40     | 1    | 0         | 7     | 0                  | 1    | 0     | 39        | 8     | 0              | 5     | 0    | 1         | 7     | 48                         | 3                                     | 0                  | 1    | 2     | 21       | 4     |
|                 |                      |            | 68.4%    | 35.4%  | 32.9% | 2.5%     | 32.9% | 0.0%             | 50.6%  | 1.3% | 0.0%      | 8.9%  | 0.0%               | 1.3% | 0.0%  | 49.4%     | 10.1% | 0.0%           | 6.3%  | 0.0% | 1.3%      | 8.9%  | 60.8%                      | 3.8%                                  | 0.0%               | 1.3% | 2.5%  | 26.6%    | 5.1%  |
|                 |                      |            |          | 51.9%  | 48.1% | 3.7%     | 48.1% | 0.0%             | 74.1%  | 1.9% | 0.0%      | 13.0% | 0.0%               | 1.9% | 0.0%  | 72.2%     | 14.8% | 0.0%           | 9.3%  | 0.0% | 1.9%      | 13.0% | 88.9%                      | 5.6%                                  | 0.0%               | 1.9% | 3.7%  |          |       |
|                 | 50～99人               | 62         | 48       | 20     | 19    | 1        | 28    | 0                | 40     | 1    | 0         | 3     | 0                  | 0    | 0     | 41        | 3     | 0              | 3     | 0    | 1         | 2     | 43                         | 3                                     | 1                  | 1    | 0     | 13       | 1     |
|                 |                      |            | 77.4%    | 32.3%  | 30.6% | 1.6%     | 45.2% | 0.0%             | 64.5%  | 1.6% | 0.0%      | 4.8%  | 0.0%               | 0.0% | 0.0%  | 66.1%     | 4.8%  | 0.0%           | 4.8%  | 0.0% | 1.6%      | 3.2%  | 69.4%                      | 4.8%                                  | 1.6%               | 1.6% | 0.0%  | 21.0%    | 1.6%  |
|                 |                      |            |          | 41.7%  | 39.6% | 2.1%     | 58.3% | 0.0%             | 83.3%  | 2.1% | 0.0%      | 6.3%  | 0.0%               | 0.0% | 0.0%  | 85.4%     | 6.3%  | 0.0%           | 6.3%  | 0.0% | 2.1%      | 4.2%  | 89.6%                      | 6.3%                                  | 2.1%               | 2.1% | 0.0%  |          |       |
|                 | 100～299人             | 26         | 19       | 4      | 3     | 1        | 15    | 0                | 19     | 0    | 0         | 0     | 0                  | 0    | 0     | 19        | 0     | 0              | 0     | 0    | 0         | 0     | 17                         | 1                                     | 0                  | 0    | 1     | 7        | 0     |
|                 |                      |            | 73.1%    | 15.4%  | 11.5% | 3.8%     | 57.7% | 0.0%             | 73.1%  | 0.0% | 0.0%      | 0.0%  | 0.0%               | 0.0% | 0.0%  | 73.1%     | 0.0%  | 0.0%           | 0.0%  | 0.0% | 0.0%      | 0.0%  | 65.4%                      | 3.8%                                  | 0.0%               | 0.0% | 3.8%  | 26.9%    | 0.0%  |
|                 |                      |            |          | 21.1%  | 15.8% | 5.3%     | 78.9% | 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% | 1.0%      | 0.0%  | 89.5%                      | 5.3%                                  | 0.0%               | 0.0% | 5.3%  |          |       |
|                 | 300人以上               | 35         | 32       | 18     | 15    | 3        | 14    | 0                | 28     | 0    | 0         | 3     | 0                  | 0    | 0     | 27        | 4     | 0              | 1     | 0    | 0         | 3     | 22                         | 7                                     | 1                  | 1    | 1     | 2        | 1     |
|                 |                      |            | 91.4%    | 51.4%  | 42.9% | 8.6%     | 40.0% | 0.0%             | 80.0%  | 0.0% | 0.0%      | 8.6%  | 0.0%               | 0.0% | 0.0%  | 77.1%     | 11.4% | 0.0%           | 2.9%  | 0.0% | 0.0%      | 8.6%  | 62.9%                      | 20.0%                                 | 2.9%               | 2.9% | 2.9%  | 5.7%     | 2.9%  |
|                 |                      |            |          | 56.3%  | 46.9% | 9.4%     | 43.8% | 0.0%             | 87.5%  | 0.0% | 0.0%      | 9.4%  | 0.0%               | 0.0% | 0.0%  | 84.4%     | 12.5% | 0.0%           | 3.1%  | 0.0% | 0.0%      | 9.4%  | 68.8%                      | 21.9%                                 | 3.1%               | 3.1% | 3.1%  |          |       |
| (再掲)<br>10～299人 | 399                  | 241        | 103      | 96     | 7     | 138      | 1     | 185              | 2      | 2    | 25        | 0     | 3                  | 0    | 176   | 36        | 1     | 22             | 0     | 3    | 23        | 213   | 9                          | 5                                     | 5                  | 9    | 138   | 20       |       |
|                 |                      | 60.4%      | 25.8%    | 24.1%  | 1.8%  | 34.6%    | 0.3%  | 46.4%            | 0.5%   | 0.5% | 6.3%      | 0.0%  | 0.8%               | 0.0% | 44.1% | 9.0%      | 0.3%  | 5.5%           | 0.0%  | 0.8% | 5.8%      | 53.4% | 2.3%                       | 1.3%                                  | 1.3%               | 2.3% | 34.6% | 5.0%     |       |
|                 |                      |            | 42.7%    | 39.8%  | 2.9%  | 57.3%    | 0.4%  | 76.8%            | 0.8%   | 0.8% | 10.4%     | 0.0%  | 1.2%               | 0.0% | 73.0% | 14.9%     | 0.4%  | 9.1%           | 0.0%  | 1.2% | 9.5%      | 88.4% | 3.7%                       | 2.1%                                  | 2.1%               | 3.7% |       |          |       |
| (再掲)<br>30人以上   | 202                  | 153        | 70       | 63     | 7     | 83       | 0     | 127              | 2      | 0    | 13        | 0     | 1                  | 0    | 126   | 15        | 0     | 9              | 0     | 2    |           |       |                            |                                       |                    |      |       |          |       |



表28－1 ポジティブ・アクションの取組状況

| 1段目：事業所数<br>2段目：回答事業所数に対する割合<br>(単位:社、%) |                      |                                                     |                    |              |       |                              |                    |              |       |                                      |                    |              |       |                                                  |                    |              |       |                                       |                    |              |       |                                  |                    |              |       |       |
|------------------------------------------|----------------------|-----------------------------------------------------|--------------------|--------------|-------|------------------------------|--------------------|--------------|-------|--------------------------------------|--------------------|--------------|-------|--------------------------------------------------|--------------------|--------------|-------|---------------------------------------|--------------------|--------------|-------|----------------------------------|--------------------|--------------|-------|-------|
|                                          | 回答<br>事業所数           | ア<br>女性の活用に関することの担当<br>部局、責任者を定めるなど社内の<br>推進体制を整備する |                    |              |       | イ<br>採用時の面接・選考担当者に<br>女性を含める |                    |              |       | ウ<br>女性の活用状況や活用にあたって<br>の問題点を調査・分析する |                    |              |       | エ<br>女性がいない・少ない職務や役職に<br>意欲と能力のある女性を積極的に配<br>置する |                    |              |       | オ<br>女性の意欲・能力の向上を図るため<br>の教育訓練を積極的に行う |                    |              |       | カ<br>女性のスキルアップや資格取得のた<br>めの支援を行う |                    |              |       |       |
|                                          |                      | 行っ<br>て<br>い<br>る                                   | 行っ<br>て<br>い<br>ない |              | 無回答   | 行っ<br>て<br>い<br>る            | 行っ<br>て<br>い<br>ない |              | 無回答   | 行っ<br>て<br>い<br>る                    | 行っ<br>て<br>い<br>ない |              | 無回答   | 行っ<br>て<br>い<br>る                                | 行っ<br>て<br>い<br>ない |              | 無回答   | 行っ<br>て<br>い<br>る                     | 行っ<br>て<br>い<br>ない |              | 無回答   | 行っ<br>て<br>い<br>る                | 行っ<br>て<br>い<br>ない |              | 無回答   |       |
|                                          |                      |                                                     |                    | 今後取り<br>組みたい |       |                              |                    | 今後取り<br>組みたい |       |                                      |                    | 今後取り<br>組みたい |       |                                                  |                    | 今後取り<br>組みたい |       |                                       |                    | 今後取り<br>組みたい |       |                                  |                    | 今後取り<br>組みたい |       |       |
| 計                                        | 530                  | 109                                                 | 270                | 98           | 53    | 251                          | 181                | 59           | 39    | 83                                   | 275                | 117          | 55    | 117                                              | 237                | 111          | 65    | 121                                   | 222                | 127          | 60    | 182                              | 196                | 99           | 53    |       |
|                                          |                      | 20.6%                                               | 50.9%              | 18.5%        | 10.0% | 47.4%                        | 34.2%              | 11.1%        | 7.4%  | 15.7%                                | 51.9%              | 22.1%        | 10.4% | 22.1%                                            | 44.7%              | 20.9%        | 12.3% | 22.8%                                 | 41.9%              | 24.0%        | 11.3% | 34.3%                            | 37.0%              | 18.7%        | 10.0% |       |
| 産<br>業                                   | 建設業                  | 57                                                  | 13                 | 29           | 11    | 4                            | 27                 | 21           | 6     | 3                                    | 8                  | 29           | 15    | 5                                                | 10                 | 22           | 18    | 7                                     | 14                 | 21           | 18    | 4                                | 22                 | 17           | 14    | 4     |
|                                          |                      |                                                     | 22.8%              | 50.9%        | 19.3% | 7.0%                         | 47.4%              | 36.8%        | 10.5% | 5.3%                                 | 14.0%              | 50.9%        | 26.3% | 8.8%                                             | 17.5%              | 38.6%        | 31.6% | 12.3%                                 | 24.6%              | 36.8%        | 31.6% | 7.0%                             | 38.6%              | 29.8%        | 24.6% | 7.0%  |
|                                          | 製造業                  | 104                                                 | 17                 | 57           | 20    | 10                           | 41                 | 48           | 10    | 5                                    | 16                 | 52           | 26    | 10                                               | 12                 | 60           | 22    | 10                                    | 19                 | 54           | 21    | 10                               | 27                 | 54           | 13    | 10    |
|                                          |                      |                                                     | 16.3%              | 54.8%        | 19.2% | 9.6%                         | 39.4%              | 46.2%        | 9.6%  | 4.8%                                 | 15.4%              | 50.0%        | 25.0% | 9.6%                                             | 11.5%              | 57.7%        | 21.2% | 9.6%                                  | 18.3%              | 51.9%        | 20.2% | 9.6%                             | 26.0%              | 51.9%        | 12.5% | 9.6%  |
|                                          | 運輸・通信業、<br>電気・ガス・水道業 | 32                                                  | 5                  | 16           | 8     | 3                            | 8                  | 18           | 3     | 3                                    | 4                  | 18           | 7     | 3                                                | 8                  | 14           | 6     | 4                                     | 6                  | 15           | 7     | 4                                | 7                  | 16           | 5     | 4     |
|                                          |                      |                                                     | 15.6%              | 50.0%        | 25.0% | 9.4%                         | 25.0%              | 56.3%        | 9.4%  | 9.4%                                 | 12.5%              | 56.3%        | 21.9% | 9.4%                                             | 25.0%              | 43.8%        | 18.8% | 12.5%                                 | 18.8%              | 46.9%        | 21.9% | 12.5%                            | 21.9%              | 50.0%        | 15.6% | 12.5% |
|                                          | 卸売業・小売業              | 124                                                 | 18                 | 67           | 26    | 13                           | 52                 | 46           | 17    | 9                                    | 13                 | 72           | 26    | 13                                               | 23                 | 52           | 33    | 16                                    | 18                 | 54           | 36    | 16                               | 29                 | 46           | 34    | 15    |
|                                          |                      |                                                     | 14.5%              | 54.0%        | 21.0% | 10.5%                        | 41.9%              | 37.1%        | 13.7% | 7.3%                                 | 10.5%              | 58.1%        | 21.0% | 10.5%                                            | 18.5%              | 41.9%        | 26.6% | 12.9%                                 | 14.5%              | 43.5%        | 29.0% | 12.9%                            | 23.4%              | 37.1%        | 27.4% | 12.1% |
|                                          | 金融業・保険業              | 14                                                  | 4                  | 8            | 1     | 1                            | 6                  | 7            | 0     | 1                                    | 3                  | 10           | 0     | 1                                                | 6                  | 6            | 1     | 1                                     | 3                  | 9            | 1     | 1                                | 9                  | 5            | 0     | 0     |
|                                          |                      |                                                     | 28.6%              | 57.1%        | 7.1%  | 7.1%                         | 42.9%              | 50.0%        | 0.0%  | 7.1%                                 | 21.4%              | 71.4%        | 0.0%  | 7.1%                                             | 42.9%              | 42.9%        | 7.1%  | 7.1%                                  | 21.4%              | 64.3%        | 7.1%  | 7.1%                             | 64.3%              | 35.7%        | 0.0%  | 0.0%  |
|                                          | サービス業                | 199                                                 | 52                 | 93           | 32    | 22                           | 117                | 41           | 23    | 18                                   | 39                 | 94           | 43    | 23                                               | 58                 | 83           | 31    | 27                                    | 61                 | 69           | 44    | 25                               | 88                 | 58           | 33    | 20    |
|                                          |                      |                                                     | 26.1%              | 46.7%        | 16.1% | 11.1%                        | 58.8%              | 20.6%        | 11.6% | 9.0%                                 | 19.6%              | 47.2%        | 21.6% | 11.6%                                            | 29.1%              | 41.7%        | 15.6% | 13.6%                                 | 30.7%              | 34.7%        | 22.1% | 12.6%                            | 44.2%              | 29.1%        | 16.6% | 10.1% |
| 企<br>業<br>規<br>模                         | 9人以下                 | 96                                                  | 4                  | 58           | 16    | 18                           | 30                 | 41           | 10    | 15                                   | 11                 | 54           | 14    | 17                                               | 6                  | 59           | 12    | 19                                    | 10                 | 55           | 12    | 19                               | 15                 | 48           | 15    | 18    |
|                                          |                      |                                                     | 4.2%               | 60.4%        | 16.7% | 18.8%                        | 31.3%              | 42.7%        | 10.4% | 15.6%                                | 11.5%              | 56.3%        | 14.6% | 17.7%                                            | 6.3%               | 61.5%        | 12.5% | 19.8%                                 | 10.4%              | 57.3%        | 12.5% | 19.8%                            | 15.6%              | 50.0%        | 15.6% | 18.8% |
|                                          | 10～29人               | 232                                                 | 44                 | 120          | 43    | 25                           | 99                 | 89           | 28    | 16                                   | 31                 | 119          | 57    | 25                                               | 37                 | 98           | 65    | 32                                    | 49                 | 93           | 65    | 25                               | 67                 | 91           | 50    | 24    |
|                                          |                      |                                                     | 19.0%              | 51.7%        | 18.5% | 10.8%                        | 42.7%              | 38.4%        | 12.1% | 6.9%                                 | 13.4%              | 51.3%        | 24.6% | 10.8%                                            | 15.9%              | 42.2%        | 28.0% | 13.8%                                 | 21.1%              | 40.1%        | 28.0% | 10.8%                            | 28.9%              | 39.2%        | 21.6% | 10.3% |
|                                          | 30～49人               | 79                                                  | 23                 | 38           | 13    | 5                            | 50                 | 17           | 8     | 4                                    | 17                 | 42           | 13    | 7                                                | 28                 | 30           | 12    | 9                                     | 25                 | 27           | 18    | 9                                | 37                 | 24           | 12    | 6     |
|                                          |                      |                                                     | 29.1%              | 48.1%        | 16.5% | 6.3%                         | 63.3%              | 21.5%        | 10.1% | 5.1%                                 | 21.5%              | 53.2%        | 16.5% | 8.9%                                             | 35.4%              | 38.0%        | 15.2% | 11.4%                                 | 31.6%              | 34.2%        | 22.8% | 11.4%                            | 46.8%              | 30.4%        | 15.2% | 7.6%  |
|                                          | 50～99人               | 62                                                  | 16                 | 28           | 16    | 2                            | 38                 | 12           | 10    | 2                                    | 10                 | 34           | 15    | 3                                                | 26                 | 24           | 9     | 3                                     | 14                 | 24           | 20    | 4                                | 27                 | 17           | 14    | 4     |
|                                          |                      |                                                     | 25.8%              | 45.2%        | 25.8% | 3.2%                         | 61.3%              | 19.4%        | 16.1% | 3.2%                                 | 16.1%              | 54.8%        | 24.2% | 4.8%                                             | 41.9%              | 38.7%        | 14.5% | 4.8%                                  | 22.6%              | 38.7%        | 32.3% | 6.5%                             | 43.5%              | 27.4%        | 22.6% | 6.5%  |
|                                          | 100～299人             | 26                                                  | 6                  | 13           | 4     | 3                            | 11                 | 13           | 0     | 2                                    | 4                  | 14           | 5     | 3                                                | 9                  | 11           | 4     | 2                                     | 8                  | 10           | 5     | 3                                | 17                 | 6            | 2     | 1     |
|                                          |                      |                                                     | 23.1%              | 50.0%        | 15.4% | 11.5%                        | 42.3%              | 50.0%        | 0.0%  | 7.7%                                 | 15.4%              | 53.8%        | 19.2% | 11.5%                                            | 34.6%              | 42.3%        | 15.4% | 7.7%                                  | 30.8%              | 38.5%        | 19.2% | 11.5%                            | 65.4%              | 23.1%        | 7.7%  | 3.8%  |
|                                          | 300人以上               | 35                                                  | 16                 | 13           | 6     | 0                            | 23                 | 9            | 3     | 0                                    | 10                 | 12           | 13    | 0                                                | 11                 | 15           | 9     | 0                                     | 15                 | 13           | 7     | 0                                | 19                 | 10           | 6     | 0     |
|                                          |                      |                                                     | 45.7%              | 37.1%        | 17.1% | 0.0%                         | 65.7%              | 25.7%        | 8.6%  | 0.0%                                 | 28.6%              | 34.3%        | 37.1% | 0.0%                                             | 31.4%              | 42.9%        | 25.7% | 0.0%                                  | 42.9%              | 37.1%        | 20.0% | 0.0%                             | 54.3%              | 28.6%        | 17.1% | 0.0%  |
|                                          | (再掲)<br>10～299人      | 399                                                 | 89                 | 199          | 76    | 35                           | 198                | 131          | 46    | 24                                   | 62                 | 209          | 90    | 38                                               | 100                | 163          | 90    | 46                                    | 96                 | 154          | 108   | 41                               | 148                | 138          | 78    | 35    |
|                                          |                      |                                                     | 22.3%              | 49.9%        | 19.0% | 8.8%                         | 49.6%              | 32.8%        | 11.5% | 6.0%                                 | 15.5%              | 52.4%        | 22.6% | 9.5%                                             | 25.1%              | 40.9%        | 22.6% | 11.5%                                 | 24.1%              | 38.6%        | 27.1% | 10.3%                            | 37.1%              | 34.6%        | 19.5% | 8.8%  |
|                                          | (再掲)<br>30人以上        | 202                                                 | 61                 | 92           | 39    | 10                           | 122                | 51           | 21    | 8                                    | 41                 | 102          | 46    | 13                                               | 74                 | 80           | 34    | 14                                    | 62                 | 74           | 50    | 16                               | 100                | 57           | 34    | 11    |
|                                          |                      |                                                     | 30.2%              | 45.5%        | 19.3% | 5.0%                         | 60.4%              | 25.2%        | 10.4% | 4.0%                                 | 20.3%              | 50.5%        | 22.8% | 6.4%                                             | 36.6%              | 39.6%        | 16.8% | 6.9%                                  | 30.7%              | 36.6%        | 24.8% | 7.9%                             | 49.5%              | 28.2%        | 16.8% | 5.4%  |

表28－2 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 |       |       |       |
|------------------|----------------------|------------|-----------------------------------------------------|--------------------|-------------|-------------|----------------------------------|--------------------|-------------|-------------|------------------------------------------|--------------------|-------------|-------------|-------------------------------------------------------|--------------------|-------------|-------------|-----------------------------------|--------------------|-------------|-------------|----------|-------|-------|-------|
|                  |                      |            | 行っ<br>て<br>い<br>る                                   | 行っ<br>て<br>い<br>ない |             | 無<br>回<br>答 | 行っ<br>て<br>い<br>る                | 行っ<br>て<br>い<br>ない |             | 無<br>回<br>答 | 行っ<br>て<br>い<br>る                        | 行っ<br>て<br>い<br>ない |             | 無<br>回<br>答 | 行っ<br>て<br>い<br>る                                     | 行っ<br>て<br>い<br>ない |             | 無<br>回<br>答 | 行っ<br>て<br>い<br>る                 | 行っ<br>て<br>い<br>ない |             | 無<br>回<br>答 |          |       |       |       |
|                  |                      |            |                                                     |                    | 今後取<br>組みたい |             |                                  |                    | 今後取<br>組みたい |             |                                          |                    | 今後取<br>組みたい |             |                                                       |                    | 今後取<br>組みたい |             |                                   |                    | 今後取<br>組みたい |             |          |       |       |       |
| 計                |                      | 530        | 53                                                  | 310                | 103         | 64          | 136                              | 210                | 131         | 53          | 153                                      | 216                | 101         | 60          | 104                                                   | 280                | 82          | 64          | 141                               | 219                | 114         | 56          | 7        | 80    | 17    | 426   |
|                  |                      |            | 10.0%                                               | 58.5%              | 19.4%       | 12.1%       | 25.7%                            | 39.6%              | 24.7%       | 10.0%       | 28.9%                                    | 40.8%              | 19.1%       | 11.3%       | 19.6%                                                 | 52.8%              | 15.5%       | 12.1%       | 26.6%                             | 41.3%              | 21.5%       | 10.6%       | 1.3%     | 15.1% | 3.2%  | 80.4% |
| 産<br>業           | 建設業                  | 57         | 2                                                   | 30                 | 19          | 6           | 14                               | 25                 | 13          | 5           | 12                                       | 25                 | 15          | 5           | 11                                                    | 28                 | 13          | 5           | 13                                | 26                 | 15          | 3           | 1        | 10    | 4     | 42    |
|                  |                      |            | 3.5%                                                | 52.6%              | 33.3%       | 10.5%       | 24.6%                            | 43.9%              | 22.8%       | 8.8%        | 21.1%                                    | 43.9%              | 26.3%       | 8.8%        | 19.3%                                                 | 49.1%              | 22.8%       | 8.8%        | 22.8%                             | 45.6%              | 26.3%       | 5.3%        | 1.8%     | 17.5% | 7.0%  | 73.7% |
|                  | 製造業                  | 104        | 10                                                  | 66                 | 16          | 12          | 28                               | 43                 | 24          | 9           | 31                                       | 46                 | 18          | 9           | 20                                                    | 56                 | 18          | 10          | 34                                | 38                 | 22          | 10          | 1        | 17    | 5     | 81    |
|                  |                      |            | 9.6%                                                | 63.5%              | 15.4%       | 11.5%       | 26.9%                            | 41.3%              | 23.1%       | 8.7%        | 29.8%                                    | 44.2%              | 17.3%       | 8.7%        | 19.2%                                                 | 53.8%              | 17.3%       | 9.6%        | 32.7%                             | 36.5%              | 21.2%       | 9.6%        | 1.0%     | 16.3% | 4.8%  | 77.9% |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 4                                                   | 19                 | 6           | 3           | 8                                | 9                  | 11          | 4           | 9                                        | 12                 | 7           | 4           | 7                                                     | 18                 | 3           | 4           | 9                                 | 14                 | 6           | 3           | 0        | 5     | 0     | 27    |
|                  |                      |            | 12.5%                                               | 59.4%              | 18.8%       | 9.4%        | 25.0%                            | 28.1%              | 34.4%       | 12.5%       | 28.1%                                    | 37.5%              | 21.9%       | 12.5%       | 21.9%                                                 | 56.3%              | 9.4%        | 12.5%       | 28.1%                             | 43.8%              | 18.8%       | 9.4%        | 0.0%     | 15.6% | 0.0%  | 84.4% |
|                  | 卸売業・小売業              | 124        | 8                                                   | 76                 | 23          | 17          | 25                               | 51                 | 36          | 12          | 34                                       | 51                 | 23          | 16          | 16                                                    | 76                 | 17          | 15          | 23                                | 59                 | 29          | 13          | 1        | 17    | 5     | 101   |
|                  |                      |            | 6.5%                                                | 61.3%              | 18.5%       | 13.7%       | 20.2%                            | 41.1%              | 29.0%       | 9.7%        | 27.4%                                    | 41.1%              | 18.5%       | 12.9%       | 12.9%                                                 | 61.3%              | 13.7%       | 12.1%       | 18.5%                             | 47.6%              | 23.4%       | 10.5%       | 0.8%     | 13.7% | 4.0%  | 81.5% |
|                  | 金融業・保険業              | 14         | 1                                                   | 11                 | 1           | 1           | 4                                | 9                  | 0           | 1           | 7                                        | 6                  | 0           | 1           | 4                                                     | 9                  | 0           | 1           | 4                                 | 9                  | 0           | 1           | 0        | 3     | 0     | 11    |
|                  |                      |            | 7.1%                                                | 78.6%              | 7.1%        | 7.1%        | 28.6%                            | 64.3%              | 0.0%        | 7.1%        | 50.0%                                    | 42.9%              | 0.0%        | 7.1%        | 28.6%                                                 | 64.3%              | 0.0%        | 7.1%        | 28.6%                             | 64.3%              | 0.0%        | 7.1%        | 0.0%     | 21.4% | 0.0%  | 78.6% |
|                  | サービス業                | 199        | 28                                                  | 108                | 38          | 25          | 57                               | 73                 | 47          | 22          | 60                                       | 76                 | 38          | 25          | 46                                                    | 93                 | 31          | 29          | 58                                | 73                 | 42          | 26          | 4        | 28    | 3     | 164   |
|                  |                      |            | 14.1%                                               | 54.3%              | 19.1%       | 12.6%       | 28.6%                            | 36.7%              | 23.6%       | 11.1%       | 30.2%                                    | 38.2%              | 19.1%       | 12.6%       | 23.1%                                                 | 46.7%              | 15.6%       | 14.6%       | 29.1%                             | 36.7%              | 21.1%       | 13.1%       | 2.0%     | 14.1% | 1.5%  | 82.4% |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 2                                                   | 63                 | 13          | 18          | 18                               | 45                 | 18          | 15          | 9                                        | 52                 | 16          | 19          | 8                                                     | 58                 | 11          | 19          | 14                                | 51                 | 14          | 17          | 3        | 21    | 1     | 71    |
|                  |                      |            | 2.1%                                                | 65.6%              | 13.5%       | 18.8%       | 18.8%                            | 46.9%              | 18.8%       | 15.6%       | 9.4%                                     | 54.2%              | 16.7%       | 19.8%       | 8.3%                                                  | 60.4%              | 11.5%       | 19.8%       | 14.6%                             | 53.1%              | 14.6%       | 17.7%       | 3.1%     | 21.9% | 1.0%  | 74.0% |
|                  | 10～29人               | 232        | 20                                                  | 135                | 44          | 33          | 49                               | 95                 | 64          | 24          | 49                                       | 103                | 50          | 30          | 31                                                    | 129                | 43          | 29          | 43                                | 103                | 59          | 27          | 4        | 35    | 11    | 182   |
|                  |                      |            | 8.6%                                                | 58.2%              | 19.0%       | 14.2%       | 21.1%                            | 40.9%              | 27.6%       | 10.3%       | 21.1%                                    | 44.4%              | 21.6%       | 12.9%       | 13.4%                                                 | 55.6%              | 18.5%       | 12.5%       | 18.5%                             | 44.4%              | 25.4%       | 11.6%       | 1.7%     | 15.1% | 4.7%  | 78.4% |
|                  | 30～49人               | 79         | 10                                                  | 51                 | 11          | 7           | 21                               | 34                 | 17          | 7           | 24                                       | 33                 | 15          | 7           | 21                                                    | 41                 | 8           | 9           | 30                                | 28                 | 16          | 5           | 0        | 11    | 1     | 67    |
|                  |                      |            | 12.7%                                               | 64.6%              | 13.9%       | 8.9%        | 26.6%                            | 43.0%              | 21.5%       | 8.9%        | 30.4%                                    | 41.8%              | 19.0%       | 8.9%        | 26.6%                                                 | 51.9%              | 10.1%       | 11.4%       | 38.0%                             | 35.4%              | 20.3%       | 6.3%        | 0.0%     | 13.9% | 1.3%  | 84.8% |
|                  | 50～99人               | 62         | 7                                                   | 31                 | 21          | 3           | 18                               | 21                 | 18          | 5           | 33                                       | 13                 | 13          | 3           | 17                                                    | 31                 | 10          | 4           | 22                                | 20                 | 17          | 3           | 0        | 7     | 4     | 51    |
|                  |                      |            | 11.3%                                               | 50.0%              | 33.9%       | 4.8%        | 29.0%                            | 33.9%              | 29.0%       | 8.1%        | 53.2%                                    | 21.0%              | 21.0%       | 4.8%        | 27.4%                                                 | 50.0%              | 16.1%       | 6.5%        | 35.5%                             | 32.3%              | 27.4%       | 4.8%        | 0.0%     | 11.3% | 6.5%  | 82.3% |
|                  | 100～299人             | 26         | 5                                                   | 13                 | 5           | 3           | 8                                | 10                 | 6           | 2           | 15                                       | 7                  | 3           | 1           | 9                                                     | 11                 | 3           | 3           | 11                                | 8                  | 3           | 4           | 0        | 3     | 0     | 23    |
|                  |                      |            | 19.2%                                               | 50.0%              | 19.2%       | 11.5%       | 30.8%                            | 38.5%              | 23.1%       | 7.7%        | 57.7%                                    | 26.9%              | 11.5%       | 3.8%        | 34.6%                                                 | 42.3%              | 11.5%       | 11.5%       | 42.3%                             | 30.8%              | 11.5%       | 15.4%       | 0.0%     | 11.5% | 0.0%  | 88.5% |
|                  | 300人以上               | 35         | 9                                                   | 17                 | 9           | 0           | 22                               | 5                  | 8           | 0           | 23                                       | 8                  | 4           | 0           | 18                                                    | 10                 | 7           | 0           | 21                                | 9                  | 5           | 0           | 0        | 3     | 0     | 32    |
|                  |                      |            | 25.7%                                               | 48.6%              | 25.7%       | 0.0%        | 62.9%                            | 14.3%              | 22.9%       | 0.0%        | 65.7%                                    | 22.9%              | 11.4%       | 0.0%        | 51.4%                                                 | 28.6%              | 20.0%       | 0.0%        | 60.0%                             | 25.7%              | 14.3%       | 0.0%        | 0.0%     | 8.6%  | 0.0%  | 91.4% |
| (再掲)<br>10～299人  | 399                  | 42         | 230                                                 | 81                 | 46          | 96          | 160                              | 105                | 38          | 121         | 156                                      | 81                 | 41          | 78          | 212                                                   | 64                 | 45          | 106         | 159                               | 95                 | 39          | 4           | 56       | 16    | 323   |       |
|                  |                      | 10.5%      | 57.6%                                               | 20.3%              | 11.5%       | 24.1%       | 40.1%                            | 26.3%              | 9.5%        | 30.3%       | 39.1%                                    | 20.3%              | 10.3%       | 19.5%       | 53.1%                                                 | 16.0%              | 11.3%       | 26.6%       | 39.8%                             | 23.8%              | 9.8%        | 1.0%        | 14.0%    | 4.0%  | 81.0% |       |
| (再掲)<br>30人以上    | 202                  | 31         | 112                                                 | 46                 | 13          | 69          | 70                               | 49                 | 14          | 95          | 61                                       | 35                 | 11          | 65          | 93                                                    | 28                 | 16          | 84          | 65                                | 41                 | 12          | 0           | 24       | 5     | 173   |       |
|                  |                      | 15.3%      | 55.4%                                               | 22.8%              | 6.4%        | 34.2%       | 34.7%                            | 24.3%              | 6.9%        | 47.0%       | 30.2%                                    | 17.3%              | 5.4%        | 32.2%       | 46.0%                                                 | 13.9%              | 7.9%        | 41.6%       | 32.2%                             | 20.3%              | 5.9%        | 0.0%        | 11.9%    | 2.5%  | 85.6% |       |



表29－1 高年齢者の採用および雇用拡大の検討状況

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、％)

|      |                      | 回答事業所数 | 検討している | 検討していない | わからない | 無回答  |
|------|----------------------|--------|--------|---------|-------|------|
| 計    |                      | 530    | 165    | 228     | 128   | 9    |
|      |                      |        | 31.1%  | 43.0%   | 24.2% | 1.7% |
| 産業   | 建設業                  | 57     | 18     | 18      | 21    | 0    |
|      |                      |        | 31.6%  | 31.6%   | 36.8% | 0.0% |
|      | 製造業                  | 104    | 22     | 52      | 29    | 1    |
|      |                      |        | 21.2%  | 50.0%   | 27.9% | 1.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 8      | 20      | 4     | 0    |
|      |                      |        | 25.0%  | 62.5%   | 12.5% | 0.0% |
| 産業   | 卸売業・小売業              | 124    | 39     | 55      | 28    | 2    |
|      |                      |        | 31.5%  | 44.4%   | 22.6% | 1.6% |
|      | 金融業・保険業              | 14     | 2      | 10      | 2     | 0    |
|      |                      |        | 14.3%  | 71.4%   | 14.3% | 0.0% |
|      | サービス業                | 199    | 76     | 73      | 44    | 6    |
|      |                      |        | 38.2%  | 36.7%   | 22.1% | 3.0% |
| 企業規模 | 9人以下                 | 96     | 25     | 44      | 22    | 5    |
|      |                      |        | 26.0%  | 45.8%   | 22.9% | 5.2% |
|      | 10～29人               | 232    | 69     | 95      | 65    | 3    |
|      |                      |        | 29.7%  | 40.9%   | 28.0% | 1.3% |
|      | 30～49人               | 79     | 27     | 33      | 18    | 1    |
|      |                      |        | 34.2%  | 41.8%   | 22.8% | 1.3% |
|      | 50～99人               | 62     | 22     | 28      | 12    | 0    |
|      |                      |        | 35.5%  | 45.2%   | 19.4% | 0.0% |
|      | 100～299人             | 26     | 12     | 10      | 4     | 0    |
| 企業規模 |                      |        | 46.2%  | 38.5%   | 15.4% | 0.0% |
|      | 300人以上               | 35     | 10     | 18      | 7     | 0    |
|      |                      |        | 28.6%  | 51.4%   | 20.0% | 0.0% |
|      | (再掲)<br>10～299人      | 399    | 130    | 166     | 99    | 4    |
|      |                      |        | 32.6%  | 41.6%   | 24.8% | 1.0% |
|      | (再掲)<br>30人以上        | 202    | 71     | 89      | 41    | 1    |
|      |                      |        | 35.1%  | 44.1%   | 20.3% | 0.5% |

表29－2 高年齢者採用時の業務内容（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：検討してい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 | 検討している | 管理業務  | 専門的・技術<br>的業務 | 事務    | 販売    | サービス業務 | 医療・介護業<br>務 | 保安    | 生産工程  | 輸送・機械運<br>転 | 建設・採掘 | 配送・包装等 | その他   |
|------------------|----------------------|------------|--------|-------|---------------|-------|-------|--------|-------------|-------|-------|-------------|-------|--------|-------|
| 計                |                      | 530        | 165    | 44    | 67            | 25    | 27    | 30     | 25          | 10    | 24    | 15          | 7     | 25     | 15    |
|                  |                      |            | 31.1%  | 8.3%  | 12.6%         | 4.7%  | 5.1%  | 5.7%   | 4.7%        | 1.9%  | 4.5%  | 2.8%        | 1.3%  | 4.7%   | 2.8%  |
|                  |                      |            |        | 26.7% | 40.6%         | 15.2% | 16.4% | 18.2%  | 15.2%       | 6.1%  | 14.5% | 9.1%        | 4.2%  | 15.2%  | 9.1%  |
| 産<br>業           | 建設業                  | 57         | 18     | 5     | 12            | 2     | 2     | 1      | 0           | 2     | 1     | 1           | 7     | 1      | 1     |
|                  |                      |            | 31.6%  | 8.8%  | 21.1%         | 3.5%  | 3.5%  | 1.8%   | 0.0%        | 3.5%  | 1.8%  | 1.8%        | 12.3% | 1.8%   | 1.8%  |
|                  |                      |            |        | 27.8% | 66.7%         | 11.1% | 11.1% | 5.6%   | 0.0%        | 11.1% | 5.6%  | 5.6%        | 38.9% | 5.6%   | 5.6%  |
|                  | 製造業                  | 104        | 22     | 5     | 11            | 4     | 0     | 0      | 0           | 2     | 14    | 3           | 0     | 6      | 0     |
|                  |                      |            | 21.2%  | 4.8%  | 10.6%         | 3.8%  | 0.0%  | 0.0%   | 0.0%        | 1.9%  | 13.5% | 2.9%        | 0.0%  | 5.8%   | 0.0%  |
|                  |                      |            |        | 22.7% | 50.0%         | 18.2% | 0.0%  | 0.0%   | 0.0%        | 9.1%  | 63.6% | 13.6%       | 0.0%  | 27.3%  | 0.0%  |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 8      | 5     | 3             | 2     | 0     | 0      | 0           | 0     | 0     | 6           | 0     | 1      | 0     |
|                  |                      |            | 25.0%  | 15.6% | 9.4%          | 6.3%  | 0.0%  | 0.0%   | 0.0%        | 0.0%  | 0.0%  | 18.8%       | 0.0%  | 3.1%   | 0.0%  |
|                  |                      |            |        | 62.5% | 37.5%         | 25.0% | 0.0%  | 0.0%   | 0.0%        | 0.0%  | 0.0%  | 75.0%       | 0.0%  | 12.5%  | 0.0%  |
|                  | 卸売業・小売業              | 124        | 39     | 10    | 12            | 6     | 19    | 7      | 2           | 0     | 5     | 2           | 0     | 14     | 2     |
|                  |                      |            | 31.5%  | 8.1%  | 9.7%          | 4.8%  | 15.3% | 5.6%   | 1.6%        | 0.0%  | 4.0%  | 1.6%        | 0.0%  | 11.3%  | 1.6%  |
|                  |                      |            |        | 25.6% | 30.8%         | 15.4% | 48.7% | 17.9%  | 5.1%        | 0.0%  | 12.8% | 5.1%        | 0.0%  | 35.9%  | 5.1%  |
|                  | 金融業・保険業              | 14         | 2      | 1     | 0             | 1     | 1     | 0      | 0           | 0     | 0     | 0           | 0     | 0      | 0     |
|                  |                      |            | 14.3%  | 7.1%  | 0.0%          | 7.1%  | 7.1%  | 0.0%   | 0.0%        | 0.0%  | 0.0%  | 0.0%        | 0.0%  | 0.0%   | 0.0%  |
|                  |                      |            |        | 50.0% | 0.0%          | 50.0% | 50.0% | 0.0%   | 0.0%        | 0.0%  | 0.0%  | 0.0%        | 0.0%  | 0.0%   | 0.0%  |
|                  | サービス業                | 199        | 76     | 18    | 29            | 10    | 5     | 22     | 23          | 6     | 4     | 3           | 0     | 3      | 12    |
|                  |                      |            | 38.2%  | 9.0%  | 14.6%         | 5.0%  | 2.5%  | 11.1%  | 11.6%       | 3.0%  | 2.0%  | 1.5%        | 0.0%  | 1.5%   | 6.0%  |
|                  |                      |            |        | 23.7% | 38.2%         | 13.2% | 6.6%  | 28.9%  | 30.3%       | 7.9%  | 5.3%  | 3.9%        | 0.0%  | 3.9%   | 15.8% |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 25     | 4     | 10            | 5     | 5     | 8      | 2           | 0     | 5     | 4           | 1     | 2      | 0     |
|                  |                      |            | 26.0%  | 4.2%  | 10.4%         | 5.2%  | 5.2%  | 8.3%   | 2.1%        | 0.0%  | 5.2%  | 4.2%        | 1.0%  | 2.1%   | 0.0%  |
|                  |                      |            |        | 16.0% | 40.0%         | 20.0% | 20.0% | 32.0%  | 8.0%        | 0.0%  | 20.0% | 16.0%       | 4.0%  | 8.0%   | 0.0%  |
|                  | 10～29人               | 232        | 69     | 17    | 28            | 14    | 14    | 12     | 2           | 4     | 9     | 6           | 4     | 17     | 7     |
|                  |                      |            | 29.7%  | 7.3%  | 12.1%         | 6.0%  | 6.0%  | 5.2%   | 0.9%        | 1.7%  | 3.9%  | 2.6%        | 1.7%  | 7.3%   | 3.0%  |
|                  |                      |            |        | 24.6% | 40.6%         | 20.3% | 20.3% | 17.4%  | 2.9%        | 5.8%  | 13.0% | 8.7%        | 5.8%  | 24.6%  | 10.1% |
|                  | 30～49人               | 79         | 27     | 8     | 10            | 3     | 3     | 2      | 5           | 3     | 2     | 0           | 0     | 3      | 4     |
|                  |                      |            | 34.2%  | 10.1% | 12.7%         | 3.8%  | 3.8%  | 2.5%   | 6.3%        | 3.8%  | 2.5%  | 0.0%        | 0.0%  | 3.8%   | 5.1%  |
|                  |                      |            |        | 29.6% | 37.0%         | 11.1% | 11.1% | 7.4%   | 18.5%       | 11.1% | 7.4%  | 0.0%        | 0.0%  | 11.1%  | 14.8% |
|                  | 50～99人               | 62         | 22     | 8     | 12            | 2     | 2     | 2      | 7           | 1     | 4     | 5           | 2     | 1      | 2     |
|                  |                      |            | 35.5%  | 12.9% | 19.4%         | 3.2%  | 3.2%  | 3.2%   | 11.3%       | 1.6%  | 6.5%  | 8.1%        | 3.2%  | 1.6%   | 3.2%  |
|                  |                      |            |        | 36.4% | 54.5%         | 9.1%  | 9.1%  | 9.1%   | 31.8%       | 4.5%  | 18.2% | 22.7%       | 9.1%  | 4.5%   | 9.1%  |
|                  | 100～299人             | 26         | 12     | 3     | 2             | 1     | 1     | 4      | 5           | 0     | 1     | 0           | 0     | 2      | 2     |
|                  |                      |            | 46.2%  | 11.5% | 7.7%          | 3.8%  | 3.8%  | 15.4%  | 19.2%       | 0.0%  | 3.8%  | 0.0%        | 0.0%  | 7.7%   | 7.7%  |
|                  |                      |            |        | 25.0% | 16.7%         | 8.3%  | 8.3%  | 33.3%  | 41.7%       | 0.0%  | 8.3%  | 0.0%        | 0.0%  | 16.7%  | 16.7% |
|                  | 300人以上               | 35         | 10     | 4     | 5             | 0     | 2     | 2      | 4           | 2     | 3     | 0           | 0     | 0      | 0     |
|                  |                      |            | 28.6%  | 11.4% | 14.3%         | 0.0%  | 5.7%  | 5.7%   | 11.4%       | 5.7%  | 8.6%  | 0.0%        | 0.0%  | 0.0%   | 0.0%  |
|                  |                      |            |        | 40.0% | 50.0%         | 0.0%  | 20.0% | 20.0%  | 40.0%       | 20.0% | 30.0% | 0.0%        | 0.0%  | 0.0%   | 0.0%  |
|                  | (再掲)<br>10～299人      | 399        | 130    | 36    | 52            | 20    | 20    | 20     | 19          | 8     | 16    | 11          | 6     | 23     | 15    |
|                  |                      |            | 32.6%  | 9.0%  | 13.0%         | 5.0%  | 5.0%  | 5.0%   | 4.8%        | 2.0%  | 4.0%  | 2.8%        | 1.5%  | 5.8%   | 3.8%  |
|                  |                      |            |        | 27.7% | 40.0%         | 15.4% | 15.4% | 15.4%  | 14.6%       | 6.2%  | 12.3% | 8.5%        | 4.6%  | 17.7%  | 11.5% |
|                  | (再掲)<br>30人以上        | 202        | 71     | 23    | 29            | 6     | 8     | 10     | 21          | 6     | 10    | 5           | 2     | 6      | 8     |
|                  |                      |            | 35.1%  | 11.4% | 14.4%         | 3.0%  | 4.0%  | 5.0%   | 10.4%       | 3.0%  | 5.0%  | 2.5%        | 1.0%  | 3.0%   | 4.0%  |
|                  |                      |            |        | 32.4% | 40.8%         | 8.5%  | 11.3% | 14.1%  | 29.6%       | 8.5%  | 14.1% | 7.0%        | 2.8%  | 8.5%   | 11.3% |

表30 人材育成支援の有無

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 | 資格取得支援に関する<br>金銭的な支援制度<br>(受験費用の援助・合格祝金等) |       |             |      | 資格取得に関する<br>勤務面での支援制度<br>(勤務シフト考慮・特別休暇等) |       |             |      | 資格取得に関する<br>支援規程<br>(給与規程の資格手当を除く) |       |             |       | 大学・大学院での学びに関する<br>支援制度<br>(金銭的あるいは勤務面への支援<br>等) |        |             |       | 大学・大学院での学びに関する<br>支援規程<br>(給与規程の資格手当を除く) |        |             |       |
|------------------|----------------------|------------|-------------------------------------------|-------|-------------|------|------------------------------------------|-------|-------------|------|------------------------------------|-------|-------------|-------|-------------------------------------------------|--------|-------------|-------|------------------------------------------|--------|-------------|-------|
|                  |                      |            | あり                                        | なし    |             | 無回答  | あり                                       | なし    |             | 無回答  | あり                                 | なし    |             | 無回答   | あり                                              | なし     |             | 無回答   | あり                                       | なし     |             | 無回答   |
|                  |                      |            |                                           |       | 今後導<br>入したい |      |                                          |       | 今後導<br>入したい |      |                                    |       | 今後導<br>入したい |       |                                                 |        | 今後導<br>入したい |       |                                          |        | 今後導<br>入したい |       |
| 計                |                      | 530        | 243                                       | 228   | 40          | 19   | 170                                      | 280   | 56          | 24   | 73                                 | 370   | 53          | 34    | 17                                              | 451    | 28          | 34    | 6                                        | 461    | 29          | 34    |
|                  |                      |            | 45.8%                                     | 43.0% | 7.5%        | 3.6% | 32.1%                                    | 52.8% | 10.6%       | 4.5% | 13.8%                              | 69.8% | 10.0%       | 6.4%  | 3.2%                                            | 85.1%  | 5.3%        | 6.4%  | 1.1%                                     | 87.0%  | 5.5%        | 6.4%  |
| 産<br>業           | 建設業                  | 57         | 43                                        | 13    | 1           | 0    | 29                                       | 21    | 5           | 2    | 14                                 | 32    | 7           | 4     | 0                                               | 46     | 7           | 4     | 0                                        | 46     | 7           | 4     |
|                  |                      |            | 75.4%                                     | 22.8% | 1.8%        | 0.0% | 50.9%                                    | 36.8% | 8.8%        | 3.5% | 24.6%                              | 56.1% | 12.3%       | 7.0%  | 0.0%                                            | 80.7%  | 12.3%       | 7.0%  | 0.0%                                     | 80.7%  | 12.3%       | 7.0%  |
|                  | 製造業                  | 104        | 38                                        | 58    | 6           | 2    | 27                                       | 65    | 8           | 4    | 15                                 | 74    | 9           | 6     | 3                                               | 93     | 3           | 5     | 1                                        | 94     | 4           | 5     |
|                  |                      |            | 36.5%                                     | 55.8% | 5.8%        | 1.9% | 26.0%                                    | 62.5% | 7.7%        | 3.8% | 14.4%                              | 71.2% | 8.7%        | 5.8%  | 2.9%                                            | 89.4%  | 2.9%        | 4.8%  | 1.0%                                     | 90.4%  | 3.8%        | 4.8%  |
|                  | 運輸・通信業、<br>電気・ガス・水道業 | 32         | 20                                        | 8     | 3           | 1    | 8                                        | 18    | 4           | 2    | 5                                  | 20    | 4           | 3     | 2                                               | 26     | 1           | 3     | 2                                        | 26     | 1           | 3     |
|                  |                      |            | 62.5%                                     | 25.0% | 9.4%        | 3.1% | 25.0%                                    | 56.3% | 12.5%       | 6.3% | 15.6%                              | 62.5% | 12.5%       | 9.4%  | 6.3%                                            | 81.3%  | 3.1%        | 9.4%  | 6.3%                                     | 81.3%  | 3.1%        | 9.4%  |
|                  | 卸売業・小売業              | 124        | 47                                        | 63    | 8           | 6    | 29                                       | 74    | 15          | 6    | 8                                  | 97    | 12          | 7     | 0                                               | 113    | 3           | 8     | 0                                        | 113    | 3           | 8     |
|                  |                      |            | 37.9%                                     | 50.8% | 6.5%        | 4.8% | 23.4%                                    | 59.7% | 12.1%       | 4.8% | 6.5%                               | 78.2% | 9.7%        | 5.6%  | 0.0%                                            | 91.1%  | 2.4%        | 6.5%  | 0.0%                                     | 91.1%  | 2.4%        | 6.5%  |
|                  | 金融業・保険業              | 14         | 9                                         | 4     | 1           | 0    | 4                                        | 9     | 1           | 0    | 2                                  | 12    | 0           | 0     | 0                                               | 14     | 0           | 0     | 0                                        | 14     | 0           | 0     |
|                  |                      |            | 64.3%                                     | 28.6% | 7.1%        | 0.0% | 28.6%                                    | 64.3% | 7.1%        | 0.0% | 14.3%                              | 85.7% | 0.0%        | 0.0%  | 0.0%                                            | 100.0% | 0.0%        | 0.0%  | 0.0%                                     | 100.0% | 0.0%        | 0.0%  |
|                  | サービス業                | 199        | 86                                        | 82    | 21          | 10   | 73                                       | 93    | 23          | 10   | 29                                 | 135   | 21          | 14    | 12                                              | 159    | 14          | 14    | 3                                        | 168    | 14          | 14    |
|                  |                      |            | 43.2%                                     | 41.2% | 10.6%       | 5.0% | 36.7%                                    | 46.7% | 11.6%       | 5.0% | 14.6%                              | 67.8% | 10.6%       | 7.0%  | 6.0%                                            | 79.9%  | 7.0%        | 7.0%  | 1.5%                                     | 84.4%  | 7.0%        | 7.0%  |
| 企<br>業<br>規<br>模 | 9人以下                 | 96         | 29                                        | 50    | 10          | 7    | 24                                       | 52    | 12          | 8    | 7                                  | 66    | 12          | 11    | 1                                               | 73     | 8           | 14    | 0                                        | 74     | 8           | 14    |
|                  |                      |            | 30.2%                                     | 52.1% | 10.4%       | 7.3% | 25.0%                                    | 54.2% | 12.5%       | 8.3% | 7.3%                               | 68.8% | 12.5%       | 11.5% | 1.0%                                            | 76.0%  | 8.3%        | 14.6% | 0.0%                                     | 77.1%  | 8.3%        | 14.6% |
|                  | 10～29人               | 232        | 101                                       | 102   | 20          | 9    | 69                                       | 125   | 29          | 9    | 32                                 | 167   | 21          | 12    | 3                                               | 204    | 13          | 12    | 1                                        | 206    | 13          | 12    |
|                  |                      |            | 43.5%                                     | 44.0% | 8.6%        | 3.9% | 29.7%                                    | 53.9% | 12.5%       | 3.9% | 13.8%                              | 72.0% | 9.1%        | 5.2%  | 1.3%                                            | 87.9%  | 5.6%        | 5.2%  | 0.4%                                     | 88.8%  | 5.6%        | 5.2%  |
|                  | 30～49人               | 79         | 37                                        | 36    | 3           | 3    | 29                                       | 39    | 8           | 3    | 9                                  | 55    | 9           | 6     | 3                                               | 69     | 3           | 4     | 1                                        | 71     | 3           | 4     |
|                  |                      |            | 46.8%                                     | 45.6% | 3.8%        | 3.8% | 36.7%                                    | 49.4% | 10.1%       | 3.8% | 11.4%                              | 69.6% | 11.4%       | 7.6%  | 3.8%                                            | 87.3%  | 3.8%        | 5.1%  | 1.3%                                     | 89.9%  | 3.8%        | 5.1%  |
|                  | 50～99人               | 62         | 34                                        | 22    | 6           | 0    | 23                                       | 30    | 6           | 3    | 8                                  | 43    | 7           | 4     | 4                                               | 52     | 3           | 3     | 2                                        | 54     | 3           | 3     |
|                  |                      |            | 54.8%                                     | 35.5% | 9.7%        | 0.0% | 37.1%                                    | 48.4% | 9.7%        | 4.8% | 12.9%                              | 69.4% | 11.3%       | 6.5%  | 6.5%                                            | 83.9%  | 4.8%        | 4.8%  | 3.2%                                     | 87.1%  | 4.8%        | 4.8%  |
|                  | 100～299人             | 26         | 16                                        | 9     | 1           | 0    | 9                                        | 15    | 1           | 1    | 2                                  | 19    | 4           | 1     | 1                                               | 23     | 1           | 1     | 0                                        | 24     | 1           | 1     |
|                  |                      |            | 61.5%                                     | 34.6% | 3.8%        | 0.0% | 34.6%                                    | 57.7% | 3.8%        | 3.8% | 7.7%                               | 73.1% | 15.4%       | 3.8%  | 3.8%                                            | 88.5%  | 3.8%        | 3.8%  | 0.0%                                     | 92.3%  | 3.8%        | 3.8%  |
|                  | 300人以上               | 35         | 26                                        | 9     | 0           | 0    | 16                                       | 19    | 0           | 0    | 15                                 | 20    | 0           | 0     | 5                                               | 30     | 0           | 0     | 2                                        | 32     | 1           | 0     |
|                  |                      |            | 74.3%                                     | 25.7% | 0.0%        | 0.0% | 45.7%                                    | 54.3% | 0.0%        | 0.0% | 42.9%                              | 57.1% | 0.0%        | 0.0%  | 14.3%                                           | 85.7%  | 0.0%        | 0.0%  | 5.7%                                     | 91.4%  | 2.9%        | 0.0%  |
|                  | (再掲)                 | 399        | 188                                       | 169   | 30          | 12   | 130                                      | 209   | 44          | 16   | 51                                 | 284   | 41          | 23    | 11                                              | 348    | 20          | 20    | 4                                        | 355    | 20          | 20    |
|                  | 10～299人              |            | 47.1%                                     | 42.4% | 7.5%        | 3.0% | 32.6%                                    | 52.4% | 11.0%       | 4.0% | 12.8%                              | 71.2% | 10.3%       | 5.8%  | 2.8%                                            | 87.2%  | 5.0%        | 5.0%  | 1.0%                                     | 89.0%  | 5.0%        | 5.0%  |
|                  | (再掲)                 | 202        | 113                                       | 76    | 10          | 3    | 77                                       | 103   | 15          | 7    | 34                                 | 137   | 20          | 11    | 13                                              | 174    | 7           | 8     | 5                                        | 181    | 8           | 8     |
|                  | 30人以上                |            | 55.9%                                     | 37.6% | 5.0%        | 1.5% | 38.1%                                    | 51.0% | 7.4%        | 3.5% | 16.8%                              | 67.8% | 9.9%        | 5.4%  | 6.4%                                            | 86.1%  | 3.5%        | 4.0%  | 2.5%                                     | 89.6%  | 4.0%        | 4.0%  |

表31 事業内職業能力開発計画の有無

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 | あり    | なし    | 無回答  |
|------|----------------------|--------|-------|-------|------|
| 計    |                      | 530    | 47    | 468   | 15   |
|      |                      |        | 8.9%  | 88.3% | 2.8% |
| 産業   | 建設業                  | 57     | 6     | 51    | 0    |
|      |                      |        | 10.5% | 89.5% | 0.0% |
|      | 製造業                  | 104    | 13    | 89    | 2    |
|      |                      |        | 12.5% | 85.6% | 1.9% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 7     | 23    | 2    |
|      |                      |        | 21.9% | 71.9% | 6.3% |
|      | 卸売業・小売業              | 124    | 3     | 116   | 5    |
|      |                      |        | 2.4%  | 93.5% | 4.0% |
| 企業規模 | 金融業・保険業              | 14     | 3     | 11    | 0    |
|      |                      |        | 21.4% | 78.6% | 0.0% |
|      | サービス業                | 199    | 15    | 178   | 6    |
|      |                      |        | 7.5%  | 89.4% | 3.0% |
|      | 9人以下                 | 96     | 5     | 86    | 5    |
|      |                      |        | 5.2%  | 89.6% | 5.2% |
|      | 10～29人               | 232    | 13    | 212   | 7    |
|      |                      |        | 5.6%  | 91.4% | 3.0% |
|      | 30～49人               | 79     | 9     | 68    | 2    |
|      |                      |        | 11.4% | 86.1% | 2.5% |
|      | 50～99人               | 62     | 4     | 58    | 0    |
|      |                      |        | 6.5%  | 93.5% | 0.0% |
|      | 100～299人             | 26     | 4     | 21    | 1    |
|      |                      |        | 15.4% | 80.8% | 3.8% |
|      | 300人以上               | 35     | 12    | 23    | 0    |
|      |                      |        | 34.3% | 65.7% | 0.0% |
|      | (再掲)<br>10～299人      | 399    | 30    | 359   | 10   |
|      |                      |        | 7.5%  | 90.0% | 2.5% |
|      | (再掲)<br>30人以上        | 202    | 29    | 170   | 3    |
|      |                      |        | 14.4% | 84.2% | 1.5% |

表32－1 教育訓練に関する国等の助成金活用の有無

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 | 活用している | 活用していない | 無回答  |
|------|----------------------|--------|--------|---------|------|
| 計    |                      | 530    | 89     | 427     | 14   |
|      |                      |        | 16.8%  | 80.6%   | 2.6% |
| 産業   | 建設業                  | 57     | 26     | 31      | 0    |
|      |                      |        | 45.6%  | 54.4%   | 0.0% |
|      | 製造業                  | 104    | 20     | 83      | 1    |
|      |                      |        | 19.2%  | 79.8%   | 1.0% |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 32     | 11     | 20      | 1    |
|      |                      |        | 34.4%  | 62.5%   | 3.1% |
|      | 卸売業・小売業              | 124    | 10     | 110     | 4    |
|      |                      |        | 8.1%   | 88.7%   | 3.2% |
|      | 金融業・保険業              | 14     | 1      | 13      | 0    |
|      |                      |        | 7.1%   | 92.9%   | 0.0% |
|      | サービス業                | 199    | 21     | 170     | 8    |
|      |                      |        | 10.6%  | 85.4%   | 4.0% |
| 企業規模 | 9人以下                 | 96     | 7      | 85      | 4    |
|      |                      |        | 7.3%   | 88.5%   | 4.2% |
|      | 10～29人               | 232    | 38     | 188     | 6    |
|      |                      |        | 16.4%  | 81.0%   | 2.6% |
|      | 30～49人               | 79     | 16     | 60      | 3    |
|      |                      |        | 20.3%  | 75.9%   | 3.8% |
|      | 50～99人               | 62     | 13     | 49      | 0    |
|      |                      |        | 21.0%  | 79.0%   | 0.0% |
|      | 100～299人             | 26     | 8      | 17      | 1    |
|      |                      |        | 30.8%  | 65.4%   | 3.8% |
|      | 300人以上               | 35     | 7      | 28      | 0    |
|      |                      |        | 20.0%  | 80.0%   | 0.0% |
|      | (再掲)                 | 399    | 75     | 314     | 10   |
|      | 10～299人              |        | 18.8%  | 78.7%   | 2.5% |
|      | (再掲)                 | 202    | 44     | 154     | 4    |
|      | 30人以上                |        | 21.8%  | 76.2%   | 2.0% |

表32-2 国等の助成金を活用していない事業所の活用しない理由(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 | 助成金を知らない・<br>活用したい助成金が<br>ない | 助成金の申請手続きが<br>煩雑 | 事業内職業能力開発計画<br>を作成していない | その他※  |
|------|----------------------|------------|------------------------------|------------------|-------------------------|-------|
| 計    |                      | 427        | 212                          | 92               | 204                     | 25    |
|      |                      |            | 49.6%                        | 21.5%            | 47.8%                   | 5.9%  |
| 産業   | 建設業                  | 31         | 12                           | 5                | 16                      | 2     |
|      |                      |            | 38.7%                        | 16.1%            | 51.6%                   | 6.5%  |
|      | 製造業                  | 83         | 40                           | 14               | 42                      | 7     |
|      |                      |            | 48.2%                        | 16.9%            | 50.6%                   | 8.4%  |
|      | 運輸・通信業、<br>電気・ガス・水道業 | 20         | 12                           | 3                | 5                       | 1     |
|      |                      |            | 60.0%                        | 15.0%            | 25.0%                   | 5.0%  |
|      | 卸売業・小売業              | 110        | 61                           | 25               | 52                      | 3     |
|      |                      |            | 55.5%                        | 22.7%            | 47.3%                   | 2.7%  |
|      | 金融業・保険業              | 13         | 8                            | 1                | 5                       | 2     |
|      |                      |            | 61.5%                        | 7.7%             | 38.5%                   | 15.4% |
|      | サービス業                | 170        | 79                           | 44               | 84                      | 10    |
|      |                      |            | 46.5%                        | 25.9%            | 49.4%                   | 5.9%  |
| 企業規模 | 9人以下                 | 85         | 50                           | 14               | 37                      | 4     |
|      |                      |            | 58.8%                        | 16.5%            | 43.5%                   | 4.7%  |
|      | 10～29人               | 188        | 98                           | 40               | 81                      | 12    |
|      |                      |            | 52.1%                        | 21.3%            | 43.1%                   | 6.4%  |
|      | 30～49人               | 60         | 24                           | 21               | 35                      | 4     |
|      |                      |            | 40.0%                        | 35.0%            | 58.3%                   | 6.7%  |
|      | 50～99人               | 49         | 19                           | 6                | 30                      | 2     |
|      |                      |            | 38.8%                        | 12.2%            | 61.2%                   | 4.1%  |
|      | 100～299人             | 17         | 7                            | 4                | 9                       | 1     |
|      |                      |            | 41.2%                        | 23.5%            | 52.9%                   | 5.9%  |
|      | 300人以上               | 28         | 14                           | 7                | 12                      | 2     |
|      |                      |            | 50.0%                        | 25.0%            | 42.9%                   | 7.1%  |
|      | (再掲)                 | 314        | 148                          | 71               | 155                     | 19    |
|      | 10～299人              |            | 47.1%                        | 22.6%            | 49.4%                   | 6.1%  |
|      | (再掲)                 | 154        | 64                           | 38               | 86                      | 9     |
|      |                      |            | 41.6%                        | 24.7%            | 55.8%                   | 5.8%  |

※その他…活用する必要がない 等