

47. Adoption of Variable Working Hour System and De Facto Working Hour System (by Enterprise Size)

変形労働時間制及びみなし労働時間制の採用状況 (企業規模別)

Adoption of Variable Working Hour System 変形労働時間制の採用状況

Ratio of enterprises (Figures in parentheses are a ratio of employees covered by variable working hour system) 企業数割合(かっこ内は適用労働者数割合) (%)

	1990	2009	2010	Size of enterprise 企業規模			
				1,000 employees or more 1,000人以上	300-999 employees 300-999人	100-299 employees 100-299人	30-99 employees 30-99人
Total 合計	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)
Enterprises adopting variable working hour system ¹⁾ 変形労働時間制を採用している企業 ¹⁾	13.2 (23.2)	54.2 (49.5)	55.5 (49.8)	76.6 (49.6)	66.3 (49.3)	59.3 (50.7)	53.0 (49.9)
Variable working hour system on a yearly basis 1年単位の変形労働時間制	0.6* (0.5*)	35.6 (24.1)	37.0 (24.6)	25.6 (11.2)	30.3 (22.6)	35.9 (30.9)	38.2 (38.2)
Variable working hour system on a monthly basis 1ヵ月単位の変形労働時間制	10.7 (17.9)	15.5 (16.8)	15.3 (17.0)	40.2 (23.3)	27.3 (18.8)	19.8 (14.9)	12.4 (9.3)
Flexible working hour system on a daily basis フレックスタイム制	2.2 (4.8)	6.1 (8.5)	5.9 (8.1)	31.8 (15.2)	18.1 (7.8)	7.7 (4.9)	3.6 (1.9)
Enterprises not adopting variable working hour system 変形労働時間制を採用していない企業	93.0 (84.7)	45.8 (50.5)	44.5 (50.2)	23.4 (50.4)	33.7 (50.7)	40.7 (49.3)	47.0 (50.1)

Source: Ministry of Health, Labour and Welfare, **General Survey on Wages and Working Conditions 2010**

Notes: 1) Ratio of enterprises adopting variable working hours system to all or part of the workers

2) Figures marked with * are figures for the 3-month Unit Variable Working Hour System (Under the amended Labour Standards Act of April 1, 1994, the maximum period for variable working hours was extended from 3 month to 1 year).

Adoption of De Facto Working Hour System みなし労働時間制の採用状況

Ratio of enterprises (Figures in parentheses are a ratio of employees covered by de facto working hour system) 企業数割合(かっこ内は適用労働者数割合) (%)

	1990	2009	2010	Size of enterprise 企業規模							
				1,000 employees or more 1,000人以上		300-999 employees 300-999人		100-299 employees 100-299人		30-99 employees 30-99人	
All enterprises 全企業	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)	100.0 (100.0)		
Enterprises adopting de facto working hour system みなし労働時間制を採用している企業 (M.A.)	4.5 (3.2)	8.9 (6.3)	11.2 (6.9)	27.4 (8.5)	20.8 (8.1)	13.9 (5.6)	9.2 (4.9)				
De facto working hour system for job outside of the office うち、事業場外労働のみなし労働時間制	4.4 (3.1)	7.5 (4.8)	9.1 (5.3)	19.7 (6.1)	17.5 (6.6)	11.2 (4.6)	7.5 (3.6)				
Discretionary working system in the type of professional work ¹⁾ 専門業務型裁量労働制	0.6 (0.1)	2.1 (1.1)	2.5 (1.3)	9.7 (1.7)	5.1 (1.3)	3.2 (1.0)	1.9 (1.1)				
Discretionary working system in the type of planning work ²⁾ 企画業務型裁量労働制	— —	1.0 (0.4)	0.8 (0.3)	6.5 (0.7)	1.7 (0.2)	1.0 (0.0)	0.5 (0.2)				
Enterprises not adopting de facto working hour system みなし労働時間制を採用していない企業	95.5 (96.8)	91.1 (93.7)	88.8 (93.1)	72.6 (91.5)	79.2 (91.9)	86.1 (94.4)	90.8 (95.1)				

Source: Ministry of Health, Labour and Welfare, **General Survey on Wages and Working Conditions 2010**

Notes: 1) "Discretionary working system in the type of professional work" was called as "De facto working hour system for discretion labor" until 1999.

2) "Discretionary working system in the type of planning work" has been in effect since April, 2000.