

## 基礎クロス表

問1. 就業形態

|                      | 全体    | 経営者・役員 | 職自営業主・自由業者・内 | 家族従業者 | 正社員・正職員（役職なし） | 正社員・正職員（職長、班長、組長） | 正社員・正職員（係長、係長相当職） | 正社員・正職員（課長、課長相当職） | 正社員・正職員（部長、部長相当職） | パート・アルバイト・契約・嘱託・臨時 | 派遣社員 | その他 | 無回答 |
|----------------------|-------|--------|--------------|-------|---------------|-------------------|-------------------|-------------------|-------------------|--------------------|------|-----|-----|
| <b>全体</b>            | 4,026 | 2.1    | 7.5          | 4.8   | 40.2          | 7.5               | 5.6               | 4.0               | 0.9               | 23.1               | 3.7  | 0.6 | 0.0 |
| <b>【性別】</b>          |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 男性                   | 2360  | 3.1    | 9.1          | 4.4   | 47.3          | 10.7              | 8.5               | 6.7               | 1.5               | 6.2                | 2.1  | 0.4 | 0   |
| 女性                   | 1666  | 0.7    | 5.1          | 5.3   | 30.2          | 2.9               | 1.6               | 0.1               | 0.2               | 47.1               | 6    | 0.8 | 0   |
| <b>【年齢別】</b>         |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 29歳以下                | 951   | 0.6    | 3.6          | 4.2   | 58            | 4.7               | 0.9               | 0.5               | 0.2               | 21.2               | 5.4  | 0.5 | 0   |
| 30～34歳以下             | 1092  | 2      | 5.9          | 4.8   | 44.9          | 8.7               | 4.4               | 2                 | 0.8               | 22.2               | 3.8  | 0.6 | 0   |
| 35～39歳以下             | 1006  | 1.8    | 9            | 5.6   | 32.9          | 8.9               | 8.3               | 4.8               | 1.2               | 22.9               | 4.1  | 0.5 | 0   |
| 40歳以上                | 977   | 3.9    | 11.4         | 4.6   | 25.3          | 7.2               | 8.7               | 8.8               | 1.5               | 26.2               | 1.7  | 0.7 | 0   |
| <b>【就業形態】</b>        |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 正社員                  | 2345  | 0      | 0            | 0     | 69.1          | 12.8              | 9.6               | 6.9               | 1.6               | 0                  | 0    | 0   | 0   |
| パート・契約など             | 954   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 97.5               | 0    | 2.5 | 0   |
| 派遣社員                 | 150   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 0                  | 100  | 0   | 0   |
| 自営業など                | 577   | 14.6   | 52           | 33.4  | 0             | 0                 | 0                 | 0                 | 0                 | 0                  | 0    | 0   | 0   |
| 無回答                  | 0     | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 0                  | 0    | 0   | 0   |
| <b>【最終学歴】</b>        |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 中高卒                  | 1641  | 1.5    | 8.3          | 5.1   | 38.4          | 8.1               | 3.4               | 2.8               | 1                 | 26.9               | 3.5  | 1   | 0   |
| 専門・短大・高専卒など          | 1247  | 2.6    | 8.2          | 6.2   | 35.1          | 6.9               | 3.7               | 2.6               | 0.6               | 28.7               | 4.9  | 0.5 | 0   |
| 大学・大学院卒              | 1135  | 2.4    | 5.3          | 2.9   | 48.5          | 7.1               | 11                | 7.2               | 1.2               | 11.5               | 2.7  | 0.1 | 0   |
| 無回答                  | 3     | 0      | 33.3         | 0     | 66.7          | 0                 | 0                 | 0                 | 0                 | 0                  | 0    | 0   | 0   |
| <b>【企業規模】</b>        |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 29人以下                | 1497  | 4.7    | 18           | 12.7  | 30.1          | 4.6               | 1.1               | 1.4               | 0.8               | 25.4               | 0.7  | 0.6 | 0   |
| 30～299人以下            | 1034  | 1.2    | 0.5          | 0.2   | 47.3          | 10.3              | 6.4               | 4.7               | 1.4               | 22.8               | 4.8  | 0.4 | 0   |
| 300人以上・官公庁           | 1219  | 0.1    | 0            | 0     | 51.9          | 9.8               | 11.6              | 7.3               | 1                 | 12.8               | 4.8  | 0.7 | 0   |
| わからない                | 259   | 0      | 7.7          | 0     | 16.6          | 1.9               | 0.8               | 0.4               | 0                 | 59.8               | 11.6 | 1.2 | 0   |
| 無回答                  | 17    | 0      | 35.3         | 5.9   | 29.4          | 0                 | 0                 | 5.9               | 0                 | 17.6               | 5.9  | 0   | 0   |
| <b>【職種】</b>          |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 専門・技術・管理             | 812   | 5.4    | 9.1          | 0.7   | 43.5          | 5.3               | 7.4               | 11                | 2.6               | 12.9               | 1.7  | 0.4 | 0   |
| 事務                   | 846   | 0.5    | 0.6          | 4.5   | 42.9          | 5.9               | 7.6               | 3                 | 0.2               | 25.8               | 8.7  | 0.4 | 0   |
| 販売・サービス              | 1215  | 1.7    | 8.6          | 7.7   | 28.7          | 7.6               | 4.7               | 2.6               | 0.8               | 35.4               | 1.4  | 0.7 | 0   |
| 技能・生産・運輸・保安など        | 1150  | 1.3    | 10.1         | 4.8   | 48.2          | 10                | 3.9               | 1.3               | 0.4               | 15.2               | 3.9  | 0.9 | 0   |
| 無回答                  | 3     | 0      | 0            | 0     | 33.3          | 0                 | 0                 | 0                 | 0                 | 66.7               | 0    | 0   | 0   |
| <b>【キャリアパス】</b>      |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 正→正（転職なし）            | 972   | 0.8    | 2.6          | 3.2   | 58.2          | 12.3              | 13.9              | 8                 | 0.9               | 0                  | 0    | 0   | 0   |
| 正→正（転職あり）            | 1502  | 4.1    | 14           | 8.4   | 52.7          | 9.3               | 5.2               | 4.7               | 1.6               | 0                  | 0    | 0   | 0   |
| 非→非（転職なし）            | 29    | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 96.6               | 0    | 3.4 | 0   |
| 非→非（転職あり）            | 302   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 81.1               | 16.9 | 2   | 0   |
| 正→非                  | 766   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 84.9               | 12.9 | 2.2 | 0   |
| 非→正                  | 423   | 3.3    | 14.4         | 8.3   | 58.6          | 8.7               | 2.8               | 2.8               | 0.9               | 0                  | 0    | 0   | 0   |
| 無回答                  | 32    | 0      | 9.4          | 3.1   | 43.8          | 12.5              | 3.1               | 3.1               | 3.1               | 21.9               | 0    | 0   | 0   |
| <b>【就業形態2×性別×年齢】</b> |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 正規社員*男性(計)           | 2154  | 3.3    | 10           | 4.8   | 51.9          | 11.7              | 9.3               | 7.4               | 1.6               | 0                  | 0    | 0   | 0   |
| 29歳以下                | 442   | 1.1    | 5.2          | 4.5   | 77.8          | 8.4               | 1.6               | 1.1               | 0.2               | 0                  | 0    | 0   | 0   |
| 30～34歳以下             | 612   | 2.9    | 7            | 6     | 58.7          | 13.2              | 7                 | 3.6               | 1.5               | 0                  | 0    | 0   | 0   |
| 35～39歳以下             | 566   | 3      | 12.2         | 4.8   | 43.5          | 13.3              | 13.1              | 8.3               | 1.9               | 0                  | 0    | 0   | 0   |
| 40歳以上                | 534   | 6      | 15           | 3.7   | 31.5          | 11                | 14.2              | 15.9              | 2.6               | 0                  | 0    | 0   | 0   |
| *女性(計)               | 768   | 1.6    | 11.1         | 11.6  | 65.5          | 6.3               | 3.4               | 0.3               | 0.4               | 0                  | 0    | 0   | 0   |
| 29歳以下                | 251   | 0.4    | 4.4          | 8     | 82.9          | 3.2               | 0.8               | 0                 | 0.4               | 0                  | 0    | 0   | 0   |
| 30～34歳以下             | 190   | 2.1    | 11.1         | 7.9   | 68.9          | 7.4               | 2.6               | 0                 | 0                 | 0                  | 0    | 0   | 0   |
| 35～39歳以下             | 164   | 0.6    | 13.4         | 17.7  | 51.8          | 9.1               | 6.1               | 0.6               | 0.6               | 0                  | 0    | 0   | 0   |
| 40歳以上                | 163   | 3.7    | 19           | 15.3  | 48.5          | 6.7               | 5.5               | 0.6               | 0.6               | 0                  | 0    | 0   | 0   |
| 非正規社員*男性(計)          | 206   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 70.9               | 24.3 | 4.9 | 0   |
| 29歳以下                | 87    | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 78.2               | 19.5 | 2.3 | 0   |
| 30～34歳以下             | 55    | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 74.5               | 23.6 | 1.8 | 0   |
| 35～39歳以下             | 39    | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 51.3               | 41   | 7.7 | 0   |
| 40歳以上                | 25    | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 68                 | 16   | 16  | 0   |
| *女性(計)               | 898   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 87.3               | 11.1 | 1.6 | 0   |
| 29歳以下                | 171   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 78.4               | 19.9 | 1.8 | 0   |
| 30～34歳以下             | 235   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 85.5               | 11.9 | 2.6 | 0   |
| 35～39歳以下             | 237   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 88.6               | 10.5 | 0.8 | 0   |
| 40歳以上                | 255   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 93.7               | 5.1  | 1.2 | 0   |
| 無回答                  | 0     | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 0                  | 0    | 0   | 0   |
| <b>【就業形態2×企業規模】</b>  |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 正規社員*29人以下           | 1098  | 6.5    | 24.5         | 17.3  | 41            | 6.3               | 1.5               | 1.9               | 1.1               | 0                  | 0    | 0   | 0   |
| 30～299人以下            | 744   | 1.6    | 0.7          | 0.3   | 65.7          | 14.4              | 8.9               | 6.6               | 1.9               | 0                  | 0    | 0   | 0   |
| 300人以上・官公庁           | 996   | 0.1    | 0            | 0     | 63.6          | 11.9              | 14.3              | 8.9               | 1.2               | 0                  | 0    | 0   | 0   |
| わからない                | 71    | 0      | 28.2         | 0     | 60.6          | 7                 | 2.8               | 1.4               | 0                 | 0                  | 0    | 0   | 0   |
| 非正規社員*29人以下          | 399   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 95.2               | 2.5  | 2.3 | 0   |
| 30～299人以下            | 290   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 81.4               | 17.2 | 1.4 | 0   |
| 300人以上・官公庁           | 223   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 70                 | 26.5 | 3.6 | 0   |
| わからない                | 188   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 82.4               | 16   | 1.6 | 0   |
| 無回答                  | 17    | 0      | 35.3         | 5.9   | 29.4          | 0                 | 0                 | 5.9               | 0                 | 17.6               | 5.9  | 0   | 0   |
| <b>【就業形態2×職種】</b>    |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 正規社員*専門・技術・管理        | 690   | 6.4    | 10.7         | 0.9   | 51.2          | 6.2               | 8.7               | 12.9              | 3                 | 0                  | 0    | 0   | 0   |
| 事務                   | 551   | 0.7    | 0.9          | 6.9   | 65.9          | 9.1               | 11.6              | 4.5               | 0.4               | 0                  | 0    | 0   | 0   |
| 販売・サービス              | 760   | 2.8    | 13.8         | 12.4  | 45.9          | 12.1              | 7.5               | 4.2               | 1.3               | 0                  | 0    | 0   | 0   |
| 技能・生産・運輸・保安          | 920   | 1.6    | 12.6         | 6     | 60.2          | 12.5              | 4.9               | 1.6               | 0.5               | 0                  | 0    | 0   | 0   |
| 非正規社員*専門・技術・管理       | 122   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 86.1               | 11.5 | 2.5 | 0   |
| 事務                   | 295   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 73.9               | 25.1 | 1   | 0   |
| 販売・サービス              | 455   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 94.5               | 3.7  | 1.8 | 0   |
| 技能・生産・運輸・保安          | 230   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 76.1               | 19.6 | 4.3 | 0   |
| 無回答                  | 3     | 0      | 0            | 0     | 33.3          | 0                 | 0                 | 0                 | 0                 | 66.7               | 0    | 0   | 0   |
| <b>【就業形態2×都市】</b>    |       |        |              |       |               |                   |                   |                   |                   |                    |      |     |     |
| 正規社員*18大都市           | 796   | 3.4    | 11.6         | 7.4   | 54.1          | 9.2               | 6.9               | 6.2               | 1.3               | 0                  | 0    | 0   | 0   |
| その他の市町村              | 2126  | 2.7    | 9.8          | 6.3   | 55.9          | 10.7              | 8                 | 5.3               | 1.3               | 0                  | 0    | 0   | 0   |
| 非正規社員*18大都市          | 304   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 86.5               | 11.5 | 2   | 0   |
| その他の市町村              | 800   | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 83.4               | 14.4 | 2.3 | 0   |
| 無回答                  | 0     | 0      | 0            | 0     | 0             | 0                 | 0                 | 0                 | 0                 | 0                  | 0    | 0   | 0   |

## 付問1-1. 正社員に採用、登用される可能性

|                      | 該当者   | 異なる間<br>違いなく<br>登用され | ほぼ<br>登用され | 半々   | ほぼ<br>見込みは<br>ない | いま<br>まったく<br>見込みは<br>ない | わから<br>ない | 無<br>回答 |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|----------------------|------------|------|------------------|--------------------------|-----------|---------|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 1,104 | 7                    | 9          | 14   | 18               | 28                       | 23        | 2       |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 206   | 9.2                  | 10.2       | 21.8 | 15.5             | 16.5                     | 25.2      | 1.5     |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 898   | 6.1                  | 8.9        | 11.7 | 18.2             | 30.6                     | 22.6      | 1.9     |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 258   | 8.9                  | 9.7        | 17.8 | 17.1             | 20.5                     | 24        | 1.9     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 290   | 7.2                  | 8.6        | 17.2 | 15.5             | 22.4                     | 27.6      | 1.4     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 276   | 5.8                  | 10.5       | 10.1 | 20.7             | 30.4                     | 20.3      | 2.2     |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 280   | 5                    | 7.9        | 9.3  | 17.5             | 38.2                     | 20.4      | 1.8     |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 6.8                  | 9.2        | 13.8 | 16.8             | 28.3                     | 23.7      | 1.4     |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6                    | 8.7        | 12   | 23.3             | 26                       | 19.3      | 4.7     |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 516   | 6.2                  | 6.8        | 12.6 | 17.6             | 30                       | 24        | 2.7     |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 425   | 7.3                  | 12         | 12.5 | 18.6             | 27.3                     | 20.9      | 1.4     |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 163   | 6.7                  | 9.2        | 19.6 | 15.3             | 23.3                     | 25.8      | 0       |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 399   | 6.8                  | 9.5        | 12   | 15.3             | 29.6                     | 25.1      | 1.8     |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 7.9                  | 8.3        | 16.2 | 20               | 24.1                     | 22.1      | 1.4     |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 8.5                  | 11.2       | 17.5 | 19.3             | 28.3                     | 13.9      | 1.3     |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 2.7                  | 7.4        | 7.4  | 17.6             | 30.3                     | 31.4      | 3.2     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 4     | 0                    | 0          | 50   | 0                | 25                       | 25        | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 122   | 13.9                 | 9.8        | 19.7 | 17.2             | 21.3                     | 15.6      | 2.5     |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 5.1                  | 9.2        | 11.9 | 21               | 32.5                     | 18.3      | 2       |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 6.2                  | 9.7        | 12.1 | 16               | 26.8                     | 27.9      | 1.3     |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 230   | 6.1                  | 7.8        | 15.7 | 17               | 27.8                     | 23.5      | 2.2     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                    | 0          | 0    | 0                | 50                       | 50        | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 10.3                 | 6.9        | 20.7 | 10.3             | 20.7                     | 24.1      | 6.9     |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 7.9                  | 8.6        | 17.5 | 16.9             | 25.5                     | 21.9      | 1.7     |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 6                    | 9.4        | 11.6 | 18.4             | 29.1                     | 23.8      | 1.7     |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 7     | 14.3                 | 14.3       | 28.6 | 0                | 42.9                     | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 9.2                  | 10.2       | 21.8 | 15.5             | 16.5                     | 25.2      | 1.5     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 12.6                 | 13.8       | 19.5 | 12.6             | 14.9                     | 25.3      | 1.1     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 7.3                  | 1.8        | 29.1 | 12.7             | 16.4                     | 30.9      | 1.8     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1                  | 15.4       | 20.5 | 20.5             | 23.1                     | 15.4      | 0       |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8                    | 8          | 16   | 24               | 12                       | 28        | 4       |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 6.1                  | 8.9        | 11.7 | 18.2             | 30.6                     | 22.6      | 1.9     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 7                    | 7.6        | 17   | 19.3             | 23.4                     | 23.4      | 2.3     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 7.2                  | 10.2       | 14.5 | 16.2             | 23.8                     | 26.8      | 1.3     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 5.9                  | 9.7        | 8.4  | 20.7             | 31.6                     | 21.1      | 2.5     |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 4.7                  | 7.8        | 8.6  | 16.9             | 40.8                     | 19.6      | 1.6     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| わからない                | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 6.8                  | 9.5        | 12   | 15.3             | 29.6                     | 25.1      | 1.8     |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 7.9                  | 8.3        | 16.2 | 20               | 24.1                     | 22.1      | 1.4     |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 8.5                  | 11.2       | 17.5 | 19.3             | 28.3                     | 13.9      | 1.3     |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 2.7                  | 7.4        | 7.4  | 17.6             | 30.3                     | 31.4      | 3.2     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 4     | 0                    | 0          | 50   | 0                | 25                       | 25        | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 13.9                 | 9.8        | 19.7 | 17.2             | 21.3                     | 15.6      | 2.5     |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 5.1                  | 9.2        | 11.9 | 21               | 32.5                     | 18.3      | 2       |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 6.2                  | 9.7        | 12.1 | 16               | 26.8                     | 27.9      | 1.3     |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 6.1                  | 7.8        | 15.7 | 17               | 27.8                     | 23.5      | 2.2     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                    | 0          | 0    | 0                | 50                       | 50        | 0       |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                      |            |      |                  |                          |           |         |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 7.6                  | 12.8       | 12.2 | 16.1             | 29.6                     | 20.1      | 1.6     |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 6.4                  | 7.8        | 14.1 | 18.3             | 27.4                     | 24.3      | 1.9     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                    | 0          | 0    | 0                | 0                        | 0         | 0       |  |  |  |  |  |  |  |  |  |  |

付問1-2. 派遣元での雇用期間

|                      | 該当者   | 雇用契約期間の定めがある | 雇用期間の定めがない | わからない | 無回答  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|--------------|------------|-------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 1,104 | 38           | 42         | 16    | 5    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 206   | 45.6         | 35.4       | 18    | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 898   | 35.7         | 43.5       | 15.1  | 5.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 258   | 42.2         | 38         | 17.4  | 2.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 290   | 35.5         | 39.3       | 17.6  | 7.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 276   | 37.7         | 44.6       | 14.5  | 3.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 280   | 35.4         | 46.1       | 13.2  | 5.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 33.5         | 45.7       | 15.8  | 4.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 63.3         | 18.7       | 14.7  | 3.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 516   | 32           | 44.2       | 18    | 5.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 425   | 38.8         | 44.7       | 12.5  | 4    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 163   | 52.1         | 28.2       | 16.6  | 3.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 399   | 17           | 56.9       | 19.3  | 6.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 45.5         | 40         | 11.4  | 3.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 63.7         | 19.7       | 13    | 3.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 38.3         | 39.9       | 17.6  | 4.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 4     | 25           | 50         | 25    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 122   | 52.5         | 36.9       | 8.2   | 2.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 52.9         | 31.5       | 11.9  | 3.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 25.7         | 49.5       | 19.3  | 5.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 230   | 33.9         | 43.5       | 17.4  | 5.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0            | 50         | 0     | 50   |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 37.9         | 41.4       | 10.3  | 10.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 38.4         | 40.1       | 18.2  | 3.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 37.1         | 42.8       | 15    | 5.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 7     | 57.1         | 42.9       | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 45.6         | 35.4       | 18    | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 42.5         | 37.9       | 18.4  | 1.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 45.5         | 32.7       | 20    | 1.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 66.7         | 17.9       | 15.4  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 24           | 60         | 16    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 35.7         | 43.5       | 15.1  | 5.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 42.1         | 38         | 17    | 2.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 33.2         | 40.9       | 17    | 8.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 32.9         | 48.9       | 14.3  | 3.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 36.5         | 44.7       | 12.9  | 5.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 17           | 56.9       | 19.3  | 6.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 45.5         | 40         | 11.4  | 3.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 63.7         | 19.7       | 13    | 3.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 38.3         | 39.9       | 17.6  | 4.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 4     | 25           | 50         | 25    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 52.5         | 36.9       | 8.2   | 2.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 52.9         | 31.5       | 11.9  | 3.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 25.7         | 49.5       | 19.3  | 5.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 33.9         | 43.5       | 17.4  | 5.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0            | 50         | 0     | 50   |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |              |            |       |      |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 38.2         | 41.8       | 15.5  | 4.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 37.4         | 42.1       | 15.8  | 4.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0            | 0          | 0     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |

付問1-2. 雇用契約期間

|                      | 該当者 | 1ヶ月 | 2ヶ月<br>3ヶ月 | 4ヶ月<br>6ヶ月 | 7ヶ月<br>11ヶ月 | 1年<br>2年 | 3年以上 | 無回答 |  |  |  |  |  |  |
|----------------------|-----|-----|------------|------------|-------------|----------|------|-----|--|--|--|--|--|--|
| <b>全体</b>            | 415 | 1   | 15         | 33         | 2           | 44       | 5    | 1   |  |  |  |  |  |  |
| <b>【性別】</b>          |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 男性                   | 94  | 1.1 | 16         | 28.7       | 2.1         | 45.7     | 6.4  | 0   |  |  |  |  |  |  |
| 女性                   | 321 | 0.9 | 15         | 34         | 1.6         | 43.3     | 4.4  | 0.9 |  |  |  |  |  |  |
| <b>【年齢別】</b>         |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 29歳以下                | 109 | 0.9 | 20.2       | 33         | 3.7         | 38.5     | 2.8  | 0.9 |  |  |  |  |  |  |
| 30～34歳以下             | 103 | 1   | 15.5       | 40.8       | 1           | 36.9     | 3.9  | 1   |  |  |  |  |  |  |
| 35～39歳以下             | 104 | 1.9 | 12.5       | 27.9       | 0           | 47.1     | 9.6  | 1   |  |  |  |  |  |  |
| 40歳以上                | 99  | 0   | 12.1       | 29.3       | 2           | 53.5     | 3    | 0   |  |  |  |  |  |  |
| <b>【就業形態】</b>        |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 正社員                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| パート、契約など             | 320 | 0.9 | 8.8        | 32.8       | 1.3         | 51.9     | 3.8  | 0.6 |  |  |  |  |  |  |
| 派遣社員                 | 95  | 1.1 | 36.8       | 32.6       | 3.2         | 16.8     | 8.4  | 1.1 |  |  |  |  |  |  |
| 自営業など                | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 無回答                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 中高卒                  | 165 | 1.2 | 11.5       | 34.5       | 1.2         | 44.2     | 6.7  | 0.6 |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 165 | 0.6 | 18.8       | 33.9       | 1.2         | 41.2     | 3    | 1.2 |  |  |  |  |  |  |
| 大学・大学院卒              | 85  | 1.2 | 15.3       | 27.1       | 3.5         | 48.2     | 4.7  | 0   |  |  |  |  |  |  |
| 無回答                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| <b>【企業規模】</b>        |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 29人以下                | 68  | 1.5 | 7.4        | 32.4       | 4.4         | 50       | 2.9  | 1.5 |  |  |  |  |  |  |
| 30～299人以下            | 132 | 0   | 15.9       | 23.5       | 1.5         | 55.3     | 3.8  | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 142 | 0.7 | 15.5       | 40.8       | 1.4         | 33.8     | 7.7  | 0   |  |  |  |  |  |  |
| わからない                | 72  | 2.8 | 19.4       | 34.7       | 0           | 37.5     | 2.8  | 2.8 |  |  |  |  |  |  |
| 無回答                  | 1   | 0   | 100        | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| <b>【職種】</b>          |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 専門・技術・管理             | 64  | 1.6 | 4.7        | 17.2       | 1.6         | 68.8     | 4.7  | 1.6 |  |  |  |  |  |  |
| 事務                   | 156 | 1.3 | 20.5       | 34.6       | 2.6         | 34       | 6.4  | 0.6 |  |  |  |  |  |  |
| 販売・サービス              | 117 | 0.9 | 11.1       | 43.6       | 0.9         | 41       | 1.7  | 0.9 |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 78  | 0   | 19.2       | 25.6       | 1.3         | 47.4     | 6.4  | 0   |  |  |  |  |  |  |
| 無回答                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 正→正(転職なし)            | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 正→正(転職あり)            | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 非→非(転職なし)            | 11  | 0   | 0          | 27.3       | 9.1         | 63.6     | 0    | 0   |  |  |  |  |  |  |
| 非→非(転職あり)            | 116 | 0   | 19         | 30.2       | 0.9         | 46.6     | 3.4  | 0   |  |  |  |  |  |  |
| 正→非                  | 284 | 1.4 | 14.4       | 34.5       | 1.8         | 41.2     | 5.6  | 1.1 |  |  |  |  |  |  |
| 非→正                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 無回答                  | 4   | 0   | 0          | 0          | 0           | 100      | 0    | 0   |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 正規社員*男性(計)           | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 29歳以下                | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 40歳以上                | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| *女性(計)               | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 29歳以下                | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 40歳以上                | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 94  | 1.1 | 16         | 28.7       | 2.1         | 45.7     | 6.4  | 0   |  |  |  |  |  |  |
| 29歳以下                | 37  | 0   | 13.5       | 35.1       | 5.4         | 43.2     | 2.7  | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 25  | 0   | 12         | 36         | 0           | 48       | 4    | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 26  | 3.8 | 23.1       | 15.4       | 0           | 42.3     | 15.4 | 0   |  |  |  |  |  |  |
| 40歳以上                | 6   | 0   | 16.7       | 16.7       | 0           | 66.7     | 0    | 0   |  |  |  |  |  |  |
| *女性(計)               | 321 | 0.9 | 15         | 34         | 1.6         | 43.3     | 4.4  | 0.9 |  |  |  |  |  |  |
| 29歳以下                | 72  | 1.4 | 23.6       | 31.9       | 2.8         | 36.1     | 2.8  | 1.4 |  |  |  |  |  |  |
| 30～34歳以下             | 78  | 1.3 | 16.7       | 42.3       | 1.3         | 33.3     | 3.8  | 1.3 |  |  |  |  |  |  |
| 35～39歳以下             | 78  | 1.3 | 9          | 32.1       | 0           | 48.7     | 7.7  | 1.3 |  |  |  |  |  |  |
| 40歳以上                | 93  | 0   | 11.8       | 30.1       | 2.2         | 52.7     | 3.2  | 0   |  |  |  |  |  |  |
| 無回答                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 正規社員*29人以下           | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 30～299人以下            | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| わからない                | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 非正規社員*29人以下          | 68  | 1.5 | 7.4        | 32.4       | 4.4         | 50       | 2.9  | 1.5 |  |  |  |  |  |  |
| 30～299人以下            | 132 | 0   | 15.9       | 23.5       | 1.5         | 55.3     | 3.8  | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 142 | 0.7 | 15.5       | 40.8       | 1.4         | 33.8     | 7.7  | 0   |  |  |  |  |  |  |
| わからない                | 72  | 2.8 | 19.4       | 34.7       | 0           | 37.5     | 2.8  | 2.8 |  |  |  |  |  |  |
| 無回答                  | 1   | 0   | 100        | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 事務                   | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 販売・サービス              | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 64  | 1.6 | 4.7        | 17.2       | 1.6         | 68.8     | 4.7  | 1.6 |  |  |  |  |  |  |
| 事務                   | 156 | 1.3 | 20.5       | 34.6       | 2.6         | 34       | 6.4  | 0.6 |  |  |  |  |  |  |
| 販売・サービス              | 117 | 0.9 | 11.1       | 43.6       | 0.9         | 41       | 1.7  | 0.9 |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 78  | 0   | 19.2       | 25.6       | 1.3         | 47.4     | 6.4  | 0   |  |  |  |  |  |  |
| 無回答                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |     |     |            |            |             |          |      |     |  |  |  |  |  |  |
| 正規社員*18大都市           | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| その他の市町村              | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |
| 非正規社員*18大都市          | 116 | 2.6 | 12.9       | 31.9       | 0.9         | 46.6     | 5.2  | 0   |  |  |  |  |  |  |
| その他の市町村              | 299 | 0.3 | 16.1       | 33.1       | 2           | 42.8     | 4.7  | 1   |  |  |  |  |  |  |
| 無回答                  | 0   | 0   | 0          | 0          | 0           | 0        | 0    | 0   |  |  |  |  |  |  |

付問1-3. 雇用契約更新の可能性

|                      | 該当者 | 更新される可能性が高い | 更新される可能性が低い | 更新されない | 更新される可能性が低い | 更新されない | 更新されるかどうか分からない | 無回答 |  |  |  |  |  |  |  |
|----------------------|-----|-------------|-------------|--------|-------------|--------|----------------|-----|--|--|--|--|--|--|--|
| <b>全体</b>            | 415 | 60          | 26          | 6      | 1           | 4      | 3              | 1   |  |  |  |  |  |  |  |
| <b>【性別】</b>          |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 男性                   | 94  | 63.8        | 22.3        | 5.3    | 0           | 2.1    | 6.4            | 0   |  |  |  |  |  |  |  |
| 女性                   | 321 | 58.3        | 26.8        | 5.9    | 1.2         | 4.7    | 2.2            | 0.9 |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 29歳以下                | 109 | 62.4        | 20.2        | 4.6    | 0.9         | 3.7    | 7.3            | 0.9 |  |  |  |  |  |  |  |
| 30～34歳以下             | 103 | 66          | 21.4        | 7.8    | 1           | 2.9    | 1              | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 104 | 54.8        | 33.7        | 4.8    | 0           | 3.8    | 1.9            | 1   |  |  |  |  |  |  |  |
| 40歳以上                | 99  | 54.5        | 28.3        | 6.1    | 2           | 6.1    | 2              | 1   |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 正社員                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| パート・契約など             | 320 | 61.3        | 24.7        | 5      | 0.6         | 4.4    | 3.1            | 0.9 |  |  |  |  |  |  |  |
| 派遣社員                 | 95  | 53.7        | 29.5        | 8.4    | 2.1         | 3.2    | 3.2            | 0   |  |  |  |  |  |  |  |
| 自営業など                | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 中高卒                  | 165 | 60.6        | 23.6        | 7.9    | 2.4         | 3      | 1.2            | 1.2 |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 165 | 60.6        | 28.5        | 2.4    | 0           | 4.2    | 3.6            | 0.6 |  |  |  |  |  |  |  |
| 大学・大学院卒              | 85  | 55.3        | 24.7        | 8.2    | 0           | 5.9    | 5.9            | 0   |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 29人以下                | 68  | 52.9        | 22.1        | 10.3   | 2.9         | 8.8    | 2.9            | 0   |  |  |  |  |  |  |  |
| 30～299人以下            | 132 | 60.6        | 26.5        | 6.1    | 1.5         | 2.3    | 2.3            | 0.8 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 142 | 58.5        | 30.3        | 4.9    | 0           | 3.5    | 2.1            | 0.7 |  |  |  |  |  |  |  |
| わからない                | 72  | 66.7        | 18.1        | 2.8    | 0           | 4.2    | 6.9            | 1.4 |  |  |  |  |  |  |  |
| 無回答                  | 1   | 0           | 100         | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【職種】</b>          |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 専門・技術・管理             | 64  | 45.3        | 34.4        | 9.4    | 0           | 4.7    | 6.3            | 0   |  |  |  |  |  |  |  |
| 事務                   | 156 | 49.4        | 31.4        | 7.1    | 1.9         | 7.1    | 2.6            | 0.6 |  |  |  |  |  |  |  |
| 販売・サービス              | 117 | 79.5        | 15.4        | 1.7    | 0.9         | 0      | 1.7            | 0.9 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 78  | 61.5        | 23.1        | 6.4    | 0           | 3.8    | 3.8            | 1.3 |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 11  | 63.6        | 18.2        | 9.1    | 0           | 0      | 9.1            | 0   |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 116 | 61.2        | 22.4        | 6      | 1.7         | 4.3    | 4.3            | 0   |  |  |  |  |  |  |  |
| 正→非                  | 284 | 59.2        | 27.1        | 5.6    | 0.4         | 4.2    | 2.5            | 1.1 |  |  |  |  |  |  |  |
| 非→正                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 無回答                  | 4   | 25          | 50          | 0      | 25          | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 29歳以下                | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| *女性(計)               | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 29歳以下                | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 94  | 63.8        | 22.3        | 5.3    | 0           | 2.1    | 6.4            | 0   |  |  |  |  |  |  |  |
| 29歳以下                | 37  | 73          | 13.5        | 2.7    | 0           | 0      | 10.8           | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 25  | 64          | 16          | 12     | 0           | 4      | 4              | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 26  | 57.7        | 34.6        | 3.8    | 0           | 3.8    | 0              | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 6   | 33.3        | 50          | 0      | 0           | 0      | 16.7           | 0   |  |  |  |  |  |  |  |
| *女性(計)               | 321 | 58.3        | 26.8        | 5.9    | 1.2         | 4.7    | 2.2            | 0.9 |  |  |  |  |  |  |  |
| 29歳以下                | 72  | 56.9        | 23.6        | 5.6    | 1.4         | 5.6    | 5.6            | 1.4 |  |  |  |  |  |  |  |
| 30～34歳以下             | 78  | 66.7        | 23.1        | 6.4    | 1.3         | 2.6    | 0              | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 78  | 53.8        | 33.3        | 5.1    | 0           | 3.8    | 2.6            | 1.3 |  |  |  |  |  |  |  |
| 40歳以上                | 93  | 55.9        | 26.9        | 6.5    | 2.2         | 6.5    | 1.1            | 1.1 |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 30～299人以下            | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| わからない                | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 68  | 52.9        | 22.1        | 10.3   | 2.9         | 8.8    | 2.9            | 0   |  |  |  |  |  |  |  |
| 30～299人以下            | 132 | 60.6        | 26.5        | 6.1    | 1.5         | 2.3    | 2.3            | 0.8 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 142 | 58.5        | 30.3        | 4.9    | 0           | 3.5    | 2.1            | 0.7 |  |  |  |  |  |  |  |
| わからない                | 72  | 66.7        | 18.1        | 2.8    | 0           | 4.2    | 6.9            | 1.4 |  |  |  |  |  |  |  |
| 無回答                  | 1   | 0           | 100         | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 事務                   | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 販売・サービス              | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 64  | 45.3        | 34.4        | 9.4    | 0           | 4.7    | 6.3            | 0   |  |  |  |  |  |  |  |
| 事務                   | 156 | 49.4        | 31.4        | 7.1    | 1.9         | 7.1    | 2.6            | 0.6 |  |  |  |  |  |  |  |
| 販売・サービス              | 117 | 79.5        | 15.4        | 1.7    | 0.9         | 0      | 1.7            | 0.9 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 78  | 61.5        | 23.1        | 6.4    | 0           | 3.8    | 3.8            | 1.3 |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |     |             |             |        |             |        |                |     |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| その他の市町村              | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 116 | 60.3        | 25          | 6.9    | 0           | 5.2    | 1.7            | 0.9 |  |  |  |  |  |  |  |
| その他の市町村              | 299 | 59.2        | 26.1        | 5.4    | 1.3         | 3.7    | 3.7            | 0.7 |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0           | 0           | 0      | 0           | 0      | 0              | 0   |  |  |  |  |  |  |  |

問2. 現職就職年

|                      | 全体    | 1979年 | 1980年 | 1985年 | 1990年 | 1995年 | 2000年 | 2005年 | 無回答 |  |  |  |  |  |  |
|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|-----|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 0     | 1     | 6     | 12    | 16    | 26    | 38    | 0   |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 男性                   | 2,360 | 0     | 1.7   | 9.2   | 16.5  | 20.1  | 26    | 26.4  | 0   |  |  |  |  |  |  |
| 女性                   | 1,666 | 0     | 0.5   | 2.2   | 6.4   | 11    | 25.9  | 54    | 0   |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 29歳以下                | 951   | 0     | 0     | 0     | 0     | 6.3   | 37.5  | 56.2  | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 1,092 | 0     | 0     | 0.1   | 7     | 25.8  | 29.4  | 37.7  | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 1,006 | 0     | 0     | 5     | 24    | 19.7  | 19.7  | 31.7  | 0   |  |  |  |  |  |  |
| 40歳以上                | 977   | 0.1   | 5.1   | 20.6  | 18.3  | 12.1  | 17.4  | 26.4  | 0   |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 正社員                  | 2,345 | 0     | 1.5   | 8.9   | 16.5  | 20    | 27    | 26.1  | 0   |  |  |  |  |  |  |
| パート・契約など             | 954   | 0     | 0.3   | 0.5   | 1.6   | 6.7   | 24.6  | 66.2  | 0   |  |  |  |  |  |  |
| 派遣社員                 | 150   | 0     | 0     | 0.7   | 0     | 4     | 16    | 79.3  | 0   |  |  |  |  |  |  |
| 自営業など                | 577   | 0     | 1.9   | 6.4   | 16.5  | 20.8  | 26.5  | 27.9  | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 0     | 2.9   | 7.9   | 13.7  | 15.2  | 24.3  | 36    | 0   |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 0     | 0.2   | 3.8   | 9.5   | 15.8  | 27.8  | 42.9  | 0   |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 0     | 0     | 6.6   | 13.5  | 18.6  | 26.3  | 35    | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3  | 0     | 0     | 33.3  | 0     | 33.3  | 0     | 0   |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 29人以下                | 1,497 | 0     | 1     | 3.7   | 10.4  | 16.8  | 28.2  | 39.9  | 0   |  |  |  |  |  |  |
| 30～299人以下            | 1,034 | 0.1   | 0.8   | 4.8   | 10.8  | 15.9  | 27.7  | 39.9  | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 0     | 2.2   | 11.6  | 18    | 18.4  | 22.1  | 27.7  | 0   |  |  |  |  |  |  |
| わからない                | 259   | 0     | 0     | 0.8   | 3.5   | 6.6   | 23.9  | 65.3  | 0   |  |  |  |  |  |  |
| 無回答                  | 17    | 0     | 0     | 11.8  | 5.9   | 11.8  | 41.2  | 29.4  | 0   |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 0     | 0.9   | 9.5   | 15.9  | 17.9  | 23.6  | 32.3  | 0   |  |  |  |  |  |  |
| 事務                   | 846   | 0     | 1.2   | 6.4   | 12.8  | 15.1  | 24.7  | 39.8  | 0   |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 0     | 0.7   | 3.8   | 8.8   | 12.9  | 27.3  | 46.5  | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 0.1   | 2.2   | 6.5   | 13.2  | 19.8  | 27    | 31.1  | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0     | 0     | 0     | 0     | 66.7  | 33.3  | 0   |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 0.1   | 3.7   | 16.5  | 25    | 25.7  | 21.2  | 7.8   | 0   |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 0     | 0.5   | 4.7   | 13    | 18.2  | 29.4  | 34.2  | 0   |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0     | 0     | 3.4   | 6.9   | 24.1  | 58.6  | 6.9   | 0   |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 0     | 0     | 0.7   | 1.3   | 4.3   | 26.5  | 67.2  | 0   |  |  |  |  |  |  |
| 正→非                  | 766   | 0     | 0.4   | 0.4   | 1.2   | 6.5   | 20.9  | 70.6  | 0   |  |  |  |  |  |  |
| 非→正                  | 423   | 0     | 0.7   | 3.8   | 9     | 13.2  | 31    | 42.3  | 0   |  |  |  |  |  |  |
| 無回答                  | 32    | 0     | 0     | 0     | 12.5  | 28.1  | 34.4  | 25    | 0   |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 正社員*男性(計)            | 2,154 | 0     | 1.9   | 9.9   | 17.9  | 21.5  | 26.1  | 22.7  | 0   |  |  |  |  |  |  |
| 29歳以下                | 442   | 0     | 0     | 0     | 0     | 9.3   | 43.4  | 47.3  | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 0     | 0     | 0.2   | 10.1  | 33    | 33    | 23.7  | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 0     | 0     | 7.4   | 33.4  | 26.9  | 17.8  | 14.5  | 0   |  |  |  |  |  |  |
| 40歳以上                | 534   | 0.2   | 7.5   | 31.8  | 25.1  | 12.7  | 12.7  | 9.9   | 0   |  |  |  |  |  |  |
| *女性(計)               | 768   | 0     | 0.9   | 4.3   | 12.5  | 16.3  | 29.2  | 36.8  | 0   |  |  |  |  |  |  |
| 29歳以下                | 251   | 0     | 0     | 0     | 0     | 5.6   | 40.2  | 54.2  | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 0     | 0     | 0     | 5.8   | 29.5  | 30    | 34.7  | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 0     | 0     | 4.9   | 29.9  | 17.7  | 18.9  | 28.7  | 0   |  |  |  |  |  |  |
| 40歳以上                | 163   | 0     | 4.3   | 15.3  | 22.1  | 16    | 21.5  | 20.9  | 0   |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 0     | 0.5   | 1.5   | 2.4   | 5.3   | 24.8  | 65.5  | 0   |  |  |  |  |  |  |
| 29歳以下                | 87    | 0     | 0     | 0     | 0     | 2.3   | 29.9  | 67.8  | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 0     | 0     | 0     | 1.8   | 10.9  | 27.3  | 60    | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0     | 0     | 0     | 5.1   | 7.7   | 20.5  | 66.7  | 0   |  |  |  |  |  |  |
| 40歳以上                | 25    | 0     | 4     | 12    | 8     | 0     | 8     | 68    | 0   |  |  |  |  |  |  |
| *女性(計)               | 898   | 0     | 0.2   | 0.3   | 1.1   | 6.6   | 23.2  | 68.6  | 0   |  |  |  |  |  |  |
| 29歳以下                | 171   | 0     | 0     | 0     | 0     | 1.8   | 22.2  | 76    | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 0     | 0     | 0     | 0.9   | 7.7   | 20    | 71.5  | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0     | 0     | 0     | 0.4   | 5.9   | 24.5  | 69.2  | 0   |  |  |  |  |  |  |
| 40歳以上                | 255   | 0     | 0.8   | 1.2   | 2.7   | 9.4   | 25.5  | 60.4  | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 正社員*29人以下            | 1,098 | 0     | 1.4   | 5.1   | 13.6  | 20.7  | 28.5  | 30.8  | 0   |  |  |  |  |  |  |
| 30～299人以下            | 744   | 0.1   | 0.9   | 6.7   | 14.1  | 19.1  | 30.6  | 28.4  | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 0     | 2.5   | 13.8  | 21.9  | 20.8  | 22.1  | 19    | 0   |  |  |  |  |  |  |
| わからない                | 71    | 0     | 0     | 2.8   | 11.3  | 14.1  | 29.6  | 42.3  | 0   |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 0     | 0     | 0     | 1.5   | 6     | 27.3  | 65.2  | 0   |  |  |  |  |  |  |
| 30～299人以下            | 290   | 0     | 0.3   | 0     | 2.4   | 7.6   | 20    | 69.7  | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 0     | 0.9   | 2.2   | 0.4   | 7.6   | 22    | 66.8  | 0   |  |  |  |  |  |  |
| わからない                | 188   | 0     | 0     | 0     | 0.5   | 3.7   | 21.8  | 73.9  | 0   |  |  |  |  |  |  |
| 無回答                  | 17    | 0     | 0     | 11.8  | 5.9   | 11.8  | 41.2  | 29.4  | 0   |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 正社員*専門・技術・管理         | 690   | 0     | 0.9   | 11.2  | 18.3  | 19.4  | 23.3  | 27    | 0   |  |  |  |  |  |  |
| 事務                   | 551   | 0     | 1.6   | 9.1   | 19.2  | 20.5  | 25.6  | 24    | 0   |  |  |  |  |  |  |
| 販売・サービス              | 760   | 0     | 0.9   | 5.9   | 13.2  | 17.5  | 30.3  | 32.2  | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 0.1   | 2.7   | 8     | 16.2  | 22.6  | 27.6  | 22.7  | 0   |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 0     | 0.8   | 0     | 2.5   | 9     | 25.4  | 62.3  | 0   |  |  |  |  |  |  |
| 事務                   | 295   | 0     | 0.3   | 1.4   | 0.7   | 5.1   | 23.1  | 69.5  | 0   |  |  |  |  |  |  |
| 販売・サービス              | 455   | 0     | 0.2   | 0.2   | 1.5   | 5.3   | 22.4  | 70.3  | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 0     | 0     | 0.4   | 1.3   | 8.7   | 24.8  | 64.8  | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0     | 0     | 0     | 0     | 66.7  | 33.3  | 0   |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |       |       |       |       |       |       |     |  |  |  |  |  |  |
| 正社員*18大都市            | 796   | 0     | 1.3   | 7.7   | 15.6  | 20.7  | 28.1  | 26.6  | 0   |  |  |  |  |  |  |
| その他の市町村              | 2,126 | 0     | 1.7   | 8.7   | 16.8  | 19.9  | 26.5  | 26.3  | 0   |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 0     | 0     | 0.7   | 1     | 5.6   | 23    | 69.7  | 0   |  |  |  |  |  |  |
| その他の市町村              | 800   | 0     | 0.4   | 0.5   | 1.5   | 6.6   | 23.6  | 67.4  | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0   |  |  |  |  |  |  |

| 問2. 現職就職年齢           | 全体    | 19歳  | 20歳  | 25歳  | 30歳  | 35歳  | 40歳  | 無回答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------|------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|
|                      |       | 11   | 33   | 23   | 17   | 11   | 4    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>全体</b>            | 4,026 |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,360 | 14.4 | 40.7 | 23   | 13.9 | 6.1  | 1.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,666 | 5.3  | 22.9 | 24.1 | 20.9 | 18.6 | 8.2  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 11.3 | 53.3 | 35.4 | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,092 | 10.5 | 31.2 | 30.3 | 27.8 | 0.1  | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1,006 | 10.3 | 26.2 | 15.2 | 25.3 | 22.8 | 0.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 10.6 | 23.6 | 12.6 | 12.1 | 22.9 | 18.1 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,345 | 15.4 | 44.1 | 21.7 | 11.3 | 6.1  | 1.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 2.4  | 12.8 | 23   | 25.8 | 23.9 | 12.2 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 0    | 14.7 | 34.7 | 28   | 18   | 4.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 8.1  | 28.8 | 28.2 | 21.3 | 9.9  | 3.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 24.3 | 18.8 | 21.3 | 17.9 | 12.3 | 5.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 2.2  | 35.2 | 24.1 | 18.9 | 14.4 | 5.2  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 0.4  | 52.3 | 25.9 | 13   | 6.3  | 2.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0    | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,497 | 7.1  | 26.7 | 25.2 | 21.4 | 14   | 5.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,034 | 11   | 32   | 24   | 16.8 | 11.4 | 4.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 16.2 | 46.3 | 19.8 | 9.8  | 6.2  | 1.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 4.2  | 15.8 | 28.2 | 23.9 | 18.9 | 8.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 41.2 | 29.4 | 5.9  | 17.6 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 3.7  | 44.8 | 23.3 | 15.6 | 9    | 3.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 9.3  | 37.9 | 21.2 | 14.4 | 12.1 | 5.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 5.5  | 28.3 | 26.6 | 19.9 | 14.3 | 5.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 22.1 | 27.3 | 22   | 16   | 9    | 3.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 0    | 66.7 | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 32.9 | 64.4 | 2.6  | 0.1  | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 4.4  | 27   | 33.2 | 20.8 | 11.4 | 3.2  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 31   | 55.2 | 13.8 | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 1.7  | 24.8 | 34.8 | 22.5 | 12.3 | 4    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 1.2  | 6.8  | 20.8 | 28.6 | 28.2 | 14.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 4.3  | 37.1 | 33.8 | 17   | 6.1  | 1.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4  | 34.4 | 31.3 | 12.5 | 12.5 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154 | 15.5 | 41.9 | 22.2 | 13.2 | 5.7  | 1.5  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 15.4 | 57.9 | 26.7 | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 15.8 | 38.7 | 28.3 | 17   | 0.2  | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 14.7 | 37.8 | 18.7 | 20.1 | 8.7  | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 15.9 | 36.5 | 15.4 | 12.5 | 13.7 | 6    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 9.6  | 38.7 | 25.3 | 13.5 | 9.9  | 3    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 10   | 61.4 | 28.7 | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 7.4  | 35.8 | 35.8 | 21.1 | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 12.8 | 27.4 | 12.8 | 26.2 | 20.1 | 0.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 8.6  | 18.4 | 20.2 | 12.9 | 26.4 | 13.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 3.9  | 28.6 | 31.1 | 21.4 | 10.2 | 4.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 6.9  | 48.3 | 44.8 | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 0    | 21.8 | 32.7 | 45.5 | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0    | 7.7  | 12.8 | 46.2 | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8    | 8    | 8    | 4    | 32   | 40   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 1.7  | 9.5  | 23.1 | 27.2 | 26.1 | 12.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 4.7  | 32.2 | 63.2 | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 1.7  | 10.2 | 30.6 | 57.4 | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0    | 0.8  | 8.9  | 33.8 | 56.5 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 1.2  | 1.6  | 2.4  | 11.4 | 39.2 | 44.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098 | 9.2  | 32.1 | 26.9 | 19.3 | 9.3  | 3.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 14.7 | 39.5 | 23.7 | 13   | 7.3  | 1.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 19.1 | 52.5 | 17.4 | 7.1  | 3.5  | 0.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 9.9  | 32.4 | 36.6 | 12.7 | 7    | 1.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 1.3  | 12   | 20.6 | 27.3 | 26.8 | 12   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 1.7  | 12.8 | 24.8 | 26.6 | 22.1 | 12.1 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 3.6  | 18.4 | 30.5 | 21.5 | 17.9 | 8.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 2.1  | 9.6  | 25   | 28.2 | 23.4 | 11.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 41.2 | 29.4 | 5.9  | 17.6 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 4.2  | 49.4 | 23.5 | 13.8 | 6.8  | 2.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 13.2 | 51   | 20.1 | 8.2  | 5.8  | 1.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 7.6  | 39.2 | 26.3 | 16.3 | 8.4  | 2.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 26.8 | 30.3 | 21.7 | 13.5 | 6.1  | 1.5  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 0.8  | 18.9 | 22.1 | 26.2 | 21.3 | 10.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 2    | 13.6 | 23.1 | 26.1 | 23.7 | 11.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 2    | 10.1 | 27   | 25.9 | 24.2 | 10.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 3    | 15.2 | 23   | 26.1 | 20.9 | 11.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 0    | 66.7 | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 11.3 | 42.3 | 22.4 | 14.4 | 8    | 1.5  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 14.9 | 40.5 | 23.3 | 12.9 | 6.3  | 2    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 1.6  | 13.2 | 27.6 | 22   | 25.7 | 9.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 2.3  | 13</ |      |      |      |      |     |  |  |  |  |  |  |  |  |  |  |  |



問3. 現職の前の働き方

|                      | 全体    | 学校卒業後、勤務先も働かずと同一である | 正社員として働いていた | 現在と同じ勤務先で、正社員として働いていた | 他の勤務先で、パート・契約社員など非正社員として働いていた | 他の勤務先で、正社員として働いていた | 自営業だった | 派遣社員だった | この働き方となる前は働いていなかった | いずれにもあてはまらない | 無回答 |  |  |  |
|----------------------|-------|---------------------|-------------|-----------------------|-------------------------------|--------------------|--------|---------|--------------------|--------------|-----|--|--|--|
| <b>全体</b>            | 4,026 | 25                  | 4           | 3                     | 18                            | 33                 | 2      | 3       | 10                 | 3            | 1   |  |  |  |
| <b>【性別】</b>          |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 男性                   | 2360  | 32                  | 3.3         | 2.9                   | 10.3                          | 40.3               | 2      | 1.7     | 3.9                | 2.5          | 1   |  |  |  |
| 女性                   | 1666  | 14.8                | 3.8         | 2.1                   | 27.7                          | 23.5               | 1.4    | 4.6     | 18.7               | 2.9          | 0.5 |  |  |  |
| <b>【年齢別】</b>         |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 29歳以下                | 951   | 31.4                | 4.1         | 1.8                   | 19.5                          | 27.3               | 1.3    | 4.2     | 7.4                | 2.3          | 0.7 |  |  |  |
| 30～34歳以下             | 1092  | 23.5                | 4.2         | 3.2                   | 18.1                          | 33.8               | 1.5    | 3       | 9.4                | 2.3          | 0.9 |  |  |  |
| 35～39歳以下             | 1006  | 23.1                | 2           | 2.4                   | 15.4                          | 37.5               | 1.5    | 3       | 11.3               | 2.7          | 1.2 |  |  |  |
| 40歳以上                | 977   | 21.9                | 3.8         | 2.9                   | 17.2                          | 34.5               | 2.8    | 1.4     | 11.9               | 3.4          | 0.3 |  |  |  |
| <b>【就業形態】</b>        |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 正社員                  | 2345  | 38.7                | 4.5         | 2.5                   | 10.3                          | 35.8               | 0.9    | 1.4     | 4.1                | 0.9          | 0.9 |  |  |  |
| パート、契約など             | 954   | 3.1                 | 2.6         | 2.7                   | 36.8                          | 19.9               | 0.7    | 2.8     | 25.4               | 5.1          | 0.7 |  |  |  |
| 派遣社員                 | 150   | 0                   | 2.7         | 0.7                   | 22                            | 26.7               | 4.7    | 32      | 10                 | 1.3          | 0   |  |  |  |
| 自営業など                | 577   | 11.1                | 1.2         | 3.1                   | 14                            | 47.5               | 6.1    | 1.7     | 8.7                | 5.9          | 0.7 |  |  |  |
| 無回答                  | 0     | 0                   | 0           | 0                     | 0                             | 0                  | 0      | 0       | 0                  | 0            | 0   |  |  |  |
| <b>【最終学歴】</b>        |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 中高卒                  | 1641  | 19.1                | 3.6         | 2.4                   | 20.2                          | 34.7               | 2.1    | 2.9     | 11                 | 3.2          | 0.7 |  |  |  |
| 専門・短大・高専卒など          | 1247  | 17.2                | 3.3         | 2.6                   | 19.5                          | 36.6               | 1.8    | 3.3     | 12                 | 2.6          | 1.1 |  |  |  |
| 大学・大学院卒              | 1135  | 41.6                | 3.7         | 2.7                   | 11.6                          | 27.9               | 1.1    | 2.5     | 6.4                | 1.9          | 0.5 |  |  |  |
| 無回答                  | 3     | 66.7                | 0           | 33.3                  | 0                             | 0                  | 0      | 0       | 0                  | 0            | 0   |  |  |  |
| <b>【企業規模】</b>        |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 29人以下                | 1497  | 10.6                | 2.7         | 2.5                   | 21.8                          | 41.1               | 3.3    | 2       | 11.4               | 4.1          | 0.6 |  |  |  |
| 30～299人以下            | 1034  | 23.4                | 5.2         | 3.5                   | 16.5                          | 33.4               | 1.3    | 3.8     | 9.6                | 1.9          | 1.5 |  |  |  |
| 300人以上・官公庁           | 1219  | 47.3                | 3.4         | 2.3                   | 10.7                          | 26.2               | 0.5    | 2.5     | 5.6                | 1.1          | 0.4 |  |  |  |
| わからない                | 259   | 8.5                 | 1.9         | 0.8                   | 29                            | 23.6               | 0.8    | 6.2     | 24.3               | 4.2          | 0.8 |  |  |  |
| 無回答                  | 17    | 23.5                | 5.9         | 5.9                   | 23.5                          | 11.8               | 0      | 5.9     | 17.6               | 0            | 5.9 |  |  |  |
| <b>【職種】</b>          |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 専門・技術・管理             | 812   | 35                  | 3.4         | 3.6                   | 12.6                          | 31.3               | 2.3    | 1.4     | 6.4                | 2.8          | 1.2 |  |  |  |
| 事務                   | 846   | 29.9                | 4.3         | 2.4                   | 19.3                          | 23.5               | 0.8    | 6.4     | 11.6               | 1.2          | 0.7 |  |  |  |
| 販売・サービス              | 1215  | 15.6                | 3.4         | 2.1                   | 22.3                          | 35.4               | 1.6    | 2.4     | 13.7               | 2.9          | 0.6 |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 23.9                | 3.2         | 2.6                   | 14.8                          | 39.9               | 2.1    | 2       | 7.3                | 3.4          | 0.8 |  |  |  |
| 無回答                  | 3     | 0                   | 0           | 0                     | 0                             | 33.3               | 0      | 0       | 66.7               | 0            | 0   |  |  |  |
| <b>【キャリアパス】</b>      |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 正→正(転職なし)            | 972   | 100                 | 0           | 0                     | 0                             | 0                  | 0      | 0       | 0                  | 0            | 0   |  |  |  |
| 正→正(転職あり)            | 1502  | 0                   | 3.7         | 4.3                   | 10.4                          | 66                 | 3.1    | 1.7     | 8.1                | 2.7          | 0   |  |  |  |
| 非→非(転職なし)            | 29    | 100                 | 0           | 0                     | 0                             | 0                  | 0      | 0       | 0                  | 0            | 0   |  |  |  |
| 非→非(転職あり)            | 302   | 0                   | 4           | 1.3                   | 48.7                          | 11.9               | 0.3    | 7.3     | 21.5               | 5            | 0   |  |  |  |
| 正→非                  | 766   | 0.1                 | 2.2         | 3                     | 30.9                          | 25.3               | 1.7    | 6.9     | 25.1               | 4.7          | 0   |  |  |  |
| 非→正                  | 423   | 0                   | 13.5        | 3.1                   | 39.2                          | 28.6               | 2.4    | 3.8     | 5.9                | 3.5          | 0   |  |  |  |
| 無回答                  | 32    | 0                   | 0           | 0                     | 0                             | 0                  | 0      | 0       | 0                  | 0            | 100 |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 正規社員*男性(計)           | 2154  | 34.4                | 3.4         | 3.1                   | 8.8                           | 41.4               | 2      | 0.8     | 3.2                | 1.9          | 1   |  |  |  |
| 29歳以下                | 442   | 38.9                | 4.3         | 2.5                   | 12                            | 31.9               | 1.8    | 2       | 4.3                | 1.4          | 0.9 |  |  |  |
| 30～34歳以下             | 612   | 31.9                | 5.1         | 2.9                   | 9.8                           | 40                 | 2.3    | 1       | 4.1                | 2            | 1   |  |  |  |
| 35～39歳以下             | 566   | 33.2                | 2.1         | 2.8                   | 7.2                           | 46.5               | 1.6    | 0.4     | 2.5                | 2.1          | 1.6 |  |  |  |
| 40歳以上                | 534   | 34.8                | 2.2         | 3.9                   | 6.7                           | 45.3               | 2.2    | 0       | 2.1                | 2.2          | 0.4 |  |  |  |
| *女性(計)               | 768   | 30.1                | 5.1         | 1.4                   | 17.2                          | 28.9               | 1.7    | 3.3     | 10                 | 1.8          | 0.5 |  |  |  |
| 29歳以下                | 251   | 44.2                | 5.2         | 0                     | 17.1                          | 21.9               | 1.2    | 2.4     | 6.8                | 0.8          | 0.4 |  |  |  |
| 30～34歳以下             | 190   | 27.4                | 5.3         | 3.7                   | 16.8                          | 29.5               | 0      | 3.7     | 10.5               | 2.6          | 0.5 |  |  |  |
| 35～39歳以下             | 164   | 26.2                | 1.8         | 1.2                   | 12.2                          | 37.8               | 1.2    | 4.9     | 11                 | 2.4          | 1.2 |  |  |  |
| 40歳以上                | 163   | 15.3                | 8           | 1.2                   | 22.7                          | 30.1               | 4.9    | 2.5     | 13.5               | 1.8          | 0   |  |  |  |
| 非正規社員*男性(計)          | 206   | 7.3                 | 2.4         | 1.5                   | 26.2                          | 29.6               | 1.9    | 11.2    | 11.2               | 7.8          | 1   |  |  |  |
| 29歳以下                | 87    | 9.2                 | 2.3         | 1.1                   | 33.3                          | 18.4               | 0      | 10.3    | 12.6               | 12.6         | 0   |  |  |  |
| 30～34歳以下             | 55    | 9.1                 | 1.8         | 1.8                   | 25.5                          | 30.9               | 1.8    | 9.1     | 12.7               | 5.5          | 1.8 |  |  |  |
| 35～39歳以下             | 39    | 0                   | 0           | 2.6                   | 15.4                          | 46.2               | 5.1    | 20.5    | 7.7                | 0            | 2.6 |  |  |  |
| 40歳以上                | 25    | 8                   | 8           | 0                     | 20                            | 40                 | 4      | 4       | 8                  | 8            | 0   |  |  |  |
| *女性(計)               | 898   | 1.7                 | 2.7         | 2.7                   | 36.7                          | 18.8               | 1.1    | 5.8     | 26.1               | 3.9          | 0.6 |  |  |  |
| 29歳以下                | 171   | 4.7                 | 2.9         | 2.9                   | 35.1                          | 28.1               | 0.6    | 9.4     | 13.5               | 1.8          | 1.2 |  |  |  |
| 30～34歳以下             | 235   | 2.1                 | 1.7         | 3.8                   | 39.1                          | 21.7               | 0.4    | 6.4     | 21.7               | 2.1          | 0.9 |  |  |  |
| 35～39歳以下             | 237   | 0.4                 | 2.1         | 2.1                   | 37.1                          | 14.3               | 0.8    | 5.1     | 33.3               | 4.6          | 0   |  |  |  |
| 40歳以上                | 255   | 0.4                 | 3.9         | 2                     | 35.3                          | 14.1               | 2.4    | 3.5     | 31.8               | 6.3          | 0.4 |  |  |  |
| 無回答                  | 0     | 0                   | 0           | 0                     | 0                             | 0                  | 0      | 0       | 0                  | 0            | 0   |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 正規社員*29人以下           | 1098  | 13.7                | 3.1         | 2.6                   | 14.8                          | 49.5               | 3.9    | 2       | 6.1                | 3.6          | 0.6 |  |  |  |
| 30～299人以下            | 744   | 31.6                | 5.8         | 3.4                   | 10.3                          | 39                 | 1.1    | 1.9     | 4.4                | 0.9          | 1.6 |  |  |  |
| 300人以上・官公庁           | 996   | 56.9                | 3.3         | 2.2                   | 6.6                           | 25.6               | 0.4    | 0.5     | 3.5                | 0.5          | 0.4 |  |  |  |
| わからない                | 71    | 23.9                | 2.8         | 1.4                   | 18.3                          | 31                 | 1.4    | 0       | 12.7               | 5.6          | 2.8 |  |  |  |
| 非正規社員*29人以下          | 399   | 2                   | 1.5         | 2.3                   | 40.9                          | 18                 | 1.5    | 2       | 25.8               | 5.5          | 0.5 |  |  |  |
| 30～299人以下            | 290   | 2.4                 | 3.8         | 3.8                   | 32.4                          | 19                 | 1.7    | 8.6     | 22.8               | 4.5          | 1   |  |  |  |
| 300人以上・官公庁           | 223   | 4                   | 4           | 2.7                   | 28.7                          | 28.7               | 0.9    | 11.7    | 14.8               | 4            | 0.4 |  |  |  |
| わからない                | 188   | 2.7                 | 1.6         | 0.5                   | 33                            | 20.7               | 0.5    | 8.5     | 28.7               | 3.7          | 0   |  |  |  |
| 無回答                  | 17    | 23.5                | 5.9         | 5.9                   | 23.5                          | 11.8               | 0      | 5.9     | 17.6               | 0            | 5.9 |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 40                  | 3.5         | 3.3                   | 9.3                           | 33.6               | 2.3    | 0.7     | 3.8                | 2.2          | 1.3 |  |  |  |
| 事務                   | 551   | 44.6                | 4.9         | 1.8                   | 11.6                          | 26                 | 0.7    | 2.5     | 6.9                | 0.2          | 0.7 |  |  |  |
| 販売・サービス              | 760   | 23.9                | 3.9         | 2.1                   | 12.6                          | 44.1               | 1.8    | 2.2     | 5.9                | 2.6          | 0.7 |  |  |  |
| 技能・生産・運輸・保安          | 920   | 29.1                | 3.5         | 3                     | 10.7                          | 43.7               | 2.4    | 0.7     | 4                  | 2.2          | 0.8 |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 6.6                 | 3.3         | 4.9                   | 31.1                          | 18                 | 2.5    | 4.9     | 21.3               | 6.6          | 0.8 |  |  |  |
| 事務                   | 295   | 2.4                 | 3.1         | 3.4                   | 33.6                          | 19                 | 1      | 13.6    | 20.3               | 3.1          | 0.7 |  |  |  |
| 販売・サービス              | 455   | 1.8                 | 2.4         | 2                     | 38.5                          | 20.9               | 1.3    | 2.6     | 26.8               | 3.3          | 0.4 |  |  |  |
| 技能・生産・運輸・保安          | 230   | 3                   | 2.2         | 0.9                   | 31.3                          | 24.8               | 0.9    | 7.4     | 20.4               | 8.3          | 0.9 |  |  |  |
| 無回答                  | 3     | 0                   | 0           | 0                     | 0                             | 33.3               | 0      | 0       | 66.7               | 0            | 0   |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                     |             |                       |                               |                    |        |         |                    |              |     |  |  |  |
| 正規社員*18大都市           | 796   | 32.3                | 4.3         | 2.4                   | 10.7                          | 37.3               | 1.8    | 1.4     | 5.4                | 3.5          | 1   |  |  |  |
| その他の市町村              | 2126  | 33.6                | 3.7         | 2.7                   | 11.1                          | 38.4               | 2      | 1.5     | 4.8                | 1.3          | 0.8 |  |  |  |
| 非正規社員*18大都市          | 304   | 4.6                 | 3.9         | 1.3                   | 35.2                          | 16.1               | 2      | 5.3     | 26.6               | 4.3          | 0.7 |  |  |  |
| その他の市町村              | 800   | 2                   | 2.1         | 2.9                   | 34.6                          | 22.6               | 1      | 7.4     | 22                 | 4.8          | 0.6 |  |  |  |
| 無回答                  | 0     | 0                   | 0           | 0                     | 0                             | 0                  | 0      | 0       | 0                  | 0            | 0   |  |  |  |



問4. 今の働き方を選んだ理由

|                      | 全体    | た<br>年<br>収<br>を<br>一<br>定<br>以<br>内<br>に<br>お<br>さ<br>え | た<br>家<br>計<br>の<br>補<br>助<br>、<br>学<br>費<br>等<br>を<br>得 | い<br>仕<br>事<br>と<br>生<br>活<br>を<br>両<br>立<br>し<br>や<br>す | 時<br>間<br>に<br>余<br>裕<br>が<br>で<br>き<br>た<br>か<br>ら | そ<br>の<br>他 | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|--|--|--|---|-------------|-------------|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 3  | 11   | 16   | 5   | 8           | 1           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 1.1  | 0.9  | 7.1  | 0.8   | 7.5         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 5.9  | 24.1   | 28.3   | 11  | 9.3         | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 1.7  | 5  | 12.3   | 2.6   | 8.9         | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 2.9  | 9.5  | 15.8   | 4.3   | 9.2         | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 2.5  | 11.8   | 16.9   | 5.6   | 7.9         | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 5.1  | 15.6   | 18.2   | 7.8   | 7           | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 1.2  | 2.3  | 8  | 0.9   | 7.1         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 9  | 34.2   | 33.9   | 17.3  | 9.1         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 3.3  | 9.3  | 17.3   | 4.7   | 13.3        | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 0.7  | 4.9  | 17.7   | 2.1   | 10.1        | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0  | 0  | 0  | 0   | 0           | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 2.9  | 13.5   | 17.1   | 4.8   | 8.7         | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 4.4  | 12.9   | 18.2   | 7.9   | 9.1         | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 1.9  | 3.5  | 11.5   | 2.3   | 6.5         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0  | 0  | 0  | 0   | 33.3        | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 3.4  | 12.7   | 19.6   | 6   | 8.6         | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 2.9  | 9.4  | 13.1   | 5.3   | 8           | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 1.7  | 5.2  | 11.2   | 1.7   | 7.9         | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 8.1  | 25.9   | 25.9   | 14.7  | 8.1         | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0  | 35.3   | 35.3   | 0   | 17.6        | 17.6        |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 3.1  | 5.4  | 10.7   | 2.8   | 6           | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 4.4  | 10.9   | 21.2   | 5.3   | 8.9         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 3.1  | 17   | 20.6   | 7.9   | 8.8         | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 2  | 7  | 10.6   | 3.4   | 8.8         | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0  | 33.3   | 0  | 33.3  | 0           | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 0.9  | 1  | 5.2  | 0.1   | 6.5         | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 1.1  | 3.6  | 12.5   | 1.4   | 7.5         | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0  | 3.4  | 17.2   | 0   | 10.3        | 3.4         |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 7.3  | 19.2   | 24.5   | 8.6   | 11.6        | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 8.9  | 36.4   | 35.2   | 19.1  | 9           | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 1.4  | 4.5  | 10.9   | 2.4   | 11.3        | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1  | 6.3  | 12.5   | 0   | 3.1         | 3.1         |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 1.1  | 0.7  | 7.2  | 0.8   | 6.9         | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 0.7  | 1.1  | 6.8  | 1.1   | 8.8         | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 1.5  | 0.7  | 6.9  | 1.3   | 7.5         | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 0.4  | 0.7  | 7.6  | 0.7   | 7.2         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 1.9  | 0.6  | 7.7  | 0.2   | 4.1         | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 1  | 8.7  | 17.3   | 1.8   | 10          | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 0.4  | 3.2  | 10.4   | 0.4   | 8           | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 1.6  | 11.6   | 22.1   | 3.2   | 8.9         | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 1.2  | 6.1  | 18.9   | 1.2   | 11          | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 1.2  | 16.6   | 20.9   | 3.1   | 13.5        | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 0.5  | 2.9  | 5.3  | 1   | 14.1        | 1           |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 1.1  | 6.9  | 10.3   | 0   | 8           | 1.1         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 0  | 0  | 3.6  | 1.8   | 20          | 1.8         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0  | 0  | 0  | 2.6   | 12.8        | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 0  | 0  | 0  | 0   | 24          | 0           |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 10   | 37.2   | 37.6   | 18.9  | 8.7         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 6.4  | 17   | 30.4   | 11.1  | 11.1        | 1.2         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 8.5  | 33.2   | 37   | 13.6  | 11.1        | 0.9         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 8.9  | 44.3   | 40.5   | 20.7  | 6.3         | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 14.9   | 47.8   | 40.4   | 27.5  | 7.1         | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0  | 0  | 0  | 0   | 0           | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 1.2  | 3.6  | 13.2   | 1.6   | 8.7         | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 0.9  | 2.2  | 6.9  | 1.3   | 7.8         | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 1.2  | 1.6  | 7.6  | 0.1   | 6.6         | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 0  | 8.5  | 16.9   | 4.2   | 5.6         | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 9.5  | 37.6   | 37.3   | 18  | 8.5         | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 7.9  | 27.9   | 29   | 15.5  | 8.6         | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 4  | 21.1   | 26.9   | 9   | 13.5        | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 11.2   | 32.4   | 29.3   | 18.6  | 9           | 1.1         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0  | 35.3   | 35.3   | 0   | 17.6        | 17.6        |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 1.7  | 1.7  | 7.7  | 0.9   | 5.1         | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 1.3  | 2.5  | 13.1   | 0.7   | 8.3         | 0.9         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 0.3  | 4.7  | 11.7   | 1.4   | 8.4         | 0.1         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 1.2  | 2.3  | 8.2  | 1.2   | 8.7         | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 10.7   | 26.2   | 27.9   | 13.9  | 11.5        | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 10.2   | 26.4   | 36.3   | 13.9  | 9.8         | 1.4         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 7.9  | 37.4   | 35.4   | 18.7  | 9.5         | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 5.2  | 25.7   | 20.4   | 12.2  | 9.1         | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0  | 33.3   | 0  | 33.3  | 0           | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |  |  |  |   |             |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 1.1  | 1.5  | 11.3   | 1.4   | 7.4         | 0.9         |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 1.1  | 3.3  | 9.4  | 1   | 7.8         | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 8.9  | 29.9   | 32.9   | 17.4  | 10.5        | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 8  | 31.1   | 31.1   | 14.9  | 9.4         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0  | 0  | 0  | 0   | 0           | 0           |  |  |  |  |  |  |  |  |  |  |  |

問5. 業種

|                      | 全体    | 農林漁業、砂利採取業 | 建設業  | 製造業  | 電気・ガス・熱供給・水道業 | 情報通信業 | 運輸業、郵便業 | 卸売業、小売業 | 金融業、保険業 | 不動産業、物品賃貸業 | 学術研究、専門・技術サービス業 | 宿泊、飲食サービス業 | 生活関連サービス業、娯楽業 | 教育、学習支援業 |
|----------------------|-------|------------|------|------|---------------|-------|---------|---------|---------|------------|-----------------|------------|---------------|----------|
| <b>全体</b>            | 4,026 | 1          | 8    | 17   | 2             | 4     | 5       | 16      | 4       | 1          | 4               | 6          | 5             | 4        |
| <b>【性別】</b>          |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 男性                   | 2360  | 1.7        | 11.6 | 21.1 | 2.2           | 4.6   | 6.8     | 14.1    | 3.2     | 1.2        | 4.2             | 3.8        | 4.2           | 2.2      |
| 女性                   | 1666  | 0.5        | 2.8  | 11.3 | 0.7           | 2.9   | 2.8     | 18.6    | 5.8     | 0.9        | 2.5             | 8.5        | 5.3           | 6.2      |
| <b>【年齢別】</b>         |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 29歳以下                | 951   | 0.7        | 8.8  | 16.8 | 1.5           | 3.4   | 5.8     | 14.6    | 3.9     | 1.2        | 4               | 6.3        | 5.5           | 3.9      |
| 30～34歳以下             | 1092  | 0.8        | 7.9  | 16.5 | 1.6           | 4.4   | 4.4     | 16.8    | 4       | 1          | 3.9             | 5.9        | 4.7           | 3.5      |
| 35～39歳以下             | 1006  | 1.4        | 7.5  | 17.9 | 1.6           | 4     | 5.1     | 16.4    | 3.8     | 1.1        | 2.7             | 5.3        | 4.7           | 3.8      |
| 40歳以上                | 977   | 1.9        | 7.7  | 17   | 1.4           | 3.9   | 5.4     | 15.9    | 5.4     | 1          | 3.4             | 5.4        | 3.8           | 4.5      |
| <b>【就業形態】</b>        |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 正社員                  | 2345  | 0.9        | 8    | 21   | 2.2           | 4.8   | 6.2     | 12.8    | 5.6     | 1.2        | 3.5             | 2.6        | 3             | 3.4      |
| パート、契約など             | 954   | 0.7        | 2.6  | 9.5  | 0.3           | 1.6   | 5.6     | 21.5    | 2.5     | 0.6        | 1.5             | 13.3       | 7.2           | 5.8      |
| 派遣社員                 | 150   | 0.7        | 2.7  | 34.7 | 3.3           | 13.3  | 2       | 11.3    | 5.3     | 0.7        | 3.3             | 1.3        | 2             | 2.7      |
| 自営業など                | 577   | 3.6        | 18   | 8.8  | 0.5           | 1.7   | 1       | 21      | 1.4     | 1.2        | 7.1             | 6.8        | 7.6           | 3.1      |
| 無回答                  | 0     | 0          | 0    | 0    | 0             | 0     | 0       | 0       | 0       | 0          | 0               | 0          | 0             | 0        |
| <b>【最終学歴】</b>        |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 中高卒                  | 1641  | 1.6        | 11.2 | 20.6 | 2.3           | 1.6   | 8       | 17.9    | 3.3     | 0.7        | 2.4             | 7.3        | 4.1           | 1        |
| 専門・短大・高専卒など          | 1247  | 1          | 6.1  | 11.1 | 1             | 3.4   | 3.9     | 15.1    | 3.3     | 1          | 4               | 6.5        | 7.1           | 3        |
| 大学・大学院卒              | 1135  | 0.9        | 5.3  | 18.3 | 1.1           | 7.8   | 2.3     | 14.1    | 6.8     | 1.8        | 4.6             | 2.6        | 2.6           | 9.2      |
| 無回答                  | 3     | 0          | 0    | 33.3 | 0             | 33.3  | 0       | 0       | 0       | 0          | 0               | 0          | 0             | 0        |
| <b>【企業規模】</b>        |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 29人以下                | 1497  | 2.3        | 14.9 | 7.8  | 1.3           | 1.9   | 2.3     | 20.2    | 1.1     | 1.4        | 5.5             | 8.1        | 7.4           | 3.3      |
| 30～299人以下            | 1034  | 0.9        | 5.4  | 22.2 | 1.2           | 3.4   | 8       | 14.8    | 2.3     | 1.2        | 2.2             | 3.8        | 3.1           | 5.6      |
| 300人以上・官公庁           | 1219  | 0.3        | 2.9  | 25.3 | 2.2           | 6.7   | 5.6     | 11      | 9.8     | 0.7        | 2.4             | 3.4        | 2.2           | 2.8      |
| わからない                | 259   | 0.8        | 1.9  | 10.8 | 1.2           | 4.6   | 8.1     | 19.3    | 4.2     | 0.8        | 2.7             | 10.8       | 6.2           | 5.8      |
| 無回答                  | 17    | 0          | 5.9  | 17.6 | 0             | 5.9   | 5.9     | 17.6    | 0       | 0          | 0               | 5.9        | 5.9           | 5.9      |
| <b>【職種】</b>          |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 専門・技術・管理             | 812   | 0.5        | 6.4  | 14.5 | 0.6           | 10.8  | 0.1     | 5.3     | 2       | 0.7        | 6.3             | 0.5        | 1.2           | 13.8     |
| 事務                   | 846   | 0.2        | 6.4  | 13.5 | 2             | 4.3   | 5.6     | 12.3    | 8.9     | 1.7        | 2.5             | 1.3        | 2.8           | 3.2      |
| 販売・サービス              | 1215  | 0.2        | 0.9  | 4.7  | 0.3           | 1.6   | 0.2     | 35.3    | 6.6     | 1.7        | 2               | 17.3       | 10.8          | 0.6      |
| 技能・生産・運輸・保安など        | 1150  | 3.6        | 17.7 | 34.3 | 3.1           | 1.3   | 13.6    | 5.7     | 0.1     | 0.2        | 3.9             | 0.4        | 1.9           | 1        |
| 無回答                  | 3     | 0          | 0    | 66.7 | 0             | 0     | 0       | 0       | 0       | 0          | 0               | 0          | 0             | 0        |
| <b>【キャリアパス】</b>      |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 正→正(転職なし)            | 972   | 1.1        | 7    | 26.3 | 2.5           | 6.3   | 4.5     | 12.1    | 6.7     | 0.4        | 3.4             | 2.1        | 2.2           | 3.8      |
| 正→正(転職あり)            | 1502  | 1.5        | 11.5 | 15.6 | 1.7           | 3.5   | 5.5     | 15.9    | 3.9     | 1.3        | 4.8             | 3.3        | 4.5           | 2.5      |
| 非→非(転職なし)            | 29    | 0          | 6.9  | 10.3 | 0             | 0     | 13.8    | 27.6    | 0       | 0          | 0               | 0          | 3.4           | 27.6     |
| 非→非(転職あり)            | 302   | 1.3        | 4.6  | 9.6  | 1             | 4     | 6.6     | 19.5    | 1       | 0.7        | 3               | 12.6       | 6.6           | 6.6      |
| 正→非                  | 766   | 0.5        | 1.6  | 14.4 | 0.7           | 3     | 4       | 20.2    | 3.8     | 0.7        | 1.3             | 11.9       | 6.7           | 3.9      |
| 非→正                  | 423   | 1.7        | 11.3 | 11.8 | 1.2           | 2.1   | 5.4     | 14.2    | 3.8     | 2.4        | 4               | 7.1        | 5.7           | 5.2      |
| 無回答                  | 32    | 0          | 9.4  | 12.5 | 0             | 0     | 6.3     | 9.4     | 0       | 6.3        | 0               | 3.1        | 6.3           | 6.3      |
| <b>【就業形態2×性別×年齢】</b> |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 正規社員*男性(計)           | 2154  | 1.8        | 12.1 | 20.8 | 2.3           | 4.7   | 6.3     | 14.3    | 3.5     | 1.3        | 4.4             | 3.5        | 3.9           | 1.9      |
| 29歳以下                | 442   | 1.4        | 13.8 | 19.5 | 2.5           | 3.8   | 7.2     | 14      | 2.9     | 1.4        | 4.8             | 4.8        | 4.5           | 1.6      |
| 30～34歳以下             | 612   | 1.3        | 11.9 | 19.8 | 2.5           | 4.9   | 5.1     | 14.5    | 3.1     | 1.3        | 5.2             | 3.8        | 4.1           | 2.3      |
| 35～39歳以下             | 566   | 2.1        | 11.5 | 22.1 | 2.3           | 4.8   | 6.7     | 15      | 2.3     | 1.4        | 3               | 3.4        | 3.7           | 1.6      |
| 40歳以上                | 534   | 2.4        | 11.6 | 21.9 | 2.1           | 5.2   | 6.6     | 13.5    | 5.6     | 1.1        | 4.7             | 2.2        | 3.2           | 1.9      |
| *女性(計)               | 768   | 0.3        | 3.9  | 12.2 | 0.5           | 2.7   | 2       | 14.6    | 8.5     | 1          | 3.5             | 3.4        | 4.2           | 7.6      |
| 29歳以下                | 251   | 0          | 4.4  | 15.9 | 0.4           | 3.2   | 1.6     | 14.7    | 8.4     | 1.6        | 3.2             | 1.6        | 4.8           | 5.6      |
| 30～34歳以下             | 190   | 0          | 2.1  | 9.5  | 0             | 3.7   | 3.2     | 17.9    | 10      | 0.5        | 3.7             | 3.2        | 2.6           | 5.3      |
| 35～39歳以下             | 164   | 0          | 3.7  | 12.2 | 0.6           | 0.6   | 1.2     | 11.6    | 9.1     | 0.6        | 3               | 5.5        | 6.7           | 1.1      |
| 40歳以上                | 163   | 1.2        | 5.5  | 9.8  | 1.2           | 3.1   | 1.8     | 13.5    | 6.1     | 1.2        | 4.3             | 4.3        | 2.5           | 9.8      |
| 非正規社員*男性(計)          | 206   | 1          | 6.3  | 23.8 | 0.5           | 3.4   | 12.1    | 11.7    | 0       | 0          | 2.4             | 6.8        | 7.3           | 6.3      |
| 29歳以下                | 87    | 0          | 9.2  | 21.8 | 0             | 1.1   | 13.8    | 10.3    | 0       | 0          | 3.4             | 9.2        | 10.3          | 5.7      |
| 30～34歳以下             | 55    | 0          | 7.3  | 21.8 | 0             | 0     | 9.1     | 14.5    | 0       | 0          | 1.8             | 9.1        | 5.5           | 10.9     |
| 35～39歳以下             | 39    | 0          | 2.6  | 30.8 | 2.6           | 12.8  | 15.4    | 7.7     | 0       | 0          | 0               | 0          | 2.6           | 2.6      |
| 40歳以上                | 25    | 8          | 0    | 24   | 0             | 4     | 8       | 16      | 0       | 0          | 4               | 4          | 8             | 4        |
| *女性(計)               | 898   | 0.7        | 1.8  | 10.5 | 0.8           | 3.1   | 3.5     | 22      | 3.6     | 0.8        | 1.6             | 12.8       | 6.3           | 5.1      |
| 29歳以下                | 171   | 0.6        | 2.3  | 8.8  | 1.2           | 3.5   | 4.1     | 18.1    | 1.8     | 0.6        | 3.5             | 15.8       | 6.4           | 6.4      |
| 30～34歳以下             | 235   | 0.4        | 2.1  | 12.3 | 1.3           | 4.7   | 2.6     | 22.1    | 2.6     | 0.9        | 1.3             | 12.8       | 7.7           | 3.4      |
| 35～39歳以下             | 237   | 0.8        | 1.3  | 9.7  | 0.4           | 3     | 2.1     | 24.5    | 4.2     | 0.8        | 2.1             | 10.5       | 5.9           | 4.2      |
| 40歳以上                | 255   | 0.8        | 1.6  | 10.6 | 0.4           | 1.6   | 5.1     | 22.4    | 5.1     | 0.8        | 0               | 12.9       | 5.5           | 6.7      |
| 無回答                  | 0     | 0          | 0    | 0    | 0             | 0     | 0       | 0       | 0       | 0          | 0               | 0          | 0             | 0        |
| <b>【就業形態2×企業規模】</b>  |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 正規社員*29人以下           | 1098  | 2.6        | 18.5 | 7.8  | 1.8           | 2     | 2.4     | 19.1    | 1.3     | 1.5        | 6.6             | 5.3        | 6.9           | 2.9      |
| 30～299人以下            | 744   | 0.9        | 6.9  | 22.8 | 1.2           | 3.9   | 8.6     | 14.2    | 2.4     | 1.5        | 2.7             | 2          | 3.1           | 4.8      |
| 300人以上・官公庁           | 996   | 0.4        | 3.1  | 26.9 | 2.3           | 7     | 5.3     | 9.7     | 10.1    | 0.7        | 2.5             | 2.7        | 1.4           | 2.6      |
| わからない                | 71    | 1.4        | 7    | 22.5 | 2.8           | 2.8   | 9.9     | 8.5     | 9.9     | 2.8        | 5.6             | 0          | 1.4           | 4.2      |
| 非正規社員*29人以下          | 399   | 1.3        | 5    | 7.8  | 0             | 1.5   | 2       | 23.1    | 0.8     | 1.3        | 2.3             | 15.8       | 8.8           | 4.3      |
| 30～299人以下            | 290   | 0.7        | 1.7  | 20.7 | 1             | 2.1   | 6.6     | 16.2    | 2.1     | 0.3        | 1               | 8.3        | 3.1           | 7.6      |
| 300人以上・官公庁           | 223   | 0          | 1.8  | 17.9 | 1.8           | 5.4   | 6.7     | 16.6    | 8.5     | 0.4        | 1.8             | 6.3        | 5.8           | 3.6      |
| わからない                | 188   | 0.5        | 0    | 6.4  | 0.5           | 5.3   | 7.4     | 23.4    | 2.1     | 0          | 1.6             | 14.9       | 8             | 6.4      |
| 無回答                  | 17    | 0          | 5.9  | 17.6 | 0             | 5.9   | 5.9     | 17.6    | 0       | 0          | 0               | 5.9        | 5.9           | 5.9      |
| <b>【就業形態2×職種】</b>    |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 正規社員*専門・技術・管理        | 690   | 0.6        | 7.5  | 16.4 | 0.7           | 12    | 0.1     | 6.1     | 2.3     | 0.7        | 6.2             | 0.4        | 1.2           | 11.4     |
| 事務                   | 551   | 0.4        | 6.7  | 14.9 | 2.2           | 2.7   | 4.5     | 12      | 8.5     | 1.8        | 2.5             | 1.3        | 2             | 2        |
| 販売・サービス              | 760   | 0.1        | 1.4  | 6.8  | 0.3           | 2     | 0.3     | 35.1    | 10.1    | 2.6        | 2.6             | 11.6       | 10.4          | 0.5      |
| 技能・生産・運輸・保安          | 920   | 3.7        | 20.8 | 32.1 | 3.8           | 1.1   | 13.4    | 4.9     | 0       | 0.1        | 4.9             | 0.3        | 1.8           | 0.4      |
| 非正規社員*専門・技術・管理       | 122   | 0          | 0    | 4.1  | 0             | 4.1   | 0       | 0.8     | 0       | 0.8        | 6.6             | 0.8        | 1.6           | 2.7      |
| 事務                   | 295   | 0          | 5.8  | 10.8 | 1.7           | 7.1   | 7.5     | 12.9    | 9.5     | 1.4        | 2.4             | 1.4        | 4.4           | 5.4      |
| 販売・サービス              | 455   | 0.2        | 0    | 1.1  | 0.4           | 0.9   | 0.2     | 35.6    | 0.7     | 0.2        | 0.9             | 26.8       | 11.4          | 0.7      |
| 技能・生産・運輸・保安          | 230   | 3          | 5.2  | 43.5 | 0.4           | 2.2   | 14.3    | 9.1     | 0.4     | 0.4        | 0               | 0.9        | 2.2           | 3        |
| 無回答                  | 3     | 0          | 0    | 66.7 | 0             | 0     | 0       | 0       | 0       | 0          | 0               | 0          | 0             | 0        |
| <b>【就業形態2×都市】</b>    |       |            |      |      |               |       |         |         |         |            |                 |            |               |          |
| 正規社員*18大都市           | 796   | 0.6        | 8.8  | 14.3 | 2.1           | 5.9   | 5.8     | 17.1    | 4       | 2.1        | 5               | 3.8        | 5.3           | 3.1      |
| その他の市町村              | 2126  | 1.7        | 10.4 | 20.2 | 1.7           | 3.6   | 4.9     | 13.4    | 5.1     | 0.9        | 3.9             | 3.3        | 3.4           | 3.4      |
| 非正規社員*18大都市          | 304   | 0.7        | 3    | 7.9  | 1             | 3.9   | 5.3     | 17.8    | 4.3     | 0.7        | 2.6             | 12.2       | 9.2           | 9.2      |
| その他の市町村              | 800   | 0.8        | 2.5  | 14.9 | 0.6           | 2.9   | 5       | 21      | 2.4     | 0.6        | 1.4             | 11.5       | 5.5           | 3.9      |
| 無回答                  | 0     | 0          | 0    | 0    | 0             | 0     | 0       | 0       | 0       | 0          | 0               | 0          | 0             | 0        |

問5. 業種

|                      | 全体    | 医療、福祉 | 業その他のサービス | その他  | 無回答  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|-----------|------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 9     | 9         | 7    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 3.9   | 8.3       | 6.9  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 15.5  | 9         | 6.5  | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 10.1  | 7.7       | 5.7  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 10.1  | 8.2       | 6.1  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 7.7   | 9.9       | 7.2  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 6.8   | 8.5       | 7.9  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 9.2   | 7.9       | 7.6  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 11.8  | 8.9       | 6.3  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6.7   | 5.3       | 4.7  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 1.7   | 11.8      | 4.3  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0         | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 3.7   | 8         | 6    | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 17.9  | 10.3      | 5.2  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 5.7   | 7.6       | 9.3  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 33.3      | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 8.4   | 10.4      | 3.7  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 13.1  | 8.1       | 4.6  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 5.5   | 6.7       | 12.5 | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 8.5   | 9.3       | 5    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0     | 0         | 5.9  | 23.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 26.2  | 6         | 4.7  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 7.1   | 11.5      | 16.8 | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 5.8   | 10.3      | 1.6  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 0.5   | 6.5       | 6    | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0         | 33.3 | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 5.5   | 6.3       | 9.6  | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 8.5   | 10.2      | 5.5  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 3.4   | 3.4       | 3.4  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 8.3   | 10.6      | 4    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 12.7  | 7.8       | 6.8  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 9     | 8.7       | 6.4  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 25    | 6.3       | 6.3  | 3.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 3.9   | 8.2       | 6.9  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 4.3   | 7.5       | 6.1  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 6.7   | 7         | 6.4  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 2.5   | 10.2      | 7.4  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 2.1   | 8.1       | 7.7  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 18.4  | 9.9       | 7    | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 22.7  | 6.8       | 4.4  | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 20.5  | 11.6      | 6.3  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 15.2  | 9.8       | 8.5  | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 12.3  | 12.9      | 10.4 | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 2.9   | 9.2       | 6.3  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 1.1   | 9.2       | 4.6  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 1.8   | 10.9      | 7.3  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1   | 10.3      | 7.7  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8     | 4         | 8    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 13    | 8.2       | 6    | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 11.1  | 8.8       | 7    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 12.3  | 8.1       | 5.1  | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 15.2  | 9.3       | 5.5  | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 12.9  | 7.1       | 6.7  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0         | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 6.4   | 11.2      | 3.6  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 12.5  | 8.1       | 4.2  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 5.5   | 6.7       | 12.8 | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 11.3  | 4.2       | 5.6  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 13.8  | 8.3       | 4    | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 14.5  | 8.3       | 5.9  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 5.4   | 6.7       | 11.2 | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 7.4   | 11.2      | 4.8  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0     | 0         | 5.9  | 23.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 22.2  | 6.8       | 4.9  | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 6     | 13.4      | 18.9 | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 4.9   | 9.5       | 1.7  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 0.3   | 6.5       | 5.7  | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 49.2  | 1.6       | 3.3  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 9.2   | 7.8       | 12.9 | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 7.3   | 11.6      | 1.5  | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 1.3   | 6.5       | 7.4  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0         | 33.3 | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |           |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 6.2   | 10.1      | 5.5  | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 8.3   | 8.1       | 7.5  | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 8.9   | 8.9       | 4.6  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 12    | 8.3       | 6.6  | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0         | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問6. 従業員数

|                      | 全体    | 4人以下 | 5～9人 | 10～29人 | 30～99人 | 100～299人 | 300～999人 | 1000人以上 | 官公庁（公務員） | わからない | 無回答 |  |  |  |
|----------------------|-------|------|------|--------|--------|----------|----------|---------|----------|-------|-----|--|--|--|
| <b>全体</b>            | 4,026 | 14   | 10   | 14     | 14     | 11       | 10       | 16      | 5        | 6     | 0   |  |  |  |
| <b>【性別】</b>          |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 男性                   | 2360  | 14.7 | 9.3  | 11.6   | 14.2   | 12.3     | 11.1     | 18.3    | 5.6      | 2.7   | 0.3 |  |  |  |
| 女性                   | 1666  | 11.8 | 11   | 16.6   | 14.5   | 10       | 8.2      | 11.7    | 3.7      | 11.8  | 0.7 |  |  |  |
| <b>【年齢別】</b>         |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 29歳以下                | 951   | 9.7  | 9.6  | 13.8   | 15     | 11.8     | 11.5     | 16.4    | 3.7      | 8.2   | 0.4 |  |  |  |
| 30～34歳以下             | 1092  | 11.4 | 10.6 | 14.2   | 15.2   | 13.2     | 10.3     | 14.3    | 3.9      | 6.3   | 0.5 |  |  |  |
| 35～39歳以下             | 1006  | 14.4 | 11.4 | 12.7   | 14.2   | 11.1     | 9.8      | 15      | 5        | 6.1   | 0.2 |  |  |  |
| 40歳以上                | 977   | 18.7 | 8.3  | 13.9   | 12.7   | 9.2      | 8        | 16.8    | 6.7      | 5.2   | 0.5 |  |  |  |
| <b>【就業形態】</b>        |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 正社員                  | 2345  | 3.8  | 7.4  | 13.1   | 16.1   | 14.8     | 13.7     | 21.8    | 6.9      | 2.2   | 0.3 |  |  |  |
| パート、契約など             | 954   | 6.6  | 13.9 | 20.2   | 16.7   | 8.5      | 6        | 8.1     | 3.1      | 16.6  | 0.3 |  |  |  |
| 派遣社員                 | 150   | 0.7  | 2    | 4      | 15.3   | 18       | 14       | 24.7    | 0.7      | 20    | 0.7 |  |  |  |
| 自営業など                | 577   | 67.9 | 16.3 | 7.6    | 2.9    | 0.3      | 0        | 0.2     | 0        | 3.5   | 1.2 |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 0     | 0   |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 中高卒                  | 1641  | 14.9 | 11.4 | 15.8   | 15.1   | 10.2     | 8.9      | 12.4    | 2.7      | 8.2   | 0.5 |  |  |  |
| 専門・短大・高専卒など          | 1247  | 16.2 | 11.2 | 15.6   | 14.4   | 12.5     | 8.7      | 10.7    | 2.9      | 7.4   | 0.4 |  |  |  |
| 大学・大学院卒              | 1135  | 8.6  | 6.5  | 8.5    | 13     | 11.8     | 12.8     | 25.6    | 10       | 2.8   | 0.4 |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 0      | 33.3   | 0        | 0        | 0       | 0        | 0     | 0   |  |  |  |
| <b>【企業規模】</b>        |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 29人以下                | 1497  | 36.3 | 26.9 | 36.7   | 0      | 0        | 0        | 0       | 0        | 0     | 0   |  |  |  |
| 30～299人以下            | 1034  | 0    | 0    | 0      | 55.7   | 44.3     | 0        | 0       | 0        | 0     | 0   |  |  |  |
| 300人以上・官公庁           | 1219  | 0    | 0    | 0      | 0      | 0        | 32.7     | 51.4    | 15.8     | 0     | 0   |  |  |  |
| わからない                | 259   | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 100   | 0   |  |  |  |
| 無回答                  | 17    | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 0     | 100 |  |  |  |
| <b>【職種】</b>          |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 専門・技術・管理             | 812   | 11.1 | 7.3  | 12.1   | 15.4   | 14.4     | 12.2     | 18.7    | 5.8      | 2.7   | 0.4 |  |  |  |
| 事務                   | 846   | 5.8  | 7.9  | 10.6   | 13.6   | 11.6     | 10.6     | 20.6    | 13       | 6.1   | 0.1 |  |  |  |
| 販売・サービス              | 1215  | 19.5 | 12.5 | 15.1   | 11.9   | 8.4      | 8.1      | 14.1    | 0.2      | 9.6   | 0.7 |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 14.6 | 10.7 | 15.6   | 16.7   | 12.3     | 9.7      | 11.3    | 2.9      | 5.9   | 0.4 |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 0      | 0      | 0        | 33.3     | 0       | 0        | 0     | 0   |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 正→正（転職なし）            | 972   | 6.4  | 4.1  | 4.9    | 11.3   | 12.9     | 17       | 31.6    | 9.8      | 1.7   | 0.3 |  |  |  |
| 正→正（転職あり）            | 1502  | 21.6 | 11.7 | 15.4   | 14.8   | 11.3     | 8.2      | 11.2    | 3        | 2.5   | 0.3 |  |  |  |
| 非→非（転職なし）            | 29    | 0    | 13.8 | 13.8   | 20.7   | 0        | 6.9      | 17.2    | 6.9      | 17.2  | 3.4 |  |  |  |
| 非→非（転職あり）            | 302   | 8.3  | 12.3 | 16.6   | 13.9   | 10.3     | 7.6      | 9.6     | 3        | 18.2  | 0.3 |  |  |  |
| 正→非                  | 766   | 5.1  | 12.3 | 18.8   | 17.2   | 9.9      | 6.8      | 10.4    | 2.6      | 16.7  | 0.1 |  |  |  |
| 非→正                  | 423   | 21.5 | 11.8 | 16.1   | 14.4   | 10.6     | 7.8      | 8.7     | 4.5      | 3.3   | 1.2 |  |  |  |
| 無回答                  | 32    | 9.4  | 6.3  | 12.5   | 9.4    | 37.5     | 3.1      | 3.1     | 9.4      | 6.3   | 3.1 |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 正規社員*男性(計)           | 2154  | 15.7 | 9    | 11.4   | 13.6   | 12.4     | 11.1     | 18.8    | 5.8      | 1.8   | 0.2 |  |  |  |
| 29歳以下                | 442   | 12   | 9    | 13.8   | 16.1   | 13.3     | 10.9     | 17      | 4.5      | 2.9   | 0.5 |  |  |  |
| 30～34歳以下             | 612   | 12.7 | 10.9 | 11.8   | 13.6   | 14.7     | 12.9     | 15.4    | 5.2      | 2.5   | 0.3 |  |  |  |
| 35～39歳以下             | 566   | 17.3 | 9.2  | 11     | 14.1   | 12.2     | 10.6     | 18.6    | 6        | 1.1   | 0   |  |  |  |
| 40歳以上                | 534   | 20.6 | 6.6  | 9.6    | 11     | 9.2      | 9.9      | 24.7    | 7.3      | 0.9   | 0.2 |  |  |  |
| *女性(計)               | 768   | 18.4 | 9.5  | 13.7   | 13.2   | 10.8     | 10.5     | 13.9    | 4.8      | 4.2   | 1   |  |  |  |
| 29歳以下                | 251   | 10.4 | 8    | 13.5   | 14.3   | 12.7     | 14.7     | 18.3    | 2        | 5.2   | 0.8 |  |  |  |
| 30～34歳以下             | 190   | 14.7 | 7.9  | 16.3   | 16.8   | 12.1     | 8.4      | 14.7    | 3.7      | 4.2   | 1.1 |  |  |  |
| 35～39歳以下             | 164   | 20.7 | 13.4 | 11     | 9.8    | 9.8      | 11       | 12.2    | 7.9      | 3.7   | 0.6 |  |  |  |
| 40歳以上                | 163   | 32.5 | 9.8  | 13.5   | 10.4   | 7.4      | 6.1      | 8       | 7.4      | 3.1   | 1.8 |  |  |  |
| 非正規社員*男性(計)          | 206   | 4.4  | 12.1 | 13.1   | 19.9   | 11.7     | 10.7     | 12.6    | 3.4      | 11.7  | 0.5 |  |  |  |
| 29歳以下                | 87    | 6.9  | 12.6 | 14.9   | 14.9   | 6.9      | 9.2      | 14.9    | 3.4      | 16.1  | 0   |  |  |  |
| 30～34歳以下             | 55    | 1.8  | 12.7 | 12.7   | 25.5   | 12.7     | 12.7     | 14.5    | 0        | 7.3   | 0   |  |  |  |
| 35～39歳以下             | 39    | 2.6  | 12.8 | 5.1    | 25.6   | 17.9     | 12.8     | 10.3    | 2.6      | 10.3  | 0   |  |  |  |
| 40歳以上                | 25    | 4    | 8    | 20     | 16     | 16       | 8        | 4       | 12       | 8     | 4   |  |  |  |
| *女性(計)               | 898   | 6.1  | 12.4 | 19.2   | 15.7   | 9.4      | 6.2      | 9.8     | 2.7      | 18.3  | 0.3 |  |  |  |
| 29歳以下                | 171   | 4.1  | 11.7 | 13.5   | 13.5   | 8.8      | 9.4      | 12.9    | 4.1      | 22.2  | 0   |  |  |  |
| 30～34歳以下             | 235   | 7.2  | 11.5 | 19.1   | 15.7   | 10.2     | 4.7      | 11.1    | 1.7      | 17.9  | 0.9 |  |  |  |
| 35～39歳以下             | 237   | 5.1  | 15.2 | 19.4   | 15.6   | 8.4      | 6.8      | 9.3     | 0.8      | 19    | 0.4 |  |  |  |
| 40歳以上                | 255   | 7.5  | 11   | 22.7   | 17.3   | 9.8      | 5.1      | 7.1     | 4.3      | 15.3  | 0   |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 0     | 0   |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 正規社員*29人以下           | 1098  | 43.7 | 24.3 | 32     | 0      | 0        | 0        | 0       | 0        | 0     | 0   |  |  |  |
| 30～299人以下            | 744   | 0    | 0    | 0      | 53     | 47       | 0        | 0       | 0        | 0     | 0   |  |  |  |
| 300人以上・官公庁           | 996   | 0    | 0    | 0      | 0      | 0        | 32.2     | 51.5    | 16.3     | 0     | 0   |  |  |  |
| わからない                | 71    | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 100   | 0   |  |  |  |
| 非正規社員*29人以下          | 399   | 16   | 34.1 | 49.9   | 0      | 0        | 0        | 0       | 0        | 0     | 0   |  |  |  |
| 30～299人以下            | 290   | 0    | 0    | 0      | 62.8   | 37.2     | 0        | 0       | 0        | 0     | 0   |  |  |  |
| 300人以上・官公庁           | 223   | 0    | 0    | 0      | 0      | 0        | 35       | 51.1    | 13.9     | 0     | 0   |  |  |  |
| わからない                | 188   | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 100   | 0   |  |  |  |
| 無回答                  | 17    | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 0     | 100 |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 12.3 | 6.4  | 11.2   | 13.9   | 13.9     | 13.8     | 21      | 5.8      | 1.3   | 0.4 |  |  |  |
| 事務                   | 551   | 6.7  | 7.1  | 9.1    | 13.2   | 12       | 11.1     | 22.5    | 16.3     | 2     | 0   |  |  |  |
| 販売・サービス              | 760   | 26.3 | 10.7 | 11.2   | 11.8   | 10.1     | 9.2      | 17.5    | 0.1      | 2.4   | 0.7 |  |  |  |
| 技能・生産・運輸・保安          | 920   | 17.2 | 11.2 | 15.1   | 14.7   | 12.1     | 10.2     | 12.1    | 3.4      | 3.6   | 0.5 |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 4.1  | 12.3 | 17.2   | 23.8   | 17.2     | 3.3      | 5.7     | 5.7      | 10.7  | 0   |  |  |  |
| 事務                   | 295   | 4.1  | 9.5  | 13.6   | 14.2   | 10.8     | 9.8      | 16.9    | 6.8      | 13.9  | 0.3 |  |  |  |
| 販売・サービス              | 455   | 8.1  | 15.6 | 21.5   | 11.9   | 5.5      | 6.2      | 8.4     | 0.4      | 21.8  | 0.7 |  |  |  |
| 技能・生産・運輸・保安          | 230   | 4.3  | 8.7  | 17.4   | 24.8   | 13       | 7.4      | 8.3     | 0.9      | 15.2  | 0   |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 0      | 0      | 0        | 33.3     | 0       | 0        | 0     | 0   |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |        |        |          |          |         |          |       |     |  |  |  |
| 正規社員*18大都市           | 796   | 19   | 8.3  | 12.7   | 12.8   | 10.8     | 10.8     | 18.1    | 4.5      | 2.8   | 0.3 |  |  |  |
| その他の市町村              | 2126  | 15.5 | 9.5  | 11.8   | 13.7   | 12.4     | 11.1     | 17.4    | 5.9      | 2.3   | 0.5 |  |  |  |
| 非正規社員*18大都市          | 304   | 8.2  | 13.5 | 13.8   | 16.8   | 10.9     | 5.9      | 10.5    | 1.6      | 18.4  | 0.3 |  |  |  |
| その他の市町村              | 800   | 4.9  | 11.9 | 19.6   | 16.4   | 9.4      | 7.5      | 10.3    | 3.3      | 16.5  | 0.4 |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0      | 0      | 0        | 0        | 0       | 0        | 0     | 0   |  |  |  |

問7. 職種

|                      | 全体    | 専門・技術的職業 | 管理的職業 | 事務的職業 | 販売的職業 | サービスの職業 | 技能工・生産工程に関わる職業 | 運輸・通信的職業 | 保安的職業 | 業・林・漁業に関わる職業 | その他  | 無回答 |  |  |
|----------------------|-------|----------|-------|-------|-------|---------|----------------|----------|-------|--------------|------|-----|--|--|
| <b>【性別】</b>          |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 全体                   | 4,026 | 17       | 4     | 21    | 18    | 12      | 20             | 5        | 1     | 1            | 2    | 0   |  |  |
| 男性                   | 2,360 | 15.8     | 5.9   | 12.7  | 16.5  | 8.6     | 29             | 7        | 1.7   | 1.3          | 1.6  | 0   |  |  |
| 女性                   | 1,666 | 17.7     | 0.3   | 32.8  | 19.4  | 17.9    | 8              | 1.3      | 0.2   | 0.4          | 1.6  | 0.1 |  |  |
| <b>【年齢別】</b>         |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 29歳以下                | 951   | 16.3     | 0.8   | 22.8  | 17.4  | 13.2    | 21.8           | 4.6      | 1.3   | 0.5          | 1.3  | 0   |  |  |
| 30～34歳以下             | 1,092 | 17.2     | 1.8   | 20.1  | 18.5  | 11.8    | 21.8           | 4.5      | 1.3   | 0.7          | 2.3  | 0   |  |  |
| 35～39歳以下             | 1,006 | 14.9     | 4.2   | 20.2  | 18.9  | 13.4    | 19.5           | 5.1      | 1     | 1            | 1.6  | 0.3 |  |  |
| 40歳以上                | 977   | 17.9     | 7.6   | 21.2  | 16.1  | 11.4    | 18.1           | 4.4      | 0.8   | 1.4          | 1.1  | 0   |  |  |
| <b>【就業形態】</b>        |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 正社員                  | 2,345 | 19.9     | 4.2   | 21.5  | 16.2  | 6.8     | 21.9           | 5.9      | 1.7   | 0.4          | 1.4  | 0   |  |  |
| パート・契約など             | 954   | 11.2     | 0.1   | 23.2  | 22.4  | 23.5    | 11.5           | 4.4      | 0.5   | 0.7          | 2.2  | 0.2 |  |  |
| 派遣社員                 | 150   | 9.3      | 0     | 49.3  | 6     | 5.3     | 25.3           | 1.3      | 0     | 0            | 3.3  | 0   |  |  |
| 自営業など                | 577   | 13.9     | 7.6   | 8.1   | 19.2  | 18.9    | 27             | 0.7      | 0     | 3.5          | 1    | 0   |  |  |
| 無回答                  | 0     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| <b>【最終学歴】</b>        |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 中高卒                  | 1,641 | 4        | 2.5   | 16.7  | 18.5  | 12.2    | 33.6           | 8        | 1.9   | 1.3          | 1.3  | 0.1 |  |  |
| 専門・短大・高専卒など          | 1,247 | 22.2     | 1.9   | 20.3  | 15.2  | 19.3    | 14.7           | 3.2      | 0.4   | 0.8          | 1.9  | 0.1 |  |  |
| 大学・大学院卒              | 1,135 | 28.6     | 6.9   | 28.1  | 19.5  | 5.3     | 7.3            | 1.4      | 0.7   | 0.5          | 1.6  | 0.1 |  |  |
| 無回答                  | 3     | 33.3     | 33.3  | 0     | 0     | 0       | 33.3           | 0        | 0     | 0            | 0    | 0   |  |  |
| <b>【企業規模】</b>        |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 29人以下                | 1,497 | 13.6     | 2.9   | 13.8  | 19.3  | 18.9    | 24.5           | 2.7      | 0.1   | 2.1          | 2    | 0.1 |  |  |
| 30～299人以下            | 1,034 | 19.6     | 3.8   | 20.6  | 14.1  | 9.7     | 22.8           | 7.1      | 0.8   | 0.4          | 1.2  | 0   |  |  |
| 300人以上・官公庁           | 1,219 | 19.6     | 4.8   | 30.7  | 17.4  | 4.9     | 14.1           | 4.2      | 2.7   | 0.1          | 1.4  | 0.1 |  |  |
| わからない                | 259   | 7.7      | 0.8   | 20.1  | 24.3  | 20.8    | 15.4           | 8.5      | 0.4   | 0.4          | 1.5  | 0   |  |  |
| 無回答                  | 17    | 11.8     | 5.9   | 5.9   | 23.5  | 23.5    | 17.6           | 5.9      | 0     | 0            | 5.9  | 0   |  |  |
| <b>【職種】</b>          |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 専門・技術・管理             | 812   | 82.3     | 17.7  | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 事務                   | 846   | 0        | 0     | 100   | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 販売・サービス              | 1,215 | 0        | 0     | 0     | 58.8  | 41.2    | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 0        | 0     | 0     | 0     | 0       | 71.1           | 16.3     | 3.8   | 3.2          | 5.6  | 0   |  |  |
| 無回答                  | 3     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 100 |  |  |
| <b>【キャリアパス】</b>      |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 正→正(転職なし)            | 972   | 22.3     | 6.1   | 25.3  | 14.4  | 4.3     | 21             | 2.6      | 2.3   | 0.6          | 1.1  | 0   |  |  |
| 正→正(転職あり)            | 1,502 | 17.2     | 4.9   | 15.1  | 18.1  | 11      | 24.3           | 6.3      | 0.8   | 1.1          | 1.1  | 0.1 |  |  |
| 非→非(転職なし)            | 29    | 24.1     | 0     | 24.1  | 24.1  | 3.4     | 13.8           | 10.3     | 0     | 0            | 0    | 0   |  |  |
| 非→非(転職あり)            | 302   | 12.6     | 0     | 21.2  | 22.8  | 21.2    | 12.6           | 6        | 0.7   | 1            | 2    | 0   |  |  |
| 正→非                  | 766   | 9.8      | 0.1   | 29    | 19.2  | 21.5    | 13.6           | 3        | 0.4   | 0.5          | 2.6  | 0.3 |  |  |
| 非→正                  | 423   | 15.1     | 2.1   | 17.5  | 18    | 14.2    | 22.9           | 5.2      | 0.9   | 1.9          | 2.1  | 0   |  |  |
| 無回答                  | 32    | 28.1     | 3.1   | 18.8  | 9.4   | 12.5    | 18.8           | 3.1      | 3.1   | 0            | 3.1  | 0   |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 正規社員*男性(計)           | 2,154 | 16.2     | 6.4   | 12.9  | 16.9  | 8       | 28.7           | 6.5      | 1.7   | 1.3          | 1.3  | 0   |  |  |
| 29歳以下                | 442   | 14.5     | 1.4   | 11.5  | 17.6  | 9       | 34.4           | 7.5      | 2.3   | 0.9          | 0.9  | 0   |  |  |
| 30～34歳以下             | 612   | 16.7     | 3.1   | 13.4  | 16.8  | 7.7     | 31.4           | 5.4      | 2     | 1.1          | 2.5  | 0   |  |  |
| 35～39歳以下             | 566   | 14.5     | 6.9   | 12.7  | 18.4  | 8.7     | 27.4           | 7.1      | 1.4   | 1.4          | 1.4  | 0.2 |  |  |
| 40歳以上                | 534   | 18.7     | 13.9  | 13.7  | 14.6  | 6.9     | 22.5           | 6.2      | 1.3   | 1.9          | 0.4  | 0   |  |  |
| *女性(計)               | 768   | 25.9     | 0.7   | 35.5  | 16.7  | 12.5    | 6.6            | 0.5      | 0.3   | 0.1          | 1.2  | 0   |  |  |
| 29歳以下                | 251   | 25.1     | 0.8   | 37.8  | 15.1  | 11.6    | 7.2            | 0.4      | 0.4   | 0            | 1.6  | 0   |  |  |
| 30～34歳以下             | 190   | 28.4     | 0.5   | 34.7  | 18.4  | 10.5    | 4.7            | 1.6      | 0     | 0            | 1.1  | 0   |  |  |
| 35～39歳以下             | 164   | 25       | 1.2   | 32.3  | 17.7  | 18.3    | 3.7            | 0        | 0.6   | 0            | 1.2  | 0   |  |  |
| 40歳以上                | 163   | 25.2     | 0     | 36.2  | 16    | 10.4    | 11             | 0        | 0     | 0.6          | 0.6  | 0   |  |  |
| 非正規社員*男性(計)          | 206   | 12.1     | 0.5   | 10.2  | 13.1  | 14.1    | 31.6           | 12.6     | 1.5   | 0.5          | 3.9  | 0   |  |  |
| 29歳以下                | 87    | 13.8     | 0     | 8     | 13.8  | 17.2    | 33.3           | 10.3     | 1.1   | 0            | 2.3  | 0   |  |  |
| 30～34歳以下             | 55    | 12.7     | 0     | 7.3   | 12.7  | 12.7    | 25.5           | 20       | 1.8   | 0            | 7.3  | 0   |  |  |
| 35～39歳以下             | 39    | 12.8     | 2.6   | 12.8  | 10.3  | 5.1     | 38.5           | 12.8     | 0     | 0            | 5.1  | 0   |  |  |
| 40歳以上                | 25    | 4        | 0     | 20    | 16    | 20      | 28             | 4        | 4     | 4            | 0    | 0   |  |  |
| *女性(計)               | 898   | 10.7     | 0     | 30.5  | 21.8  | 22.6    | 9.2            | 2        | 0.2   | 0.7          | 2    | 0.2 |  |  |
| 29歳以下                | 171   | 9.4      | 0     | 37.4  | 21.6  | 24.6    | 4.7            | 0.6      | 0     | 0.6          | 1.2  | 0   |  |  |
| 30～34歳以下             | 235   | 10.6     | 0     | 28.5  | 24.3  | 23.4    | 9.8            | 0.9      | 0.4   | 0.4          | 1.7  | 0   |  |  |
| 35～39歳以下             | 237   | 9.3      | 0     | 30.8  | 22.4  | 22.8    | 8.4            | 2.5      | 0.4   | 0.8          | 1.7  | 0.8 |  |  |
| 40歳以上                | 255   | 12.9     | 0     | 27.5  | 19.2  | 20.4    | 12.5           | 3.5      | 0     | 0.8          | 3.1  | 0   |  |  |
| 無回答                  | 0     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| <b>【就業形態2×企業規模】</b>  |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 正規社員*29人以下           | 1,098 | 14.8     | 3.9   | 11.5  | 17.9  | 15.4    | 29.7           | 2.9      | 0.1   | 2.4          | 1.4  | 0   |  |  |
| 30～299人以下            | 744   | 20.6     | 5.2   | 18.7  | 14.8  | 7.7     | 22.8           | 8.2      | 0.8   | 0.4          | 0.8  | 0   |  |  |
| 300人以上・官公庁           | 996   | 22.3     | 5.8   | 27.6  | 17    | 3.5     | 14.8           | 4.1      | 3.2   | 0.1          | 1.5  | 0.1 |  |  |
| わからない                | 71    | 9.9      | 2.8   | 15.5  | 18.3  | 7       | 33.8           | 11.3     | 0     | 0            | 1.4  | 0   |  |  |
| 非正規社員*29人以下          | 399   | 10.3     | 0     | 20.1  | 23.1  | 28.6    | 10.3           | 2        | 0.3   | 1.3          | 3.8  | 0.5 |  |  |
| 30～299人以下            | 290   | 17.2     | 0     | 25.5  | 12.4  | 14.8    | 22.8           | 4.1      | 0.7   | 0.3          | 2.1  | 0   |  |  |
| 300人以上・官公庁           | 223   | 7.6      | 0.4   | 44.4  | 19.3  | 11.2    | 11.2           | 4.5      | 0.4   | 0            | 0.9  | 0   |  |  |
| わからない                | 188   | 6.9      | 0     | 21.8  | 26.6  | 26.1    | 8.5            | 7.4      | 0.5   | 0.5          | 1.6  | 0   |  |  |
| 無回答                  | 17    | 11.8     | 5.9   | 5.9   | 23.5  | 23.5    | 17.6           | 5.9      | 0     | 0            | 5.9  | 0   |  |  |
| <b>【就業形態2×職種】</b>    |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 正規社員*専門・技術・管理        | 690   | 79.3     | 20.7  | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 事務                   | 551   | 0        | 0     | 100   | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 販売・サービス              | 760   | 0        | 0     | 0     | 64.6  | 35.4    | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 技能・生産・運輸・保安          | 920   | 0        | 0     | 0     | 0     | 0       | 72.8           | 15.5     | 4.2   | 3.3          | 4.1  | 0   |  |  |
| 非正規社員*専門・技術・管理       | 122   | 99.2     | 0.8   | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 事務                   | 295   | 0        | 0     | 100   | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 販売・サービス              | 455   | 0        | 0     | 0     | 49    | 51      | 0              | 0        | 0     | 0            | 0    | 0   |  |  |
| 技能・生産・運輸・保安          | 230   | 0        | 0     | 0     | 0     | 0       | 64.3           | 19.1     | 2.2   | 3            | 11.3 | 0   |  |  |
| 無回答                  | 3     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 100 |  |  |
| <b>【就業形態2×都市】</b>    |       |          |       |       |       |         |                |          |       |              |      |     |  |  |
| 正規社員*18大都市           | 796   | 20.6     | 6.2   | 18.6  | 18.6  | 10.1    | 17.3           | 5.7      | 1.3   | 0.3          | 1.5  | 0   |  |  |
| その他の市町村              | 2,126 | 18       | 4.4   | 19    | 16.1  | 8.9     | 25             | 4.6      | 1.4   | 1.3          | 1.2  | 0   |  |  |
| 非正規社員*18大都市          | 304   | 11.5     | 0     | 27.3  | 18.8  | 24.3    | 9.5            | 4.3      | 0.3   | 0.3          | 3.3  | 0.3 |  |  |
| その他の市町村              | 800   | 10.8     | 0.1   | 26.5  | 20.8  | 19.8    | 14.9           | 3.9      | 0.5   | 0.8          | 2    | 0.1 |  |  |
| 無回答                  | 0     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0    | 0   |  |  |

問8. 労働組合加入状況

|                      | 全体    | 勤務先の労働組合に入っている | 勤務先以外の労働組合に入っている | 入っていない | 無回答  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|----------------|------------------|--------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 28             | 2                | 70     | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 33.9           | 2                | 63.5   | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 19.4           | 1.1              | 78.5   | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 31.1           | 1.9              | 65.9   | 1.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 28.7           | 1.8              | 68.6   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 26.7           | 1.5              | 70.8   | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 25             | 1.3              | 73.5   | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 42.3           | 1.2              | 55.7   | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 8.5            | 0.7              | 89.9   | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6.7            | 4.7              | 88     | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 6.6            | 4                | 88.6   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0              | 0                | 0      | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 26             | 1.7              | 71.2   | 1.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 21.1           | 1.8              | 76.1   | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 38             | 1.3              | 60.5   | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3           | 0                | 66.7   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 9.4            | 2.5              | 87.1   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 25.6           | 1.1              | 72.1   | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 54.2           | 1.2              | 44.3   | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 19.3           | 0.4              | 79.2   | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 29.4           | 5.9              | 64.7   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 31.7           | 1.5              | 66.3   | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 29.9           | 1.5              | 68.3   | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 21.7           | 1.2              | 76.3   | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 30.2           | 2.3              | 66.3   | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3           | 0                | 33.3   | 33.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 53.8           | 1.3              | 43.9   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 26.6           | 2                | 70.9   | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 27.6           | 0                | 72.4   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 8.9            | 2.6              | 88.1   | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 7.3            | 0.8              | 90.9   | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 23.9           | 2.1              | 72.6   | 1.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 25             | 0                | 75     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 36.1           | 2                | 61.2   | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 37.6           | 2                | 60     | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 36.6           | 2.1              | 60.6   | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 34.6           | 2.1              | 61.8   | 1.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 36             | 1.9              | 62.2   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 32.9           | 1                | 64.8   | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 37.8           | 0.4              | 59     | 2.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 33.2           | 1.6              | 64.7   | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 34.8           | 1.2              | 63.4   | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 23.3           | 1.2              | 75.5   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 10.2           | 1.9              | 87.4   | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 17.2           | 2.3              | 80.5   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 5.5            | 1.8              | 90.9   | 1.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1            | 0                | 94.9   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4              | 4                | 92     | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 7.8            | 1.1              | 90.2   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 11.7           | 3.5              | 84.2   | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 9.8            | 1.3              | 87.2   | 1.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 5.9            | 0.4              | 93.2   | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 5.1            | 0                | 94.1   | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0              | 0                | 0      | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 11.6           | 3.1              | 84.4   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 32.3           | 0.9              | 65.6   | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 63.5           | 1                | 35.3   | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 38             | 0                | 59.2   | 2.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 3.5            | 1                | 94.5   | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 8.6            | 1.4              | 89     | 1    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 13             | 2.2              | 84.3   | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 12.2           | 0.5              | 86.7   | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 29.4           | 5.9              | 64.7   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 35.7           | 1.4              | 62.3   | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 40.8           | 1.3              | 57.7   | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 30.1           | 1.3              | 67.6   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 35.9           | 2.7              | 60.2   | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 9              | 1.6              | 88.5   | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 9.5            | 2                | 88.1   | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 7.7            | 0.9              | 90.8   | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 7.4            | 0.9              | 90.4   | 1.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3           | 0                | 33.3   | 33.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                |                  |        |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 31.9           | 1                | 66.7   | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 36.5           | 2.1              | 60.4   | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 9.2            | 2                | 88.8   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 7.9            | 1                | 90     | 1.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0              | 0                | 0      | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



問9. 職場であてはまること

|                      | 全体    | 残業している人が多い | 人員が常に不足している | 締め切りや納期がきつい | 辞める人が多い | お互いに助け合う雰囲気がある | 一人ひとりが独立して行う仕事が多い | 職場の人と協力して行う仕事が多い | 先輩が後輩を教える雰囲気がある | 本人の希望で異動できる | 正社員になれる制度がある | パートや契約社員などかある | 新人の仕事や生活について相談相手が決まらている | 将来の仕事について相談できる機会がある | 研修などの仕事の機会が多 |
|----------------------|-------|------------|-------------|-------------|---------|----------------|-------------------|------------------|-----------------|-------------|--------------|---------------|-------------------------|---------------------|--------------|
| <b>全体</b>            | 4,026 | 37         | 30          | 16          | 20      | 38             | 25                | 37               | 27              | 10          | 16           | 7             | 8                       | 24                  |              |
| <b>【性別】</b>          |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 男性                   | 2360  | 43.8       | 32.2        | 20.4        | 20.5    | 33             | 28                | 36.8             | 25.6            | 10.8        | 14.8         | 6.2           | 9.5                     | 23.4                |              |
| 女性                   | 1666  | 27.3       | 25.5        | 9.3         | 20      | 44.4           | 21.4              | 37.1             | 28.5            | 8.6         | 16.4         | 6.8           | 6.7                     | 25.3                |              |
| <b>【年齢別】</b>         |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 29歳以下                | 951   | 42.2       | 29          | 15.7        | 26.6    | 44.6           | 24.4              | 38.6             | 34              | 11.4        | 20.6         | 7             | 9.4                     | 26                  |              |
| 30～34歳以下             | 1092  | 36.2       | 31          | 14.3        | 21.5    | 37             | 24.7              | 38.3             | 27.7            | 9.5         | 15.1         | 6.4           | 8.9                     | 25.2                |              |
| 35～39歳以下             | 1006  | 34.5       | 30          | 16.4        | 19.4    | 33.9           | 26.1              | 32               | 22.5            | 8.4         | 14.2         | 6             | 7.6                     | 21.8                |              |
| 40歳以上                | 977   | 35.2       | 27.5        | 17          | 13.7    | 35.8           | 25.8              | 38.8             | 23.1            | 10.3        | 12.2         | 6.4           | 7.7                     | 23.7                |              |
| <b>【就業形態】</b>        |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 正社員                  | 2345  | 49.6       | 35.5        | 20.4        | 23.6    | 36.9           | 26.9              | 39.6             | 30.7            | 13.7        | 16.5         | 8.5           | 10.7                    | 31                  |              |
| パート、契約など             | 954   | 20.4       | 26.8        | 6.1         | 19.7    | 46.2           | 20.8              | 37.2             | 26.5            | 6           | 19.2         | 4.5           | 4.6                     | 16.1                |              |
| 派遣社員                 | 150   | 50         | 18          | 15.3        | 28      | 28             | 30.7              | 27.3             | 20.7            | 5.3         | 21.3         | 6             | 1.3                     | 21.3                |              |
| 自営業など                | 577   | 9.4        | 12.1        | 13.2        | 5.9     | 29.5           | 24.8              | 28.1             | 12.7            | 1.9         | 3.6          | 1.6           | 6.9                     | 10.4                |              |
| 無回答                  | 0     | 0          | 0           | 0           | 0       | 0              | 0                 | 0                | 0               | 0           | 0            | 0             | 0                       | 0                   |              |
| <b>【最終学歴】</b>        |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 中高卒                  | 1641  | 27.8       | 26.9        | 14.6        | 19.1    | 35.3           | 24.7              | 36               | 25.4            | 7.6         | 14.8         | 4.3           | 6                       | 19                  |              |
| 専門・短大・高専卒など          | 1247  | 33.4       | 29.8        | 13.6        | 22.1    | 42.9           | 23.3              | 37.7             | 27.5            | 8.3         | 16.4         | 5.6           | 7.9                     | 26.7                |              |
| 大学・大学院卒              | 1135  | 54         | 32.8        | 20          | 20      | 35.5           | 28.1              | 37.3             | 28.1            | 15          | 15.3         | 10.5          | 12.3                    | 29                  |              |
| 無回答                  | 3     | 0          | 0           | 0           | 0       | 33.3           | 33.3              | 66.7             | 0               | 0           | 33.3         | 0             | 0                       | 0                   |              |
| <b>【企業規模】</b>        |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 29人以下                | 1497  | 17.1       | 20.4        | 12.6        | 12.1    | 39.1           | 25.3              | 35.1             | 21.4            | 2.2         | 5.1          | 2.2           | 6.7                     | 12.8                |              |
| 30～299人以下            | 1034  | 44.8       | 36.9        | 15.4        | 30.4    | 36.8           | 24.6              | 37.7             | 26.1            | 8.4         | 18.5         | 5             | 5.9                     | 23.5                |              |
| 300人以上・官公庁           | 1219  | 58.4       | 35.8        | 21.5        | 22.6    | 36.7           | 26.4              | 39.5             | 35.3            | 20.6        | 25.1         | 13.6          | 13.5                    | 40                  |              |
| わからない                | 259   | 20.8       | 23.2        | 9.3         | 16.2    | 39.4           | 22                | 32.4             | 21.6            | 10.4        | 18.5         | 3.1           | 3.1                     | 18.5                |              |
| 無回答                  | 17    | 11.8       | 17.6        | 11.8        | 23.5    | 29.4           | 29.4              | 29.4             | 5.9             | 0           | 11.8         | 5.9           | 11.8                    | 23.5                |              |
| <b>【職種】</b>          |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 専門・技術・管理             | 812   | 54.8       | 37.6        | 20.4        | 19.2    | 39.2           | 29.4              | 42.6             | 29.9            | 13.3        | 13.8         | 11.6          | 11.2                    | 37.9                |              |
| 事務                   | 846   | 40.4       | 26          | 14.9        | 17.1    | 34.8           | 24.6              | 32.2             | 26.5            | 12.1        | 17           | 8.5           | 7.6                     | 24.9                |              |
| 販売・サービス              | 1215  | 27         | 30          | 8.8         | 24.3    | 45.2           | 23                | 35               | 27.5            | 7.9         | 18.3         | 4.1           | 9.4                     | 23.2                |              |
| 技能・生産・運輸・保安など        | 1150  | 32.3       | 25.7        | 20.6        | 19.2    | 31             | 25.2              | 38.5             | 24.1            | 7.9         | 12.6         | 3.8           | 5.9                     | 15                  |              |
| 無回答                  | 3     | 33.3       | 0           | 0           | 0       | 33.3           | 33.3              | 0                | 0               | 33.3        | 0            | 0             | 0                       | 0                   |              |
| <b>【キャリアパス】</b>      |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 正→正(転職なし)            | 972   | 56.8       | 35.2        | 22.1        | 19.2    | 37.1           | 24.1              | 41.6             | 34.5            | 18.2        | 16.3         | 11.7          | 12.2                    | 35.3                |              |
| 正→正(転職あり)            | 1502  | 33.4       | 27.7        | 18          | 20.3    | 33.3           | 28.3              | 34               | 22.9            | 8.1         | 11.3         | 4.6           | 8.5                     | 21.6                |              |
| 非→非(転職なし)            | 29    | 27.6       | 41.4        | 0           | 13.8    | 34.5           | 24.1              | 31               | 27.6            | 0           | 17.2         | 6.9           | 3.4                     | 20.7                |              |
| 非→非(転職あり)            | 302   | 28.1       | 23.5        | 7.3         | 21.2    | 42.1           | 25.2              | 32.5             | 27.2            | 6.3         | 22.8         | 7             | 5                       | 16.6                |              |
| 正→非                  | 766   | 22.7       | 26          | 7.4         | 20.9    | 45             | 20.8              | 37.5             | 25.2            | 6           | 18.4         | 3.8           | 3.8                     | 16.8                |              |
| 非→正                  | 423   | 37.1       | 31.9        | 16.3        | 20.8    | 39.7           | 25.1              | 39.5             | 25.5            | 8           | 18.2         | 5.7           | 10.2                    | 26.2                |              |
| 無回答                  | 32    | 31.3       | 34.4        | 9.4         | 28.1    | 25             | 31.3              | 31.3             | 25              | 3.1         | 12.5         | 3.1           | 6.3                     | 31.3                |              |
| <b>【就業形態2×性別×年齢】</b> |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 正規社員*男性(計)           | 2154  | 44.7       | 32.5        | 20.9        | 19.8    | 33.1           | 28                | 37.3             | 26.1            | 11.2        | 13.8         | 6.4           | 10                      | 24.6                |              |
| 29歳以下                | 442   | 47.5       | 30.8        | 20.8        | 28.5    | 40             | 26.7              | 39.6             | 34.8            | 10.2        | 17.2         | 5.7           | 11.8                    | 25.6                |              |
| 30～34歳以下             | 612   | 42.3       | 33.7        | 17.5        | 22.1    | 32.8           | 25.8              | 37.7             | 27.5            | 11.4        | 13.6         | 7             | 10.1                    | 25                  |              |
| 35～39歳以下             | 566   | 42.4       | 33.7        | 22.1        | 17.3    | 30.4           | 29.9              | 32.3             | 21              | 9.4         | 13.1         | 5.7           | 8.8                     | 22.6                |              |
| 40歳以上                | 534   | 47.4       | 31.1        | 23.8        | 12.5    | 30.5           | 29.8              | 40.1             | 22.7            | 13.7        | 12           | 6.9           | 9.6                     | 25.5                |              |
| *女性(計)               | 768   | 33.2       | 26.6        | 13.5        | 21      | 42.1           | 22                | 37.4             | 30.2            | 12          | 14.5         | 9.2           | 9.9                     | 33.5                |              |
| 29歳以下                | 251   | 39.8       | 29.9        | 13.1        | 29.1    | 52.6           | 18.7              | 41.4             | 38.6            | 16.7        | 19.1         | 10.4          | 10                      | 35.1                |              |
| 30～34歳以下             | 190   | 35.3       | 29.5        | 15.8        | 23.2    | 40.5           | 25.3              | 37.9             | 32.1            | 9.5         | 14.2         | 8.9           | 11.1                    | 37.9                |              |
| 35～39歳以下             | 164   | 28         | 22          | 12.4        | 35.4    | 22             | 34.8              | 24.4             | 11.6            | 11.6        | 9.1          | 11.6          | 30.5                    |                     |              |
| 40歳以上                | 163   | 25.8       | 22.7        | 12.3        | 13.5    | 34.4           | 23.3              | 33.1             | 20.9            | 8           | 10.4         | 8             | 6.7                     | 28.8                |              |
| 非正規社員*男性(計)          | 206   | 34.5       | 30.1        | 14.6        | 27.7    | 32             | 27.2              | 31.6             | 20.4            | 6.3         | 25.7         | 4.9           | 4.9                     | 10.7                |              |
| 29歳以下                | 87    | 37.9       | 28.7        | 14.9        | 17.2    | 40.2           | 28.7              | 31               | 23              | 6.9         | 34.5         | 4.6           | 5.7                     | 10.3                |              |
| 30～34歳以下             | 55    | 40         | 30.9        | 14.5        | 34.5    | 30.9           | 27.3              | 36.4             | 25.5            | 5.5         | 25.5         | 5.5           | 9.1                     | 14.5                |              |
| 35～39歳以下             | 39    | 28.2       | 25.6        | 17.9        | 43.6    | 17.9           | 28.2              | 20.5             | 7.7             | 5.1         | 20.5         | 2.6           | 0                       | 7.7                 |              |
| 40歳以上                | 25    | 20         | 40          | 8           | 24      | 28             | 20                | 40               | 20              | 8           | 4            | 8             | 0                       | 8                   |              |
| *女性(計)               | 898   | 22.2       | 24.6        | 5.7         | 19.3    | 46.4           | 20.9              | 36.9             | 26.9            | 5.8         | 18           | 4.7           | 4                       | 18.3                |              |
| 29歳以下                | 171   | 33.9       | 23.4        | 6.4         | 22.8    | 46.8           | 24.6              | 35.7             | 30.4            | 8.8         | 24.6         | 7             | 4.1                     | 21.6                |              |
| 30～34歳以下             | 235   | 20         | 25.5        | 4.7         | 15.7    | 46.4           | 20.9              | 40.4             | 25.5            | 5.5         | 17.4         | 3             | 3.8                     | 17.9                |              |
| 35～39歳以下             | 237   | 21.1       | 27.4        | 5.1         | 24.5    | 43.9           | 19.8              | 31.2             | 27              | 4.6         | 17.7         | 5.1           | 3                       | 16                  |              |
| 40歳以上                | 255   | 17.3       | 22          | 6.7         | 15.3    | 48.6           | 19.6              | 39.6             | 25.9            | 5.1         | 14.5         | 4.3           | 5.1                     | 18.4                |              |
| 無回答                  | 0     | 0          | 0           | 0           | 0       | 0              | 0                 | 0                | 0               | 0           | 0            | 0             | 0                       | 0                   |              |
| <b>【就業形態2×企業規模】</b>  |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 正規社員*29人以下           | 1098  | 18.1       | 19.9        | 15.5        | 11      | 35.3           | 27.5              | 33.9             | 19.7            | 2.6         | 3.8          | 1.8           | 7.3                     | 14.6                |              |
| 30～299人以下            | 744   | 49.9       | 39.1        | 18          | 30.1    | 35.2           | 24.9              | 38.2             | 26.5            | 9.4         | 17.9         | 5.1           | 7                       | 25.5                |              |
| 300人以上・官公庁           | 996   | 62.7       | 37.8        | 23.8        | 22.6    | 36.5           | 25.9              | 41.2             | 36.6            | 22.7        | 22.3         | 14.8          | 15.5                    | 41.8                |              |
| わからない                | 71    | 31         | 21.1        | 16.9        | 18.3    | 25.4           | 32.4              | 28.2             | 21.1            | 11.3        | 12.7         | 2.8           | 4.2                     | 23.9                |              |
| 非正規社員*29人以下          | 399   | 14.3       | 21.6        | 4.8         | 15      | 49.4           | 19.3              | 38.6             | 26.3            | 1           | 8.5          | 3.3           | 5.3                     | 7.8                 |              |
| 30～299人以下            | 290   | 31.7       | 31.4        | 8.6         | 31      | 40.7           | 23.8              | 36.6             | 25.2            | 5.9         | 20           | 4.8           | 3.1                     | 18.3                |              |
| 300人以上・官公庁           | 223   | 39.5       | 26.9        | 11.2        | 22.9    | 37.2           | 28.7              | 31.8             | 29.1            | 11.2        | 37.7         | 8.5           | 4.9                     | 31.8                |              |
| わからない                | 188   | 17         | 23.9        | 6.4         | 15.4    | 44.7           | 18.1              | 34               | 21.8            | 10.1        | 20.7         | 3.2           | 2.7                     | 16.5                |              |
| 無回答                  | 17    | 11.8       | 17.6        | 11.8        | 23.5    | 29.4           | 29.4              | 29.4             | 5.9             | 0           | 11.8         | 5.9           | 11.8                    | 23.5                |              |
| <b>【就業形態2×職種】</b>    |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 正規社員*専門・技術・管理        | 690   | 57.7       | 37.8        | 22.5        | 19.3    | 37.4           | 29.1              | 41.7             | 29.7            | 14.3        | 13.8         | 12.8          | 12.6                    | 39                  |              |
| 事務                   | 551   | 44.1       | 30.3        | 17.8        | 16.5    | 34.5           | 24.7              | 33.6             | 28.3            | 15.2        | 15.4         | 9.4           | 10                      | 29.4                |              |
| 販売・サービス              | 760   | 34.9       | 29.7        | 13.3        | 26.3    | 40.1           | 25.9              | 32.8             | 26.3            | 9.2         | 16.4         | 4.6           | 11.6                    | 26.8                |              |
| 技能・生産・運輸・保安          | 920   | 33.7       | 27.1        | 21.8        | 17.7    | 30.8           | 25.9              | 40               | 25.3            | 8.6         | 11.2         | 3.6           | 6.6                     | 16.5                |              |
| 非正規社員*専門・技術・管理       | 122   | 38.5       | 36.1        | 9           | 18.9    | 49.2           | 31.1              | 47.5             | 31.1            | 7.4         | 13.9         | 4.9           | 3.3                     | 32                  |              |
| 事務                   | 295   | 33.6       | 18          | 9.5         | 18.3    | 35.3           | 24.4              | 29.5             | 23.1            | 6.1         | 20           | 6.8           | 3.1                     | 16.6                |              |
| 販売・サービス              | 455   | 13.8       | 30.5        | 1.3         | 20.9    | 53.6           | 18                | 38.7             | 29.5            | 5.7         | 21.3         | 3.3           | 5.7                     | 17.1                |              |
| 技能・生産・運輸・保安          | 230   | 26.5       | 20.4        | 15.7        | 25.2    | 32.2           | 22.6              | 32.6             | 19.1            | 5.2         | 18.3         | 4.8           | 3                       | 8.7                 |              |
| 無回答                  | 3     | 33.3       | 0           | 0           | 0       | 33.3           | 33.3              | 0                | 0               | 33.3        | 0            | 0             | 0                       | 0                   |              |
| <b>【就業形態2×都市】</b>    |       |            |             |             |         |                |                   |                  |                 |             |              |               |                         |                     |              |
| 正規社員*18大都市           | 796   | 44.3       | 33.5        | 20.7        | 23.1    | 36.6           | 30.4              | 34.4             | 27.6            | 12.9        | 16.2         | 7.3           | 11.8                    | 24.1                |              |
| その他の市町村              | 2126  | 40.6       | 29.9        | 18.3        | 19      | 35             | 25                | 38.4             | 27              | 10.8        | 13.1         | 7.1           | 9.3                     | 28                  |              |
| 非正規社員*18大都市          | 304   | 22.4       | 25.3        | 6.6         | 19.4    | 4              |                   |                  |                 |             |              |               |                         |                     |              |

問9. 職場であてはまること

|                      | 全体    | は経験する仕事の順番が | いずれもあてはまらない | 無回答  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------------|-------------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 6           | 9           | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 6.1         | 7.6         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 6.7         | 9.7         | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 7.8         | 5           | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 6.5         | 8           | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 4.7         | 9.5         | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 6.6         | 11.3        | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 6.5         | 3.4         | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 5.6         | 8.3         | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 4.7         | 4           | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 7.5         | 30.5        | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 6.6         | 10.4        | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 7.1         | 7.8         | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 5           | 6.3         | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3        | 33.3        | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 6.9         | 15.8        | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 4.9         | 4.3         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 6.8         | 2.1         | 0.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 6.9         | 12.7        | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9         | 17.6        | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 5.8         | 6           | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 6.9         | 7.7         | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 5.9         | 9.1         | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 6.9         | 10.1        | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0           | 0           | 33.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 6.5         | 3.9         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 6.2         | 11.3        | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 3.4         | 3.4         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 6.3         | 7.3         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 5           | 8           | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 8.5         | 11.1        | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 18.8        | 6.3         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 6.1         | 7.7         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 7.2         | 4.8         | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 6.2         | 7.5         | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 3.9         | 7.8         | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 7.3         | 10.1        | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 8.5         | 11.8        | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 10          | 6.8         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 7.4         | 10.5        | 1.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 9.8         | 14          | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 6.1         | 19          | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.3         | 7.3         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 6.9         | 6.9         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 5.5         | 3.6         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1         | 12.8        | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8           | 8           | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 5.2         | 7.8         | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 6.4         | 2.3         | 0.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 6.8         | 8.1         | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 3           | 10.1        | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 5.1         | 9           | 1.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 7.9         | 17.9        | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 5           | 3.9         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 6.4         | 1.6         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 9.9         | 18.3        | 1.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 4           | 10          | 1.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 4.8         | 5.2         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 8.5         | 4           | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 5.9         | 10.6        | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9         | 17.6        | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 6.1         | 6.2         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 6.9         | 6.5         | 0.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 6.6         | 10.8        | 0.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 7.2         | 10.3        | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 4.1         | 4.9         | 0.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 6.8         | 9.8         | 0.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 4.8         | 6.4         | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 5.7         | 9.1         | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0           | 0           | 33.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |             |             |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 7           | 7.3         | 0.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 6.6         | 9.3         | 0.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 3           | 8.6         | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 6.4         | 7.4         | 0.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



問11. 仕事上の能力と知識の他での応用

|                      | 全体    | とても役に立つ | ある程度役に立つ | あまり役に立たない | まったく役に立たない | わからない | 無回答 |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|----------|-----------|------------|-------|-----|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 11      | 51       | 19        | 4          | 15    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 12.6    | 51.1     | 18        | 4.2        | 13.9  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 8.9     | 50.2     | 19.3      | 3.8        | 17.3  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 10.5    | 51.6     | 18.2      | 4.4        | 15.1  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 12.4    | 48.8     | 17        | 4.9        | 16.8  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 9.6     | 53.6     | 18        | 4.5        | 13.8  | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 11.7    | 49.2     | 21.2      | 2.3        | 15.5  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 11.9    | 52.8     | 18.3      | 3.7        | 13.1  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 7.8     | 47.2     | 22.6      | 4          | 18    | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 9.3     | 44       | 19.3      | 8.7        | 18.7  | 0   |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 13.5    | 50.4     | 12.7      | 4.3        | 18.9  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0        | 0         | 0          | 0     | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 8.8     | 47.2     | 21.3      | 4.3        | 18    | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 12.6    | 53.7     | 16.3      | 4          | 13.2  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 12.7    | 52.8     | 17.1      | 3.8        | 13.7  | 0   |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3     | 0         | 0          | 66.7  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 13      | 49.4     | 15.4      | 3.3        | 18.5  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 10.3    | 51.7     | 20.6      | 3.8        | 13.3  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 10.9    | 54       | 19.4      | 4.3        | 11.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 4.2     | 40.9     | 24.7      | 7.3        | 22.4  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 35.3     | 17.6      | 17.6       | 23.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 18.3    | 53.4     | 13.5      | 2.2        | 12.2  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 7.9     | 54.6     | 20.1      | 4.1        | 13.1  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.6    | 52.4     | 16.9      | 2.6        | 16.3  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 7.7     | 44.3     | 22.8      | 6.9        | 18.2  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7     | 0         | 0          | 33.3  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 10      | 51.2     | 18.9      | 4.8        | 14.8  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 13.9    | 53.7     | 16        | 3.3        | 12.9  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0       | 41.4     | 27.6      | 3.4        | 27.6  | 0   |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 10.6    | 48.3     | 21.2      | 4.6        | 15.2  | 0   |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 7       | 46.3     | 22.5      | 4.6        | 19.1  | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 10.9    | 50.1     | 17        | 3.5        | 18.2  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 25      | 43.8     | 21.9      | 3.1        | 6.3   | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 12.9    | 52.2     | 17.3      | 4          | 13.4  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 10.9    | 54.3     | 16.5      | 4.8        | 13.3  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 14.2    | 48.7     | 16.5      | 5.6        | 15    | 0   |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 11.3    | 55.1     | 18.2      | 3.2        | 11.7  | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 14.6    | 51.5     | 18        | 2.4        | 13.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 10.5    | 52.5     | 16.8      | 3.4        | 16.7  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 11.6    | 49       | 18.7      | 3.2        | 17.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 10      | 54.7     | 13.7      | 4.7        | 16.8  | 0   |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 9.8     | 54.3     | 13.4      | 4.3        | 17.7  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 10.4    | 53.4     | 20.9      | 1.2        | 14.1  | 0   |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 9.7     | 39.8     | 25.2      | 6.3        | 18.9  | 0   |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 9.2     | 41.4     | 23        | 10.3       | 16.1  | 0   |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 12.7    | 36.4     | 23.6      | 3.6        | 23.6  | 0   |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 7.7     | 41       | 28.2      | 5.1        | 17.9  | 0   |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8       | 40       | 32        | 0          | 20    | 0   |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 7.6     | 48.3     | 21.5      | 4.2        | 17.9  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 8.8     | 53.8     | 19.3      | 2.3        | 15.8  | 0   |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 9.4     | 47.2     | 19.6      | 3.8        | 19.6  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 5.9     | 51.5     | 19        | 7.6        | 15.6  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 6.7     | 42.7     | 27.1      | 2.7        | 20    | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0        | 0         | 0          | 0     | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 14.9    | 49.9     | 14.5      | 3.1        | 17.4  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 10.3    | 53.5     | 18.8      | 4          | 13    | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 11.4    | 55       | 18.5      | 4          | 11    | 0   |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 4.2     | 42.3     | 23.9      | 7          | 21.1  | 1.4 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 7.8     | 47.9     | 18        | 4          | 21.6  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 10      | 47.2     | 25.2      | 3.1        | 14.1  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 8.5     | 49.3     | 23.3      | 5.4        | 13.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 4.3     | 40.4     | 25        | 7.4        | 22.9  | 0   |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 35.3     | 17.6      | 17.6       | 23.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 17.4    | 54.8     | 13.6      | 2.3        | 11.7  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 9.4     | 54.1     | 19.4      | 4.2        | 12.9  | 0   |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 13.6    | 54.6     | 15.1      | 2.5        | 13.9  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 9       | 47.4     | 20.2      | 5.9        | 17.3  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 23.8    | 45.9     | 13.1      | 1.6        | 14.8  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 5.1     | 55.6     | 21.4      | 4.1        | 13.6  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 8.4     | 48.8     | 19.8      | 2.6        | 20.2  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 2.6     | 31.7     | 33        | 10.9       | 21.7  | 0   |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7     | 0         | 0          | 33.3  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |          |           |            |       |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 12.4    | 54.5     | 14.8      | 5.4        | 12.7  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 12.2    | 51.5     | 18.1      | 3.2        | 14.9  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 7.6     | 48       | 23.4      | 4.3        | 16.8  | 0   |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 8.1     | 46.3     | 21.8      | 4.8        | 18.6  | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0        | 0         | 0          | 0     | 0   |  |  |  |  |  |  |  |  |  |  |

問12. 満足度 a収入の水準

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 8    | 25   | 29         | 23   | 15   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,360 | 6    | 24.3 | 28.4       | 24.8 | 16.1 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,666 | 11.3 | 27   | 28.6       | 20.4 | 12.4 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 9.8  | 26.7 | 25.8       | 22.2 | 15   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,092 | 6.8  | 26.3 | 30.6       | 21.7 | 14.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1,006 | 7.5  | 25   | 30.5       | 22.4 | 14.2 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 9    | 23.5 | 26.7       | 25.9 | 14.6 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,345 | 7.5  | 26.4 | 26.4       | 25   | 14.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 9.2  | 27.1 | 28.8       | 21.8 | 12.5 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 7.3  | 20   | 29.3       | 24   | 19.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 9.4  | 19.9 | 36.4       | 16.6 | 17.5 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 7.9  | 21.9 | 30.2       | 24.1 | 15.4 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 7.9  | 26.4 | 27.7       | 22.5 | 15.4 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 9.1  | 29.5 | 26.9       | 21.9 | 12.4 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 33.3       | 66.7 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,497 | 8.4  | 22.7 | 31.9       | 20.4 | 16.2 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,034 | 7    | 22   | 26         | 28.2 | 16.2 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 8.8  | 31.4 | 25.9       | 22   | 11.6 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 9.7  | 26.3 | 30.1       | 22   | 12   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 29.4 | 41.2       | 17.6 | 11.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 10.5 | 27.6 | 25.7       | 22.5 | 13.2 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 11.8 | 28.1 | 26.5       | 20.9 | 12.2 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 6.7  | 24.2 | 32.1       | 21.8 | 15.1 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 5.6  | 23.1 | 28.1       | 26.1 | 16.7 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 33.3       | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 7.3  | 29.1 | 27.7       | 24.5 | 11   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 8.2  | 23.1 | 29.4       | 22.6 | 16.4 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 3.4  | 20.7 | 37.9       | 24.1 | 13.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 8.9  | 28.1 | 28.5       | 20.9 | 13.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 9.3  | 25.7 | 28.6       | 22.6 | 13.2 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 8.5  | 23.4 | 25.8       | 23.2 | 18.9 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1  | 18.8 | 34.4       | 25   | 18.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154 | 6.2  | 24.9 | 28         | 25.1 | 15.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 8.1  | 24.4 | 24         | 24.9 | 17.9 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 4.7  | 25.7 | 30.6       | 24.2 | 14.5 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 6    | 24.7 | 29.3       | 25.1 | 14.5 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 6.6  | 24.7 | 27.2       | 26.4 | 15   | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 12.6 | 25.7 | 29.2       | 18.4 | 13.9 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 13.1 | 28.7 | 25.1       | 20.3 | 12.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 9.5  | 28.9 | 31.1       | 13.2 | 16.3 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 12.8 | 23.2 | 34.1       | 16.5 | 13.4 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 15.3 | 19.6 | 28.2       | 23.3 | 13.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 3.9  | 17.5 | 32.5       | 21.8 | 23.8 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 5.7  | 27.6 | 35.6       | 16.1 | 13.8 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 3.6  | 9.1  | 34.5       | 30.9 | 21.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0    | 15.4 | 25.6       | 20.5 | 38.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4    | 4    | 28         | 24   | 40   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 10.1 | 28.2 | 28.1       | 22.2 | 11   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 11.1 | 29.2 | 26.3       | 21.1 | 11.7 | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 10.6 | 29.8 | 29.4       | 20   | 10.2 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 8.4  | 28.7 | 31.6       | 20.3 | 10.1 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 10.6 | 25.5 | 24.7       | 26.7 | 12.2 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098 | 8    | 22   | 32.1       | 20   | 17.7 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 6.9  | 21.1 | 25.1       | 29.4 | 16.7 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 8.7  | 31.6 | 26.1       | 22.5 | 10.8 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 7    | 22.5 | 32.4       | 23.9 | 14.1 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 9.5  | 24.6 | 31.3       | 21.6 | 12.3 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 7.2  | 24.1 | 28.3       | 25.2 | 14.8 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 9    | 30.5 | 25.1       | 19.7 | 15.2 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 10.6 | 27.7 | 29.3       | 21.3 | 11.2 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 29.4 | 41.2       | 17.6 | 11.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9.6  | 28.8 | 26.1       | 22.2 | 12.9 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 13.2 | 27.8 | 25.4       | 21.4 | 11.8 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 5.8  | 21.2 | 33.2       | 22.2 | 17.5 | 0.1 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 5.2  | 23.9 | 27.8       | 26.3 | 16.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 15.6 | 20.5 | 23.8       | 24.6 | 14.8 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 9.2  | 28.8 | 28.5       | 20   | 12.9 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 8.1  | 29.2 | 30.3       | 21.1 | 11   | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 7    | 20   | 29.1       | 25.2 | 18.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 33.3       | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 7.4  | 25.5 | 28         | 23.4 | 15.6 | 0.1 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 8.1  | 25   | 28.5       | 23.3 | 14.7 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 9.2  | 30.9 | 26.3       | 21.7 | 11.2 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 8.9  | 24.4 | 29.9       | 22.3 | 14.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |

問12. 満足度 b収入の安定性

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 14   | 30   | 30         | 16   | 10   | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 11.9 | 29.2 | 30         | 17.5 | 10.8 | 0.6 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 16.4 | 29.9 | 30.3       | 13.3 | 9.6  | 0.5 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 15   | 31.1 | 28.3       | 14.3 | 10.5 | 0.7 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 14   | 28.3 | 32.1       | 15.9 | 9.3  | 0.4 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 12.4 | 28.3 | 31.8       | 16.4 | 10.3 | 0.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 13.7 | 30.3 | 28.1       | 16.3 | 11.1 | 0.5 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 16.1 | 34.7 | 27.6       | 13.5 | 7.6  | 0.4 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 13.3 | 26.7 | 32.9       | 15.5 | 10.7 | 0.8 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 4.7  | 25.3 | 28         | 20   | 20.7 | 1.3 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 7.5  | 13.9 | 36.4       | 24.1 | 17.7 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 11.1 | 26   | 31.6       | 18.2 | 12.4 | 0.8 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 12.8 | 29.1 | 31.3       | 15.6 | 10.8 | 0.4 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 18.8 | 35   | 26.9       | 12.2 | 6.7  | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 33.3       | 66.7 | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 10.4 | 23.3 | 33.5       | 18.1 | 14.1 | 0.6 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 12   | 29.9 | 30.7       | 17.6 | 9    | 0.9 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 19.8 | 38   | 24.8       | 10.7 | 6.5  | 0.3 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 12.7 | 23.9 | 34         | 17.8 | 11.2 | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 17.6 | 35.3       | 29.4 | 11.8 | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 19.8 | 31.2 | 24.6       | 14.7 | 9.4  | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 22   | 36.1 | 25.5       | 9.8  | 6    | 0.6 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 8.7  | 27.3 | 35.5       | 16.6 | 11.4 | 0.5 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 8.9  | 25.7 | 31.9       | 19.8 | 13   | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 0          | 66.7 | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 18.3 | 37.8 | 26         | 11.5 | 6    | 0.4 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 12.3 | 27.2 | 31.3       | 17.5 | 11.3 | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 13.8 | 17.2 | 31         | 17.2 | 20.7 | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 11.6 | 29.5 | 31.1       | 15.2 | 11.6 | 1   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 12.4 | 25.8 | 32.6       | 16.4 | 11.7 | 0.9 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 13.2 | 26.2 | 29.8       | 18.4 | 12.1 | 0.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4  | 25   | 37.5       | 12.5 | 15.6 | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 12.4 | 30.2 | 30.2       | 16.8 | 9.9  | 0.6 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 13.3 | 27.8 | 30.3       | 16.3 | 11.5 | 0.7 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 13.1 | 30.1 | 31.9       | 16.3 | 8.2  | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 11.5 | 28.1 | 33.2       | 17   | 9.7  | 0.5 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 12   | 34.5 | 24.9       | 17.4 | 10.7 | 0.6 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 19.9 | 31.6 | 27.1       | 12.4 | 8.9  | 0.1 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 22.7 | 39.4 | 21.1       | 9.6  | 7.2  | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 18.4 | 28.4 | 30.5       | 13.7 | 8.4  | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 20.1 | 28.7 | 29.3       | 12.8 | 9.1  | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 17.2 | 26.4 | 30.1       | 14.7 | 11.7 | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.3  | 18.4 | 28.6       | 25.2 | 19.9 | 1.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 6.9  | 28.7 | 32.2       | 18.4 | 11.5 | 2.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 7.3  | 10.9 | 27.3       | 32.7 | 21.8 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 2.6  | 10.3 | 25.6       | 30.8 | 28.2 | 2.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8    | 12   | 24         | 24   | 32   | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 13.5 | 28.4 | 33.1       | 14   | 10.2 | 0.8 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 12.3 | 28.7 | 31.6       | 14   | 12.3 | 1.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 14.5 | 27.7 | 34.9       | 12.8 | 10.2 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 11   | 31.6 | 31.2       | 15.2 | 9.7  | 1.3 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 15.7 | 25.9 | 34.1       | 14.1 | 9.4  | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 9.8  | 22.2 | 33.7       | 19.2 | 14.6 | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 12.1 | 31.2 | 30.1       | 17.7 | 7.9  | 0.9 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 21.6 | 40.2 | 23.6       | 9.3  | 5.2  | 0.1 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 9.9  | 19.7 | 33.8       | 23.9 | 12.7 | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 12   | 26.3 | 32.8       | 15   | 12.8 | 1   |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 11.7 | 26.6 | 32.1       | 17.2 | 11.7 | 0.7 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 11.7 | 28.3 | 30         | 16.6 | 12.1 | 1.3 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 13.8 | 25.5 | 34         | 15.4 | 10.6 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 17.6 | 35.3       | 29.4 | 11.8 | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 19   | 33.3 | 24.6       | 14.5 | 8.3  | 0.3 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 25.4 | 38.3 | 22.9       | 9.1  | 4    | 0.4 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 8.6  | 26.4 | 35.1       | 17.4 | 12.2 | 0.3 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 9.2  | 27.2 | 32.1       | 18.9 | 11.8 | 0.8 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 24.6 | 18.9 | 24.6       | 15.6 | 15.6 | 0.8 |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 15.6 | 31.9 | 30.5       | 11.2 | 9.8  | 1   |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 9    | 28.8 | 36         | 15.4 | 9.9  | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 7.4  | 19.6 | 31.3       | 23.5 | 17.4 | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 0          | 66.7 | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 14.1 | 31   | 30.7       | 12.2 | 11.8 | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 14.5 | 30.4 | 28.9       | 16.9 | 8.8  | 0.5 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 11.8 | 28.9 | 35.2       | 13.5 | 9.5  | 1   |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 12.3 | 25.6 | 31.1       | 17.1 | 13   | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |

問12. 満足度 c労働時間

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 17   | 27   | 27         | 18   | 10   | 1   |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 10.9 | 24.1 | 29.8       | 20.8 | 13.5 | 0.9 |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 25.6 | 32.1 | 23.2       | 13.2 | 5    | 0.8 |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 17.8 | 27.3 | 25.9       | 17.7 | 10.5 | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 16.4 | 25.7 | 29.8       | 17   | 10.1 | 1   |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 18.7 | 26.3 | 25.6       | 19.2 | 9    | 1.1 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 15   | 30.4 | 26.8       | 16.9 | 10.3 | 0.5 |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 12.2 | 25.5 | 26.6       | 21.8 | 13.2 | 0.9 |  |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 26.9 | 34.4 | 22.7       | 11.4 | 3.2  | 1.3 |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 22.7 | 30   | 24.7       | 14   | 8    | 0.7 |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 18.5 | 23.1 | 37.1       | 12.3 | 8.7  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 17.1 | 28.5 | 28         | 16.8 | 8.6  | 1   |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 18.6 | 27.1 | 26.2       | 17.7 | 9.5  | 0.9 |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 15.1 | 26.1 | 26.7       | 18.9 | 12.6 | 0.7 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 33.3       | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 18.9 | 26.5 | 30.3       | 15.2 | 8.4  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 14.7 | 26.6 | 25.4       | 20.7 | 11.2 | 1.4 |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 15.3 | 28.1 | 25         | 19.1 | 12   | 0.5 |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 22   | 33.2 | 25.5       | 13.1 | 5    | 1.2 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 29.4 | 17.6 | 23.5       | 23.5 | 5.9  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 14.7 | 22.3 | 29.3       | 20.4 | 12.8 | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 25.4 | 32.3 | 19.6       | 16.1 | 5.4  | 1.2 |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 17   | 27.7 | 27.8       | 16.1 | 10.9 | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 12.4 | 27   | 30.3       | 18.6 | 10.4 | 1.3 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 12   | 23.1 | 28.9       | 22.8 | 12.2 | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 14.2 | 26.2 | 28.6       | 17.9 | 12.2 | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 13.8 | 24.1 | 51.7       | 6.9  | 3.4  | 0   |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 22.2 | 34.8 | 23.5       | 13.2 | 5.3  | 1   |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 28.3 | 33.8 | 21.7       | 11.5 | 3.4  | 1.3 |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 14.2 | 25.3 | 27.9       | 18.9 | 13.2 | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 12.5 | 18.8 | 31.3       | 34.4 | 3.1  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 10.9 | 24   | 29.3       | 21.3 | 13.7 | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 10.6 | 24.9 | 27.6       | 20.1 | 15.8 | 0.9 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 11.1 | 23.4 | 31.4       | 19.3 | 13.7 | 1.1 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 11.5 | 22.6 | 27.9       | 25.4 | 11.5 | 1.1 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 10.1 | 25.3 | 30         | 20   | 14.4 | 0.2 |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 20.6 | 27.9 | 26.7       | 16.1 | 8.2  | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 23.5 | 28.3 | 22.7       | 17.5 | 8    | 0   |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 17.9 | 22.1 | 31.6       | 20   | 7.9  | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 20.7 | 28.7 | 27.4       | 13.4 | 9.1  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 19   | 33.1 | 26.4       | 12.3 | 8    | 1.2 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 11.2 | 25.2 | 35         | 16.5 | 10.7 | 1.5 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 11.5 | 26.4 | 39.1       | 14.9 | 6.9  | 1.1 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 9.1  | 29.1 | 32.7       | 14.5 | 12.7 | 1.8 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 17.9 | 23.1 | 35.9       | 12.8 | 10.3 | 0   |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4    | 16   | 24         | 32   | 20   | 4   |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 29.8 | 35.7 | 20.3       | 10.7 | 2.3  | 1.1 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 31   | 32.7 | 19.3       | 12.9 | 2.3  | 1.8 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 30.6 | 34   | 23.4       | 9.4  | 1.7  | 0.9 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 34.6 | 34.2 | 17.3       | 9.3  | 3    | 1.7 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 23.9 | 40.8 | 20.8       | 11.8 | 2.4  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 15.9 | 24.2 | 32.6       | 16.1 | 10.3 | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 10.5 | 24.1 | 26.9       | 23.9 | 13.4 | 1.2 |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 12.8 | 26.9 | 25.5       | 20.9 | 13.7 | 0.3 |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 11.3 | 21.1 | 29.6       | 23.9 | 12.7 | 1.4 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 27.1 | 32.6 | 23.8       | 12.5 | 3.3  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 25.5 | 33.1 | 21.7       | 12.4 | 5.5  | 1.7 |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 26.5 | 33.6 | 22.9       | 11.2 | 4.5  | 1.3 |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 26.1 | 37.8 | 23.9       | 9    | 2.1  | 1.1 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 29.4 | 17.6 | 23.5       | 23.5 | 5.9  | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 11.7 | 21.4 | 30.6       | 22   | 13.8 | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 21.6 | 30.5 | 21.6       | 17.6 | 7.4  | 1.3 |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 12.4 | 22.4 | 30.7       | 18.8 | 15.4 | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 10.7 | 26.4 | 29.8       | 20.7 | 11.5 | 1   |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 31.1 | 27   | 22.1       | 11.5 | 7.4  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 32.5 | 35.6 | 15.9       | 13.2 | 1.7  | 1   |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 24.6 | 36.7 | 23.1       | 11.6 | 3.3  | 0.7 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 19.6 | 29.1 | 32.2       | 10.4 | 6.1  | 2.6 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 12.8 | 24.4 | 29.1       | 19.8 | 13.3 | 0.5 |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 13.6 | 25.2 | 28.5       | 19.9 | 11.9 | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 29.6 | 33.9 | 22         | 9.5  | 3.3  | 1.6 |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 25.1 | 33.8 | 23.4       | 12.6 | 4.1  | 1   |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |

問12. 満足度 d休日・休暇

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 26   | 28   | 21         | 17   | 8    | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 17.1 | 28.1 | 24.1       | 19.5 | 10.6 | 0.6 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 38.5 | 28.3 | 15.8       | 12.1 | 4.8  | 0.4 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 26.7 | 28.6 | 19         | 15.2 | 9.9  | 0.5 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 24.6 | 29.1 | 23         | 15.7 | 7.1  | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 27.3 | 26.4 | 19.4       | 18.8 | 7.7  | 0.4 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 25.3 | 28.7 | 21         | 16.2 | 8.3  | 0.6 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 20.7 | 29.6 | 20         | 19.4 | 9.9  | 0.4 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 40.9 | 30.4 | 14.9       | 10.3 | 2.9  | 0.6 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 32.7 | 30.7 | 17.3       | 12.7 | 6    | 0.7 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 21   | 18.4 | 33.8       | 15.9 | 10.4 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 24.8 | 27.8 | 23.2       | 14.7 | 8.7  | 0.7 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 27.4 | 28.4 | 18.7       | 17.4 | 7.9  | 0.2 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 26.1 | 28.5 | 19.1       | 17.9 | 7.8  | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 33.3       | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 24.9 | 23.4 | 24.8       | 16.4 | 10   | 0.4 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 23.3 | 27.3 | 19.7       | 20.1 | 8.5  | 1.1 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 27.9 | 34.6 | 15.8       | 14.5 | 6.9  | 0.2 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 32.4 | 30.1 | 23.6       | 11.2 | 2.7  | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 41.2 | 23.5 | 11.8       | 17.6 | 5.9  | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 24.4 | 27.6 | 20.2       | 17.9 | 9.4  | 0.6 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 38.1 | 31.7 | 11.8       | 14.4 | 3.3  | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 25.9 | 26.3 | 22         | 15.9 | 9.5  | 0.3 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 18.2 | 28.1 | 26.1       | 17.7 | 9.6  | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 33.3 | 33.3       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 20.5 | 30.9 | 19.8       | 19.1 | 9.5  | 0.3 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 21.4 | 25.7 | 24.4       | 17.8 | 10.2 | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 17.2 | 44.8 | 20.7       | 3.4  | 13.8 | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 35.1 | 30.8 | 18.5       | 13.9 | 1.3  | 0.3 |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 42.6 | 29.5 | 13.7       | 9.7  | 3.8  | 0.8 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 20.1 | 25.8 | 23.4       | 19.6 | 10.9 | 0.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4  | 28.1 | 25         | 28.1 | 6.3  | 3.1 |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 17.2 | 28.1 | 23.6       | 19.8 | 10.8 | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 17.2 | 29   | 20.8       | 19   | 13.3 | 0.7 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 16.5 | 28.8 | 27.3       | 17.3 | 9.6  | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 18.7 | 25.6 | 21.7       | 23.5 | 10.1 | 0.4 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 16.3 | 29.4 | 23.6       | 19.3 | 10.9 | 0.6 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 30.7 | 25.3 | 20.3       | 15.6 | 7.8  | 0.3 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 33.9 | 26.3 | 16.7       | 13.5 | 9.6  | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 30   | 24.7 | 20.5       | 18.9 | 5.3  | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 29.9 | 23.2 | 24.4       | 15.9 | 6.7  | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 27.6 | 26.4 | 21.5       | 14.7 | 9.2  | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 16.5 | 28.2 | 29.1       | 17   | 8.3  | 1   |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 20.7 | 20.7 | 32.2       | 19.5 | 5.7  | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 10.9 | 43.6 | 21.8       | 12.7 | 9.1  | 1.8 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 20.5 | 25.6 | 33.3       | 10.3 | 10.3 | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8    | 24   | 28         | 28   | 12   | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 45.1 | 31   | 12         | 9.1  | 2.2  | 0.6 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 43.9 | 35.1 | 11.1       | 5.8  | 3.5  | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 44.7 | 30.2 | 14         | 9.4  | 1.7  | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 47.3 | 30.8 | 8          | 11   | 2.1  | 0.8 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 44.3 | 29   | 14.5       | 9.4  | 2    | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 19   | 21.3 | 28.2       | 18.9 | 12.2 | 0.3 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 16.9 | 27.6 | 21.4       | 22.6 | 10.3 | 1.2 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 25.4 | 34   | 17         | 15.9 | 7.6  | 0.1 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 18.3 | 26.8 | 33.8       | 14.1 | 7    | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 41.1 | 29.1 | 15.5       | 9.5  | 4    | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 39.7 | 26.6 | 15.5       | 13.8 | 3.8  | 0.7 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 39   | 37.2 | 10.8       | 8.5  | 3.6  | 0.9 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 37.8 | 31.4 | 19.7       | 10.1 | 1.1  | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 41.2 | 23.5 | 11.8       | 17.6 | 5.9  | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 21.6 | 27.8 | 21         | 18.8 | 10.1 | 0.6 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 32.5 | 32.7 | 13.8       | 17.1 | 3.4  | 0.5 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 17.8 | 23   | 26.1       | 19.6 | 13.3 | 0.3 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 15.4 | 27.5 | 26.6       | 18.8 | 11.2 | 0.4 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 40.2 | 26.2 | 15.6       | 12.3 | 4.9  | 0.8 |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 48.5 | 29.8 | 8.1        | 9.5  | 3.1  | 1   |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 39.6 | 31.9 | 15.2       | 9.7  | 3.3  | 0.4 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 29.1 | 30.4 | 23.9       | 13   | 3    | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 33.3 | 33.3       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 21   | 26.4 | 24.9       | 18.3 | 9.3  | 0.1 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 20.6 | 27.8 | 21.9       | 18.8 | 10.3 | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 43.8 | 32.9 | 11.5       | 9.5  | 1.6  | 0.7 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 38.3 | 29.5 | 16.6       | 11   | 4    | 0.6 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |



問12. 満足度 e仕事の量

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 12   | 23   | 36         | 19   | 9    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 8.5  | 19.7 | 38.3       | 21.7 | 11.2 | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 17.6 | 28.2 | 33.3       | 15.3 | 5.2  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 13   | 24.9 | 37.4       | 17   | 7    | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 10.3 | 22   | 39.1       | 18   | 10   | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 13   | 23.6 | 33         | 21.8 | 8.3  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 12.9 | 22.7 | 35.2       | 19.3 | 9.4  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 8.5  | 21.3 | 36.6       | 22.2 | 11   | 0.4 |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 18.9 | 29.7 | 32.8       | 13.1 | 4.7  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 13.3 | 26   | 30.7       | 24   | 6    | 0   |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 16.5 | 19.9 | 41.8       | 14.9 | 6.8  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 11.7 | 23.1 | 39.5       | 17.2 | 7.9  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 13.8 | 24.3 | 35.3       | 17.2 | 9.1  | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 11.5 | 22.4 | 32.5       | 23.6 | 9.7  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7       | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 15.3 | 23.5 | 38.9       | 15.3 | 6.5  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 10.3 | 21.7 | 36.8       | 19.9 | 10.3 | 1   |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 9.9  | 23.1 | 32.6       | 23.4 | 10.8 | 0.2 |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 13.9 | 27.8 | 35.9       | 16.6 | 5.8  | 0   |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 35.3 | 35.3       | 23.5 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 12.1 | 19.7 | 32.6       | 23.3 | 11.8 | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 17.6 | 26.1 | 29.1       | 20.2 | 6.4  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.4 | 25.7 | 39.3       | 16.1 | 7.3  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 9.3  | 21   | 41         | 18.3 | 9.8  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 8.4  | 19.5 | 35.6       | 25.1 | 11   | 0.3 |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 11   | 21.4 | 38.5       | 19   | 9.7  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 10.3 | 10.3 | 48.3       | 24.1 | 6.9  | 0   |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 15.6 | 29.8 | 33.1       | 15.6 | 6    | 0   |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 19.6 | 29.2 | 31.7       | 14   | 4.4  | 1   |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 10.4 | 23.4 | 39.5       | 15.8 | 10.6 | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4  | 28.1 | 34.4       | 28.1 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 8.5  | 19.6 | 37.8       | 22.1 | 11.6 | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 9.3  | 23.1 | 39.1       | 17.9 | 10   | 0.7 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 7.5  | 17.3 | 40.7       | 21.4 | 12.4 | 0.7 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 9.2  | 20   | 35         | 25.3 | 10.4 | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 8.2  | 19.1 | 36.3       | 22.8 | 13.3 | 0.2 |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 14.5 | 24.9 | 37.2       | 17.1 | 6.3  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 15.1 | 27.1 | 35.1       | 17.1 | 5.6  | 0   |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 11.1 | 23.2 | 40.5       | 16.3 | 8.4  | 0.5 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 15.9 | 24.4 | 36.6       | 17.7 | 5.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 16   | 23.9 | 37.4       | 17.2 | 5.5  | 0   |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 8.7  | 20.9 | 43.7       | 18   | 7.3  | 1.5 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 11.5 | 18.4 | 48.3       | 17.2 | 3.4  | 1.1 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 1.8  | 30.9 | 36.4       | 20   | 10.9 | 0   |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 15.4 | 17.9 | 43.6       | 15.4 | 5.1  | 2.6 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4    | 12   | 44         | 20   | 16   | 4   |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 20.3 | 31.1 | 30         | 13.8 | 4.3  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 20.5 | 29.8 | 31         | 14.6 | 3.5  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 19.1 | 31.1 | 34.5       | 10.2 | 4.7  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 19.8 | 32.5 | 24.1       | 17.3 | 5.9  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 21.6 | 30.6 | 30.6       | 13.3 | 3.1  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 13   | 21.5 | 41.6       | 16.2 | 7.5  | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 7.7  | 20.4 | 37.8       | 21.8 | 11.4 | 0.9 |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 9    | 21.1 | 32.9       | 24.7 | 12.1 | 0.1 |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 4.2  | 18.3 | 40.8       | 22.5 | 14.1 | 0   |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 21.6 | 29.1 | 31.6       | 12.8 | 4    | 1   |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 17.2 | 24.8 | 34.1       | 15.2 | 7.6  | 1   |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 13.9 | 32.3 | 30.9       | 17.5 | 4.9  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 17.6 | 31.4 | 34         | 14.4 | 2.7  | 0   |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 35.3 | 35.3       | 23.5 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9.6  | 19   | 33.9       | 24.6 | 12.5 | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 14.2 | 24.5 | 31.2       | 22.7 | 7.1  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 9.3  | 22.8 | 40.5       | 17.9 | 9.3  | 0.1 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 8.5  | 19   | 42         | 19   | 11.1 | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 26.2 | 23.8 | 25.4       | 15.6 | 8.2  | 0.8 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 24.1 | 29.2 | 25.1       | 15.6 | 5.1  | 1   |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 14.9 | 30.5 | 37.1       | 13.2 | 4    | 0.2 |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 12.6 | 28.7 | 37         | 15.7 | 4.8  | 1.3 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 9.4  | 23.1 | 36.2       | 19.5 | 11.6 | 0.3 |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 10.3 | 20.2 | 38.2       | 21.2 | 9.7  | 0.4 |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 20.1 | 33.2 | 29.9       | 11.8 | 3.9  | 1   |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 17.4 | 27.6 | 33.5       | 15.6 | 5.3  | 0.6 |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |

問12. 満足度 f仕事内容

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満  | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|-----|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 18   | 33   | 34         | 12   | 4   | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 14.7 | 31.1 | 36.4       | 12.7 | 4.5 | 0.7 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 21.4 | 34.6 | 30.9       | 9.7  | 2.9 | 0.5 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 19.2 | 32.9 | 33         | 10.3 | 3.4 | 1.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 16.2 | 32   | 36.6       | 10.3 | 4.6 | 0.4 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 17.3 | 32   | 34         | 11.8 | 4.3 | 0.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 17.3 | 33.4 | 32.3       | 13.6 | 3   | 0.4 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 13.9 | 31.6 | 35.9       | 13   | 4.9 | 0.7 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 20.6 | 35.4 | 30.9       | 10.4 | 2.1 | 0.5 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 14.7 | 32   | 31.3       | 15.3 | 6.7 | 0   |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 27.4 | 31.7 | 32.8       | 6.1  | 1.6 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 15.5 | 31.2 | 37.5       | 10.7 | 4.4 | 0.7 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 19.2 | 34.4 | 32.3       | 10.4 | 3.3 | 0.3 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 18.4 | 32.4 | 31.2       | 13.6 | 3.6 | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 0          | 66.7 | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 22.1 | 34.1 | 32.5       | 7.8  | 3   | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 13.9 | 30.9 | 36.1       | 13.7 | 4.4 | 1   |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 15.7 | 30.9 | 34.3       | 13.9 | 4.5 | 0.7 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 13.1 | 36.3 | 35.1       | 12.4 | 3.1 | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6 | 52.9 | 23.5       | 5.9  | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 22.3 | 32   | 29.8       | 12.4 | 2.7 | 0.7 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 17.8 | 30   | 34.3       | 13   | 4.1 | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 17.7 | 34.6 | 35.4       | 9    | 3   | 0.4 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 13.5 | 32.5 | 35.7       | 12.3 | 5.3 | 0.7 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 12.9 | 30.3 | 38.7       | 13   | 4.2 | 0.9 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 18.6 | 31.8 | 33.6       | 11.5 | 4.1 | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 27.6 | 20.7 | 34.5       | 13.8 | 3.4 | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 17.5 | 35.8 | 33.1       | 11.3 | 2.3 | 0   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 20.5 | 35.1 | 29.9       | 11   | 2.9 | 0.7 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 18   | 34   | 33.1       | 9    | 5   | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 15.6 | 31.3 | 40.6       | 12.5 | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 14.7 | 31.5 | 35.9       | 12.7 | 4.5 | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 17.6 | 32.1 | 32.8       | 12.2 | 4.1 | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 14.2 | 31.2 | 39.1       | 9.8  | 5.2 | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 13.8 | 31.3 | 35.7       | 13.8 | 4.8 | 0.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 13.7 | 31.6 | 35.2       | 15.2 | 3.7 | 0.6 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 21.9 | 31.9 | 33.3       | 8.7  | 3.5 | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 21.5 | 33.1 | 32.3       | 8.8  | 2.8 | 1.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 17.9 | 29.5 | 37.4       | 8.4  | 6.3 | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 23.8 | 30.5 | 35.4       | 6.7  | 3.7 | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 25.2 | 34.4 | 28.2       | 11   | 1.2 | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 14.6 | 26.7 | 40.8       | 13.1 | 4.4 | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 16.1 | 26.4 | 43.7       | 9.2  | 3.4 | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 12.7 | 27.3 | 36.4       | 20   | 3.6 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 20.5 | 25.6 | 38.5       | 10.3 | 5.1 | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4    | 28   | 44         | 16   | 8   | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 21   | 36.9 | 28.7       | 10.6 | 2.3 | 0.4 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 21.6 | 38   | 29.2       | 8.2  | 2.3 | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 20.9 | 37   | 29.8       | 10.6 | 1.7 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 20.7 | 35.9 | 28.3       | 11   | 3.4 | 0.8 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 21.2 | 36.9 | 27.8       | 11.8 | 2   | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 22.1 | 34   | 32.7       | 7.6  | 3.2 | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 12.1 | 30.2 | 37.4       | 14.1 | 5.1 | 1.1 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 14.3 | 30.3 | 35.6       | 14.4 | 4.7 | 0.7 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 9.9  | 23.9 | 47.9       | 12.7 | 5.6 | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 22.1 | 34.6 | 31.8       | 8.5  | 2.5 | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 18.6 | 32.4 | 32.8       | 12.8 | 2.8 | 0.7 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 22   | 33.6 | 28.3       | 12.1 | 3.6 | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 14.4 | 41   | 30.3       | 12.2 | 2.1 | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6 | 52.9 | 23.5       | 5.9  | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 20.9 | 32.2 | 30.6       | 12.5 | 3.2 | 0.7 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 16   | 28.1 | 37.7       | 13.2 | 4.2 | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 17.4 | 32.8 | 36.7       | 8.8  | 3.7 | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 12.9 | 32.4 | 36.1       | 12.4 | 5.5 | 0.7 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 30.3 | 31.1 | 25.4       | 12.3 | 0   | 0.8 |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 21.4 | 33.6 | 27.8       | 12.5 | 4.1 | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 18.2 | 37.6 | 33.2       | 9.2  | 1.8 | 0   |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 15.7 | 33   | 33.9       | 12.2 | 4.3 | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 18.1 | 34.7 | 31         | 11.6 | 3.9 | 0.8 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 16   | 30.5 | 36.8       | 11.7 | 4.4 | 0.7 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 23   | 35.2 | 29.9       | 9.2  | 2   | 0.7 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 18.6 | 34.9 | 31.4       | 11.8 | 3   | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |

問12. 満足度 g 職場の人間関係

|                      | 全体    | 満足   | やや満足 | どちらともいえない | やや不満 | 不満  | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|-----------|------|-----|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 22   | 36   | 27        | 10   | 4   | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 17.3 | 36.8 | 30.4      | 10.6 | 4.3 | 0.6 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 28   | 35.1 | 23        | 8.8  | 4.5 | 0.5 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 26.2 | 35.5 | 22.4      | 10   | 4.8 | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 21.2 | 38.4 | 26        | 9.1  | 4.9 | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 19.8 | 35.7 | 29.9      | 10.2 | 4   | 0.4 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 20.1 | 34.6 | 31        | 10.2 | 3.8 | 0.3 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 16.9 | 38.3 | 27.5      | 11.4 | 5.4 | 0.4 |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 26.8 | 37.1 | 22.4      | 9.4  | 3.4 | 0.8 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 19.3 | 28.7 | 34        | 12   | 6   | 0   |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 33.4 | 27.7 | 32.9      | 3.6  | 1.6 | 0.7 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0         | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 20.5 | 36.3 | 28.3      | 9.1  | 5.1 | 0.7 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 24.7 | 35.1 | 24.8      | 10.3 | 4.6 | 0.5 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 20.2 | 36.9 | 28.7      | 10.5 | 3.3 | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 33.3 | 33.3      | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 27.7 | 33.6 | 27.1      | 7.3  | 3.7 | 0.6 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 16.1 | 36.4 | 29.6      | 11.8 | 5.4 | 0.8 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 19.2 | 38.6 | 25.8      | 11.6 | 4.4 | 0.3 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 22.8 | 36.3 | 27        | 9.3  | 4.2 | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 64.7 | 23.5      | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 21.3 | 36   | 28.3      | 10.5 | 3.6 | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 24.6 | 32.6 | 25.5      | 11.5 | 5   | 0.8 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 25.6 | 36.5 | 24.9      | 8.8  | 3.8 | 0.5 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 15.9 | 38.3 | 30.6      | 9.4  | 5.2 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3      | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 16.6 | 40.4 | 28.8      | 9.9  | 3.9 | 0.4 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 21.2 | 33.2 | 29.8      | 10.3 | 5   | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 27.6 | 34.5 | 31        | 3.4  | 3.4 | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 26.5 | 32.5 | 24.8      | 11.9 | 4.3 | 0   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 25.6 | 37.5 | 23.4      | 9    | 3.5 | 1   |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 25.3 | 36.9 | 23.6      | 8.7  | 5   | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 12.5 | 37.5 | 31.3      | 12.5 | 6.3 | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 17.5 | 37   | 30.2      | 10.6 | 4.2 | 0.6 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 21.5 | 38   | 23.8      | 10.9 | 4.8 | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 18.5 | 40.2 | 25.8      | 10   | 5.1 | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 15.4 | 35.7 | 34.1      | 10.8 | 3.5 | 0.5 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 15.2 | 33.7 | 36.3      | 11   | 3.6 | 0.2 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 27.9 | 34   | 24.2      | 7.8  | 5.9 | 0.3 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 33.1 | 33.9 | 19.9      | 6.8  | 6   | 0.4 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 23.2 | 35.3 | 24.7      | 8.9  | 7.4 | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 28   | 32.9 | 25.6      | 8.5  | 4.9 | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 25.2 | 33.7 | 28.8      | 7.4  | 4.9 | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 15.5 | 35.4 | 33        | 10.2 | 5.3 | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 17.2 | 37.9 | 31        | 9.2  | 3.4 | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 16.4 | 30.9 | 38.2      | 7.3  | 7.3 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 15.4 | 30.8 | 30.8      | 20.5 | 2.6 | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8    | 44   | 32        | 4    | 12  | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 28.2 | 36.1 | 21.9      | 9.7  | 3.3 | 0.8 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 32.7 | 30.4 | 18.1      | 12.9 | 4.1 | 1.8 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 27.7 | 37.9 | 24.7      | 7.2  | 2.1 | 0.4 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 25.3 | 38.4 | 22.8      | 8.4  | 4.6 | 0.4 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 28.2 | 36.1 | 21.2      | 11   | 2.7 | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0         | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 27.1 | 32.2 | 29.1      | 6.9  | 4   | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 13.4 | 37.9 | 29.3      | 12.6 | 5.8 | 0.9 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 18   | 38.8 | 27.1      | 11.5 | 4.5 | 0.1 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 18.3 | 36.6 | 33.8      | 5.6  | 5.6 | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 29.1 | 37.3 | 21.6      | 8.3  | 3   | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 22.8 | 32.4 | 30.3      | 9.7  | 4.5 | 0.3 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 24.7 | 37.7 | 20.2      | 12.1 | 4   | 1.3 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 24.5 | 36.2 | 24.5      | 10.6 | 3.7 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 64.7 | 23.5      | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 20.6 | 36.1 | 28.8      | 11   | 3.2 | 0.3 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 22   | 33.6 | 26.7      | 11.8 | 5.4 | 0.5 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 23.6 | 36.1 | 27        | 8.4  | 4.5 | 0.5 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 16.1 | 37.9 | 30.9      | 9.1  | 5.4 | 0.5 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 25.4 | 35.2 | 25.4      | 7.4  | 5.7 | 0.8 |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 29.5 | 30.8 | 23.4      | 10.8 | 4.1 | 1.4 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 29   | 37.1 | 21.3      | 9.5  | 2.6 | 0.4 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 15.2 | 40   | 29.6      | 10.4 | 4.3 | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3      | 0    | 0   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |           |      |     |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 21.2 | 36.4 | 29        | 8.3  | 4.8 | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 19.8 | 36.1 | 28.5      | 10.5 | 4.6 | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 27   | 36.8 | 22.7      | 6.9  | 5.3 | 1.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 25.4 | 35.6 | 24.5      | 10.9 | 3.1 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0         | 0    | 0   | 0   |  |  |  |  |  |  |  |  |

問12. 満足度 h雇用・就業の安定性

|                      | 全体    | 満足   | やや満足 | どちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|-----------|------|------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 16   | 27   | 39        | 11   | 6    | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 14.7 | 26   | 39.2      | 12.2 | 6.9  | 0.9 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 16.9 | 28   | 38.7      | 9.7  | 5.8  | 0.9 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 18.3 | 28.1 | 34.6      | 10.9 | 6.9  | 1.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 15.1 | 28.1 | 40.8      | 9.9  | 5.5  | 0.6 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 14.4 | 23.8 | 40.7      | 12.5 | 7.8  | 0.9 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 14.9 | 27.4 | 39.6      | 11.5 | 5.6  | 0.9 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 19.1 | 31.7 | 34.7      | 9.5  | 4.4  | 0.6 |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 11.8 | 25.5 | 42.2      | 11.5 | 7.4  | 1.5 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6.7  | 18.7 | 32.7      | 23.3 | 18   | 0.7 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 10.2 | 11.6 | 52.9      | 14.2 | 10.1 | 1   |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0         | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 12.9 | 24.6 | 41.9      | 12.2 | 7.3  | 1.1 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 14.5 | 25.3 | 41.8      | 11.3 | 6.2  | 0.9 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 20.9 | 31.9 | 31.6      | 9.5  | 5.5  | 0.6 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7      | 33.3 | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 11.5 | 19   | 47        | 12.2 | 9    | 1.3 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 12.5 | 30   | 39        | 11.8 | 5.8  | 1   |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 24.3 | 35.1 | 28.1      | 8.6  | 3.5  | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 12   | 22   | 44        | 13.9 | 7.3  | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 11.8 | 41.2      | 23.5 | 11.8 | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 19.2 | 30.3 | 33.1      | 10.6 | 6.2  | 0.6 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 23.4 | 29.9 | 31.2      | 9.6  | 4.8  | 1.1 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.5 | 25.2 | 45.6      | 10.9 | 6.2  | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 11.8 | 23.8 | 41.9      | 13.1 | 8.1  | 1.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3      | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 22.4 | 34.8 | 32.4      | 6.6  | 3.5  | 0.3 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 14.2 | 24.8 | 40.9      | 12.5 | 6.7  | 0.9 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 10.3 | 13.8 | 55.2      | 10.3 | 10.3 | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 8.3  | 25.2 | 37.1      | 17.9 | 10.6 | 1   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 12.3 | 24.8 | 41.9      | 11.4 | 8.1  | 1.6 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 17   | 21.7 | 42.1      | 12.1 | 5.9  | 1.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 15.6 | 25   | 40.6      | 12.5 | 6.3  | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 15.6 | 26.8 | 39.4      | 11.7 | 5.8  | 0.9 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 18.1 | 25.8 | 37.6      | 11.1 | 5.9  | 1.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 15.5 | 27   | 42        | 9.8  | 4.9  | 0.8 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 13.4 | 24.2 | 40.5      | 14.7 | 6.5  | 0.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 15.7 | 30.1 | 36.7      | 11   | 5.8  | 0.6 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 22.4 | 30.3 | 35.2      | 7    | 4.8  | 0.3 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 26.3 | 35.9 | 28.3      | 6    | 3.6  | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 19.5 | 35.8 | 30        | 7.4  | 6.8  | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 24.4 | 22   | 42.7      | 6.1  | 4.9  | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 17.8 | 23.9 | 44.2      | 9.2  | 4.3  | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.3  | 18   | 37.4      | 18.4 | 18.9 | 1   |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 5.7  | 21.8 | 35.6      | 18.4 | 16.1 | 2.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 3.6  | 18.2 | 47.3      | 14.5 | 16.4 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 10.3 | 7.7  | 28.2      | 20.5 | 33.3 | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8    | 20   | 36        | 24   | 12   | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 12.2 | 26.1 | 41.8      | 11.9 | 6.6  | 1.4 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 13.5 | 25.7 | 35.7      | 14   | 9.9  | 1.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 13.2 | 27.2 | 44.7      | 11.1 | 3.4  | 0.4 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 10.5 | 26.6 | 41.8      | 10.5 | 8.4  | 2.1 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 12.2 | 24.7 | 43.1      | 12.5 | 5.5  | 2   |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0         | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 12   | 17.8 | 47.9      | 12.7 | 8.7  | 0.9 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 13.3 | 31   | 39.4      | 10.5 | 4.6  | 1.2 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 26.4 | 36.5 | 26.8      | 7.6  | 2.4  | 0.2 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 16.9 | 25.4 | 38        | 12.7 | 7    | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 10   | 22.3 | 44.6      | 11   | 9.8  | 2.3 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 10.3 | 27.2 | 37.9      | 15.2 | 9    | 0.3 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 14.8 | 28.7 | 33.6      | 13   | 8.5  | 1.3 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 10.1 | 20.7 | 46.3      | 14.4 | 7.4  | 1.1 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 11.8 | 41.2      | 23.5 | 11.8 | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 19.7 | 31.7 | 32.5      | 10.6 | 5.1  | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 28.5 | 32.7 | 28.5      | 6.7  | 2.9  | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 12.6 | 24.5 | 45.8      | 10.5 | 6.1  | 0.5 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 12.8 | 24.3 | 42.3      | 12.5 | 7    | 1.1 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 16.4 | 22.1 | 36.9      | 10.7 | 12.3 | 1.6 |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 13.9 | 24.7 | 36.3      | 14.9 | 8.5  | 1.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 9.7  | 26.4 | 45.3      | 11.4 | 6.4  | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 7.8  | 21.7 | 40.4      | 15.7 | 12.6 | 1.7 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3      | 0    | 0    | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |           |      |      |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 16.1 | 26.4 | 40.2      | 10.3 | 6.7  | 0.4 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 17.8 | 28.2 | 37.5      | 10.5 | 5.1  | 0.8 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 11.5 | 25.7 | 41.1      | 13.8 | 7.2  | 0.7 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 11   | 24.1 | 40.9      | 12.9 | 9.5  | 1.6 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0         | 0    | 0    | 0   |  |  |  |  |  |  |  |  |

問12. 満足度、仕事に役立つ能力や知識を身につける機会

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 12   | 30   | 40         | 12   | 5    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 12   | 32.6 | 37.9       | 11.8 | 5.2  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 12.4 | 27.2 | 43.5       | 11.6 | 4.9  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 14.7 | 31.7 | 36.4       | 10.7 | 5.9  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 11.3 | 30.7 | 41.8       | 11.7 | 4.2  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 11.8 | 29.9 | 40.6       | 12.6 | 4.9  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 11.2 | 29.3 | 42         | 11.7 | 5.4  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 12.4 | 33.5 | 36.8       | 11.9 | 5    | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 9.6  | 24.1 | 46.5       | 13.1 | 6    | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 4    | 26   | 40         | 18.7 | 11.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 17.9 | 29.1 | 43.7       | 6.8  | 2.3  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 11   | 26.3 | 45.5       | 11.3 | 5.4  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 13.1 | 32.6 | 38.6       | 10.9 | 4.6  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 13   | 33.9 | 34.4       | 13.2 | 5.1  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7       | 0    | 33.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 14.2 | 30.3 | 40.9       | 9.6  | 4.5  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 9.8  | 28.3 | 40.2       | 15.3 | 5.8  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 13.5 | 34.3 | 36.6       | 10.7 | 4.7  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 5.4  | 22   | 51.4       | 14.3 | 6.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 5.9  | 76.5       | 11.8 | 5.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 17.4 | 38.1 | 31.4       | 9.9  | 3    | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 9.8  | 31.2 | 37.7       | 14.8 | 5.7  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 12.7 | 28.1 | 44         | 10.7 | 4.4  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 9.7  | 26.9 | 44.3       | 11.8 | 6.8  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 0    | 66.7       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 13.2 | 34.2 | 37.1       | 11   | 4.2  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 13.8 | 31.2 | 38.8       | 10.9 | 4.9  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9  | 20.7 | 55.2       | 13.8 | 3.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 7.6  | 25.2 | 47         | 13.9 | 6.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 9.4  | 24.4 | 44.5       | 13.8 | 7    | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 13   | 34.5 | 38.8       | 9.9  | 3.3  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 12.5 | 25   | 40.6       | 18.8 | 3.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 12.5 | 33.5 | 37.7       | 11.2 | 4.6  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 15.8 | 32.6 | 33.7       | 10.6 | 6.3  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 11.4 | 33.3 | 39.4       | 10.5 | 4.9  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 13.3 | 32.9 | 37.8       | 12.5 | 3.4  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 10.3 | 35   | 39         | 11.2 | 4.3  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 16   | 30.3 | 39.6       | 9.9  | 3.9  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 17.9 | 30.7 | 37.5       | 9.2  | 4.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 11.6 | 35.8 | 36.8       | 11.6 | 3.7  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 17.1 | 29.9 | 42.7       | 7.3  | 3    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 17.2 | 23.9 | 42.9       | 11.7 | 3.7  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.8  | 23.8 | 40.3       | 17.5 | 11.2 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 3.4  | 28.7 | 36.8       | 19.5 | 10.3 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 10.9 | 20   | 43.6       | 18.2 | 7.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1  | 17.9 | 46.2       | 12.8 | 17.9 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 12   | 24   | 36         | 16   | 12   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 9.4  | 24.5 | 46.9       | 13   | 5.7  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 12.9 | 32.2 | 41.5       | 8.8  | 4.1  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 10.6 | 22.1 | 51.5       | 13.6 | 2.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 5.9  | 24.9 | 44.7       | 16.5 | 7.6  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 9    | 21.2 | 48.2       | 12.2 | 8.2  | 1.2 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 16.2 | 32.1 | 38.3       | 8.9  | 4.1  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 9.7  | 30.4 | 40.6       | 13.8 | 4.8  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 13.8 | 35.7 | 35.1       | 10.7 | 4.4  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 8.5  | 25.4 | 47.9       | 12.7 | 5.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 8.5  | 25.3 | 48.1       | 11.3 | 5.8  | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 10   | 23.1 | 39.3       | 19   | 8.3  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 12.1 | 27.8 | 43         | 10.8 | 5.8  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 4.3  | 20.7 | 52.7       | 14.9 | 7.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 5.9  | 76.5       | 11.8 | 5.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 17.1 | 38.8 | 31.4       | 10.1 | 2.2  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 10.5 | 33.4 | 36.3       | 13.4 | 5.8  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 15.1 | 30.7 | 39.5       | 10.3 | 4.2  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 11   | 29.2 | 43.4       | 10.4 | 5.5  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 18.9 | 33.6 | 31.1       | 8.2  | 7.4  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 8.5  | 27.1 | 40.3       | 17.3 | 5.4  | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 8.6  | 23.7 | 51.4       | 11.4 | 4.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 4.8  | 17.4 | 48.3       | 17.4 | 11.7 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 0    | 66.7       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 15.1 | 32.4 | 35.9       | 10.9 | 5.5  | 0.1 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 12.8 | 32.7 | 39         | 10.9 | 4    | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 6.9  | 29.9 | 43.1       | 13.5 | 5.9  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 9.6  | 22.3 | 46.6       | 14   | 7    | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |

問12. 満足度（能力を発揮する機会）

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 13   | 31   | 44         | 8    | 4    | 1   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 13   | 34.7 | 40.2       | 8.3  | 3.3  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 12.8 | 25.5 | 48.2       | 8.6  | 4.1  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 14.2 | 30.3 | 41.6       | 9    | 3.9  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 11.6 | 33.4 | 43.6       | 7.5  | 3.2  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 12.4 | 29.8 | 43.3       | 10   | 4    | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 13.7 | 29.7 | 45.4       | 7.2  | 3.5  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 11.8 | 34.6 | 41.6       | 8.4  | 3.1  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 9.5  | 23.3 | 51.4       | 9.7  | 5.2  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6    | 18.7 | 51.3       | 13.3 | 10.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 25.1 | 31.4 | 36.4       | 4.9  | 1.4  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 11.2 | 26.8 | 48.4       | 8.7  | 4    | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 14.8 | 32.9 | 41.3       | 7.4  | 3.1  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 13.4 | 34.6 | 38.9       | 9.2  | 3.5  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 33.3       | 0    | 33.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 17.7 | 31.8 | 40.1       | 6.3  | 3.1  | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 9.5  | 28.4 | 45.7       | 11.7 | 4    | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 11.5 | 34.3 | 41.9       | 8.4  | 3.7  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 6.6  | 19.7 | 60.6       | 8.1  | 5    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 23.5 | 58.8       | 5.9  | 5.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 19.1 | 42.1 | 32.3       | 4.4  | 1.6  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 8.2  | 26.1 | 49.3       | 11.2 | 4.1  | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 14   | 30.2 | 43.2       | 8.7  | 3.5  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 11   | 27.2 | 47.5       | 8.9  | 4.8  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 0    | 66.7       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正→正（転職なし）            | 972   | 10.9 | 35.3 | 43.2       | 7.2  | 3    | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 正→正（転職あり）            | 1502  | 15.9 | 33.1 | 39.7       | 7.7  | 2.9  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 非→非（転職なし）            | 29    | 6.9  | 17.2 | 69         | 3.4  | 3.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非（転職あり）            | 302   | 7.6  | 25.5 | 49.7       | 10.6 | 6.3  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 9.7  | 21.8 | 51.6       | 10.2 | 5.9  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 17   | 34   | 38.3       | 8.5  | 1.4  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 15.6 | 31.3 | 28.1       | 18.8 | 6.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 13.6 | 35.7 | 39.4       | 7.9  | 2.8  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 16.7 | 32.8 | 37.8       | 8.8  | 2.9  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 12.3 | 36.6 | 41         | 6    | 3.3  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 12.7 | 35.7 | 38.2       | 11.1 | 1.9  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 13.7 | 36.9 | 40.3       | 6    | 3    | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 16.5 | 29.3 | 43.8       | 7.2  | 2.6  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 14.7 | 29.5 | 45.4       | 6.8  | 2.8  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 11.6 | 35.8 | 40         | 8.9  | 3.2  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 20.1 | 27.4 | 42.7       | 6.7  | 2.4  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 21.5 | 23.3 | 46.6       | 6.1  | 1.8  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.3  | 24.3 | 48.5       | 12.1 | 8.3  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 6.9  | 28.7 | 41.4       | 11.5 | 10.3 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 5.5  | 23.6 | 50.9       | 14.5 | 5.5  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1  | 17.9 | 59         | 7.7  | 10.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8    | 20   | 52         | 16   | 4    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 9.7  | 22.3 | 52         | 9.8  | 5.5  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 10.5 | 25.7 | 46.2       | 11.7 | 4.7  | 1.2 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 11.5 | 25.5 | 51.5       | 8.5  | 2.6  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 7.6  | 19.4 | 53.6       | 10.1 | 8.9  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 9.4  | 19.6 | 54.9       | 9.4  | 5.5  | 1.2 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 20.8 | 34   | 37         | 5.6  | 1.8  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 9.4  | 31.2 | 44.9       | 10.6 | 3.1  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 11.5 | 36.8 | 40.2       | 7.9  | 3.3  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 9.9  | 26.8 | 52.1       | 7    | 4.2  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 9.3  | 25.8 | 48.9       | 8    | 6.5  | 1.5 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 9.7  | 21.4 | 47.9       | 14.5 | 6.2  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 11.2 | 22.9 | 49.8       | 10.3 | 5.4  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 5.3  | 17   | 63.8       | 8.5  | 5.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 23.5 | 58.8       | 5.9  | 5.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 18   | 43   | 33.5       | 3.8  | 1.3  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 8.7  | 28.7 | 47.9       | 10.9 | 2.9  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 17.2 | 33.9 | 36.3       | 9.3  | 2.8  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 12.7 | 30.4 | 45         | 7.5  | 3.7  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 25.4 | 36.9 | 25.4       | 8.2  | 3.3  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 7.1  | 21.4 | 51.9       | 11.9 | 6.4  | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 8.6  | 24   | 54.7       | 7.7  | 4.8  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 3.9  | 14.3 | 57.4       | 14.3 | 9.1  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 0    | 66.7       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 15.7 | 35.2 | 38.8       | 7.3  | 2.8  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 13.9 | 33.5 | 41.2       | 7.9  | 2.7  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 8.2  | 26   | 50.3       | 9.5  | 4.9  | 1   |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 9.4  | 21.4 | 51.8       | 10.5 | 6.4  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |

問12. 満足度 k仕事全体

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満  | 無回答 |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|-----|-----|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 11   | 38   | 38         | 10   | 4   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 9.5  | 36.3 | 38.4       | 11.1 | 4.3 | 0.5 |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 13.1 | 39.3 | 37.3       | 7.3  | 2.6 | 0.4 |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 14   | 36.2 | 36.8       | 8.9  | 3.4 | 0.7 |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 9.7  | 39.1 | 38.9       | 8.2  | 3.7 | 0.4 |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 9.9  | 37.1 | 37.3       | 11.8 | 3.6 | 0.3 |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 10.6 | 37.6 | 38.6       | 9    | 3.8 | 0.4 |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 9    | 37.6 | 37.7       | 11   | 4.3 | 0.4 |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 11.6 | 38.8 | 39         | 7.5  | 2.4 | 0.6 |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 8    | 32.7 | 40         | 13.3 | 6   | 0   |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 19.1 | 36.4 | 36.6       | 5.5  | 2.1 | 0.3 |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 10.4 | 33.5 | 41         | 10.3 | 4.3 | 0.5 |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 11.5 | 38.7 | 36.2       | 9.3  | 4   | 0.4 |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 11.4 | 42.2 | 35.3       | 8.5  | 2.2 | 0.4 |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 100        | 0    | 0   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 14.9 | 35.9 | 37.9       | 7.3  | 3.3 | 0.5 |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 8.4  | 33.4 | 40.6       | 12.6 | 4.4 | 0.7 |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 9.4  | 42.7 | 35.1       | 9.3  | 3.4 | 0.2 |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 6.9  | 39.4 | 39.8       | 10.4 | 3.5 | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 35.3 | 47.1       | 11.8 | 0   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 15.5 | 41.6 | 31.4       | 8.4  | 2.6 | 0.5 |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 9.8  | 37.7 | 39.5       | 8.9  | 3.3 | 0.8 |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.6 | 39.3 | 36.6       | 9.1  | 3.2 | 0.2 |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 8.1  | 32.6 | 42.8       | 11.1 | 5   | 0.4 |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3       | 0    | 0   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 9.6  | 39.2 | 38.1       | 9.8  | 3.1 | 0.3 |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 11.3 | 36.3 | 37.7       | 10.3 | 4   | 0.5 |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9  | 31   | 51.7       | 6.9  | 3.4 | 0   |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 11.9 | 37.7 | 38.1       | 8.9  | 3.3 | 0   |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 11   | 38.5 | 38.9       | 8.1  | 2.7 | 0.8 |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 13.2 | 37.4 | 35.5       | 8.3  | 5.2 | 0.5 |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4  | 28.1 | 40.6       | 18.8 | 3.1 | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 9.6  | 37.4 | 37.4       | 11   | 4.2 | 0.5 |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 11.3 | 36.7 | 36         | 10   | 5.2 | 0.9 |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 9.5  | 37.7 | 39.2       | 9.5  | 3.6 | 0.5 |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 8.7  | 36.7 | 36.7       | 13.8 | 3.7 | 0.4 |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 9.4  | 38.2 | 37.1       | 10.7 | 4.5 | 0.2 |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 14.7 | 37.4 | 37.8       | 6.9  | 3   | 0.3 |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 17.9 | 37.5 | 35.1       | 7.6  | 1.6 | 0.4 |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 8.4  | 40.5 | 37.4       | 7.4  | 5.8 | 0.5 |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 17.1 | 35.4 | 37.8       | 7.3  | 2.4 | 0   |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 14.7 | 35.6 | 42.3       | 4.9  | 2.5 | 0   |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 8.3  | 25.2 | 49         | 11.7 | 5.3 | 0.5 |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 8    | 25.3 | 52.9       | 9.2  | 3.4 | 1.1 |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 9.1  | 23.6 | 54.5       | 7.3  | 5.5 | 0   |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1  | 25.6 | 43.6       | 20.5 | 5.1 | 0   |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 12   | 28   | 32         | 16   | 12  | 0   |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 11.8 | 40.9 | 36.9       | 7.6  | 2.3 | 0.6 |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 18.1 | 38.6 | 33.3       | 8.2  | 1.2 | 0.6 |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 11.5 | 45.1 | 35.7       | 6    | 1.7 | 0   |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 8.9  | 40.9 | 37.1       | 8.9  | 3.8 | 0.4 |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 10.6 | 38.4 | 40         | 7.5  | 2.4 | 1.2 |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 15.7 | 35.5 | 36.6       | 8.2  | 3.6 | 0.4 |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 7.1  | 33.7 | 41.4       | 12.5 | 4.4 | 0.8 |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 9    | 42.4 | 34.7       | 9.9  | 3.7 | 0.2 |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 7    | 33.8 | 45.1       | 9.9  | 4.2 | 0   |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 12.8 | 37.1 | 41.6       | 5    | 2.5 | 1   |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 11.7 | 32.4 | 38.6       | 12.8 | 4.1 | 0.3 |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 10.8 | 43.9 | 36.8       | 6.3  | 1.8 | 0.4 |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 6.9  | 41.5 | 37.8       | 10.6 | 3.2 | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 35.3 | 47.1       | 11.8 | 0   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 14.6 | 42.8 | 30.9       | 8.4  | 2.9 | 0.4 |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 9.3  | 37.4 | 40.8       | 8.5  | 3.4 | 0.5 |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 12.1 | 36.8 | 36.3       | 11.1 | 3.4 | 0.3 |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 8.3  | 33.7 | 41.4       | 11   | 5.2 | 0.4 |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 20.5 | 35.2 | 34.4       | 8.2  | 0.8 | 0.8 |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 10.8 | 38.3 | 36.9       | 9.5  | 3.1 | 1.4 |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 10.8 | 43.3 | 37.1       | 5.9  | 2.9 | 0   |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 7.4  | 28.3 | 48.3       | 11.7 | 3.9 | 0.4 |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 66.7 | 33.3       | 0    | 0   | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |     |     |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 12.2 | 39.8 | 34.3       | 9.4  | 4.1 | 0.1 |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 10.5 | 36.5 | 38.7       | 10.1 | 3.8 | 0.5 |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 10.2 | 40.1 | 39.1       | 7.2  | 2.6 | 0.7 |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 11.5 | 37.1 | 39.1       | 8.8  | 3   | 0.5 |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0   | 0   |  |  |  |  |  |  |  |  |  |

問12. 満足度 今後のキャリアの見通し

|                      | 全体    | 満足   | やや満足 | いどちらともいえない | やや不満 | 不満   | 無回答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|------------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 6    | 16   | 56         | 14   | 8    | 1   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 5.3  | 16.8 | 54.2       | 14.4 | 8.7  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 5.9  | 15.5 | 57.4       | 12.7 | 7.7  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 6.8  | 17.5 | 51.3       | 13.9 | 9.6  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 5.3  | 15.8 | 56.2       | 14.9 | 7    | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 5.2  | 16.8 | 55.5       | 12.6 | 9.6  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 5.1  | 15   | 59         | 13.1 | 7.3  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 5.8  | 18   | 53.4       | 14.2 | 8    | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 3.4  | 12.6 | 60.2       | 13.9 | 9    | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 2.7  | 9.3  | 48         | 22   | 18   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 9    | 17   | 58.6       | 8.7  | 5.9  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 5    | 12.9 | 59.2       | 13.5 | 8.7  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 5.7  | 17.6 | 53.2       | 13.9 | 9    | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 6.3  | 19.7 | 52.7       | 13.7 | 7    | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7       | 0    | 33.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 7.1  | 16.3 | 56.6       | 11.2 | 7.9  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 4.2  | 14.4 | 53.9       | 16.8 | 9.9  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 5.8  | 19.2 | 53.6       | 13.9 | 7.1  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 1.5  | 10   | 63.3       | 14.7 | 10.4 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 5.9  | 82.4       | 11.8 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 9.2  | 23.3 | 50.7       | 11   | 5.2  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 5.1  | 13.9 | 56.3       | 14.3 | 9.1  | 1.3 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 5.4  | 16.5 | 56.2       | 14.1 | 7.7  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 3.6  | 12.7 | 57.7       | 14.7 | 10.7 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 66.7       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 5.8  | 18.9 | 52.3       | 15   | 7.5  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 6.8  | 16.8 | 56.3       | 12.3 | 7.3  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0    | 10.3 | 65.5       | 17.2 | 6.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 4.3  | 12.3 | 57.9       | 14.6 | 10.9 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 3    | 12.1 | 58.5       | 15.3 | 9.9  | 1.2 |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 7.1  | 18.4 | 53.2       | 12.1 | 8.5  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1  | 21.9 | 50         | 9.4  | 15.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 5.7  | 17.5 | 54.3       | 14   | 8    | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 7.9  | 18.6 | 48         | 14.5 | 10   | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 5.2  | 17.5 | 54.4       | 15.7 | 6.4  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 5.1  | 17   | 55.8       | 12.5 | 9.2  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 4.9  | 17   | 57.9       | 13.1 | 6.9  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 8.7  | 18.8 | 54.7       | 10.8 | 6.5  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 8.8  | 17.9 | 53         | 12.7 | 6.8  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 6.8  | 21.1 | 50.5       | 11.6 | 8.9  | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 11.6 | 20.1 | 54.3       | 8.5  | 5.5  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 8    | 16   | 62.6       | 9.2  | 4.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 1.9  | 9.7  | 52.9       | 18.4 | 16.5 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 1.1  | 13.8 | 50.6       | 16.1 | 17.2 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 3.6  | 5.5  | 50.9       | 27.3 | 12.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0    | 10.3 | 56.4       | 10.3 | 23.1 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4    | 4    | 60         | 20   | 12   | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 3.6  | 12.7 | 59.8       | 14.3 | 8.8  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 4.1  | 15.8 | 57.9       | 12.9 | 8.8  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 4.7  | 9.4  | 66.8       | 12.8 | 5.5  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 1.7  | 15.2 | 55.3       | 16   | 11.4 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 3.9  | 11.4 | 58.8       | 14.9 | 9.4  | 1.6 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 8.6  | 17.4 | 54.9       | 10.8 | 7.7  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 4.2  | 16   | 54.2       | 15.7 | 8.9  | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 6.2  | 20.4 | 52.8       | 13.9 | 6.5  | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 2.8  | 9.9  | 64.8       | 12.7 | 9.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 3.3  | 13.3 | 61.4       | 12   | 8.8  | 1.3 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 4.1  | 10.3 | 53.1       | 19.7 | 12.4 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 4    | 13.9 | 57         | 13.9 | 9.9  | 1.3 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 1.1  | 10.1 | 62.8       | 15.4 | 10.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 5.9  | 82.4       | 11.8 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9.3  | 23.8 | 50.4       | 11.3 | 4.6  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 6.4  | 15.4 | 55.7       | 13.2 | 8.3  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 7    | 18   | 52.2       | 14.9 | 7.6  | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 4    | 14.5 | 58.5       | 13   | 9.3  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 9    | 20.5 | 52.5       | 9    | 8.2  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 2.7  | 11.2 | 57.3       | 16.3 | 10.5 | 2   |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 2.9  | 13.8 | 62.9       | 12.7 | 7.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 1.7  | 5.7  | 54.3       | 21.3 | 16.1 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3 | 66.7       | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |            |      |      |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 6.5  | 19.3 | 52.4       | 13.1 | 8.5  | 0.1 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 6.4  | 17.2 | 55.2       | 13.2 | 7.2  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 3    | 13.8 | 55.9       | 16.4 | 10.2 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 3.4  | 11.5 | 59.5       | 14.5 | 10.3 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0          | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |



問13. 今の職場での仕事の変化

|                      | 全体    | より責任が重くなる | より難しい仕事を担当する | 今とは異なる分野の仕事を担当する | 担当する仕事の幅が広がる | 後輩の指導や育成をする機会が増える | 部下の評価や査定を行う立場になる | いと変わらない | いずれもあてはまらない | わからない | 無回答 |
|----------------------|-------|-----------|--------------|------------------|--------------|-------------------|------------------|---------|-------------|-------|-----|
| <b>全体</b>            | 4,026 | 40        | 26           | 11               | 35           | 28                | 8                | 27      | 2           | 8     | 0   |
| <b>【性別】</b>          |       |           |              |                  |              |                   |                  |         |             |       |     |
| 男性                   | 2360  | 47.4      | 32.1         | 13               | 36.1         | 31.1              | 11.6             | 20.3    | 1.9         | 7.2   | 0.5 |
| 女性                   | 1666  | 28.3      | 17.8         | 7.9              | 32.9         | 23.3              | 2.6              | 36.1    | 2.3         | 8     | 0.2 |
| <b>【年齢別】</b>         |       |           |              |                  |              |                   |                  |         |             |       |     |
| 29歳以下                | 951   | 41.4      | 31.8         | 11.9             | 39.3         | 33.9              | 6.1              | 22.4    | 1.4         | 7.2   | 0.4 |
| 30～34歳以下             | 1092  | 41.4      | 28.3         | 10.6             | 34.8         | 29.2              | 7.4              | 24.1    | 1.9         | 8.2   | 0.3 |
| 35～39歳以下             | 1006  | 38.9      | 23.5         | 11.1             | 33.3         | 26.2              | 8.8              | 30.6    | 2.4         | 6.2   | 0.4 |
| 40歳以上                | 977   | 36        | 21.3         | 9.8              | 31.7         | 22.2              | 9.2              | 30.4    | 2.5         | 8.6   | 0.3 |
| <b>【就業形態】</b>        |       |           |              |                  |              |                   |                  |         |             |       |     |
| 正社員                  | 2345  | 50        | 33.3         | 13.6             | 39.5         | 35.6              | 11.6             | 18.1    | 0.9         | 5.8   | 0.3 |
| パート・契約など             | 954   | 19.4      | 14.5         | 6.2              | 28.9         | 18.3              | 0.9              | 43.1    | 2.2         | 9.3   | 0.3 |
| 派遣社員                 | 150   | 30        | 29.3         | 12.7             | 35.3         | 17.3              | 2                | 28.7    | 6           | 8.7   | 0   |
| 自営業など                | 577   | 32.4      | 16.1         | 7.1              | 25           | 15.1              | 5.7              | 35.2    | 5.2         | 11.3  | 0.5 |
| 無回答                  | 0     | 0         | 0            | 0                | 0            | 0                 | 0                | 0       | 0           | 0     | 0   |
| <b>【最終学歴】</b>        |       |           |              |                  |              |                   |                  |         |             |       |     |
| 中高卒                  | 1641  | 32.1      | 20.1         | 9.2              | 32.2         | 23.9              | 5.4              | 32.2    | 2.7         | 9.7   | 0.4 |
| 専門・短大・高専卒など          | 1247  | 38.8      | 26.1         | 8.3              | 34.6         | 29.5              | 7.9              | 27.5    | 1.8         | 6.9   | 0.2 |
| 大学・大学院卒              | 1135  | 50.9      | 35.2         | 16               | 38.6         | 31.7              | 11.5             | 18.3    | 1.3         | 5.2   | 0.4 |
| 無回答                  | 3     | 33.3      | 33.3         | 33.3             | 66.7         | 33.3              | 33.3             | 33.3    | 0           | 0     | 0   |
| <b>【企業規模】</b>        |       |           |              |                  |              |                   |                  |         |             |       |     |
| 29人以下                | 1497  | 34.2      | 20.4         | 6.9              | 31.2         | 19.5              | 5.3              | 32.7    | 3.2         | 9.4   | 0.3 |
| 30～299人以下            | 1034  | 40.5      | 25.2         | 9.8              | 35.6         | 29.4              | 7.4              | 25.3    | 1.3         | 7.4   | 0.7 |
| 300人以上・官公庁           | 1219  | 49.4      | 37           | 17.7             | 40.7         | 38.6              | 13               | 17.6    | 0.6         | 4.3   | 0.2 |
| わからない                | 259   | 20.1      | 14.3         | 6.6              | 26.3         | 20.8              | 1.5              | 40.5    | 5           | 12.7  | 0   |
| 無回答                  | 17    | 23.5      | 0            | 0                | 0            | 11.8              | 0                | 58.8    | 5.9         | 11.8  | 0   |
| <b>【職種】</b>          |       |           |              |                  |              |                   |                  |         |             |       |     |
| 専門・技術・管理             | 812   | 52.7      | 35.3         | 11.2             | 39.2         | 34.9              | 13.4             | 19.1    | 1.6         | 4.8   | 0.5 |
| 事務                   | 846   | 37.4      | 28.7         | 16.7             | 35.5         | 22.7              | 5.4              | 27.8    | 1.3         | 5.7   | 0.5 |
| 販売・サービス              | 1215  | 35.6      | 20.1         | 8                | 33.3         | 28.9              | 8.6              | 28.6    | 2.7         | 8.6   | 0.1 |
| 技能・生産・運輸・保安など        | 1150  | 35.8      | 24.4         | 9.4              | 32.7         | 25.7              | 5.1              | 29.7    | 2.2         | 9.8   | 0.4 |
| 無回答                  | 3     | 33.3      | 0            | 0                | 0            | 0                 | 0                | 66.7    | 0           | 0     | 0   |
| <b>【キャリアパス】</b>      |       |           |              |                  |              |                   |                  |         |             |       |     |
| 正→正(転職なし)            | 972   | 54.3      | 36.5         | 16.6             | 37.6         | 38.3              | 13.8             | 16.6    | 0.4         | 5.3   | 0.3 |
| 正→正(転職あり)            | 1502  | 42.1      | 25.4         | 9.9              | 35.6         | 27.2              | 9.1              | 24      | 2.2         | 7.5   | 0.5 |
| 非→非(転職なし)            | 29    | 13.8      | 13.8         | 6.9              | 17.2         | 20.7              | 0                | 44.8    | 3.4         | 17.2  | 0   |
| 非→非(転職あり)            | 302   | 24.2      | 17.2         | 6.6              | 32.1         | 22.2              | 1.3              | 37.4    | 4           | 9.3   | 0   |
| 正→非                  | 766   | 19.6      | 16.3         | 7.2              | 29.2         | 16.7              | 1                | 42.4    | 2.2         | 9     | 0.4 |
| 非→正                  | 423   | 44.2      | 30.3         | 10.2             | 39           | 31.9              | 8                | 23.9    | 3.3         | 8.5   | 0   |
| 無回答                  | 32    | 43.8      | 31.3         | 21.9             | 28.1         | 15.6              | 6.3              | 25      | 3.1         | 3.1   | 3.1 |
| <b>【就業形態2×性別×年齢】</b> |       |           |              |                  |              |                   |                  |         |             |       |     |
| 正規社員*男性(計)           | 2154  | 49.5      | 33           | 13               | 36.7         | 32.1              | 12.5             | 19.2    | 1.7         | 6.6   | 0.5 |
| 29歳以下                | 442   | 48.4      | 38.5         | 14               | 41.2         | 36                | 9.3              | 20.1    | 0.7         | 5.2   | 0.5 |
| 30～34歳以下             | 612   | 50.5      | 35.9         | 12.1             | 36.1         | 34                | 10.6             | 16.2    | 1.5         | 7.2   | 0.3 |
| 35～39歳以下             | 566   | 50.2      | 28.8         | 13.1             | 36.2         | 31.8              | 14.3             | 21.2    | 2.3         | 5.7   | 0.7 |
| 40歳以上                | 534   | 48.7      | 29.4         | 12.9             | 34.1         | 27.2              | 15.4             | 19.9    | 2.1         | 8.1   | 0.4 |
| *女性(計)               | 768   | 38        | 21.2         | 10.4             | 36.5         | 29.8              | 4.8              | 27.7    | 2.1         | 7.8   | 0.1 |
| 29歳以下                | 251   | 43.4      | 26.7         | 10.8             | 39.4         | 38.6              | 5.2              | 19.9    | 1.2         | 8     | 0   |
| 30～34歳以下             | 190   | 38.9      | 20           | 11.1             | 33.7         | 28.4              | 6.3              | 28.9    | 1.6         | 8.4   | 0.5 |
| 35～39歳以下             | 164   | 32.9      | 20.7         | 9.1              | 34.1         | 26.2              | 4.3              | 36      | 1.8         | 4.9   | 0   |
| 40歳以上                | 163   | 33.7      | 14.7         | 10.4             | 37.4         | 21.5              | 3.1              | 30.1    | 4.3         | 9.8   | 0   |
| 非正規社員*男性(計)          | 206   | 24.8      | 23.3         | 13.1             | 29.6         | 20.4              | 2.4              | 31.6    | 3.9         | 14.1  | 0.5 |
| 29歳以下                | 87    | 26.4      | 25.3         | 13.8             | 36.8         | 20.7              | 2.3              | 25.3    | 1.1         | 16.1  | 1.1 |
| 30～34歳以下             | 55    | 29.1      | 23.6         | 10.9             | 29.1         | 25.5              | 1.8              | 34.5    | 3.6         | 10.9  | 0   |
| 35～39歳以下             | 39    | 20.5      | 28.2         | 15.4             | 20.5         | 17.9              | 2.6              | 30.8    | 7.7         | 15.4  | 0   |
| 40歳以上                | 25    | 16        | 8            | 12               | 20           | 12                | 4                | 48      | 8           | 12    | 0   |
| *女性(計)               | 898   | 19.9      | 14.9         | 5.7              | 29.8         | 17.7              | 0.8              | 43.3    | 2.4         | 8.1   | 0.2 |
| 29歳以下                | 171   | 28.1      | 25.1         | 7                | 35.7         | 28.1              | 1.2              | 30.4    | 3.5         | 6.4   | 0.6 |
| 30～34歳以下             | 235   | 22.6      | 16.2         | 6.4              | 33.6         | 18.3              | 1.3              | 38.3    | 3           | 10.2  | 0   |
| 35～39歳以下             | 237   | 19        | 11.8         | 7.2              | 27.8         | 14.3              | 0                | 49.4    | 2.1         | 6.8   | 0   |
| 40歳以上                | 255   | 12.9      | 9.8          | 2.7              | 24.3         | 13.3              | 0.8              | 51      | 1.6         | 8.6   | 0.4 |
| 無回答                  | 0     | 0         | 0            | 0                | 0            | 0                 | 0                | 0       | 0           | 0     | 0   |
| <b>【就業形態2×企業規模】</b>  |       |           |              |                  |              |                   |                  |         |             |       |     |
| 正規社員*29人以下           | 1098  | 39.4      | 22.4         | 7.2              | 32.9         | 20.7              | 6.9              | 29.1    | 3.3         | 8.7   | 0.4 |
| 30～299人以下            | 744   | 47.7      | 29.4         | 10.8             | 37.9         | 33.6              | 10.1             | 20.7    | 0.9         | 6     | 0.8 |
| 300人以上・官公庁           | 996   | 55.3      | 40.4         | 19.8             | 41.6         | 42.7              | 15.4             | 12.9    | 0.3         | 4.1   | 0.1 |
| わからない                | 71    | 23.9      | 8.5          | 4.2              | 18.3         | 25.4              | 2.8              | 26.8    | 7           | 25.4  | 0   |
| 非正規社員*29人以下          | 399   | 19.8      | 15           | 6                | 26.6         | 16.3              | 1                | 42.9    | 3           | 11    | 0.3 |
| 30～299人以下            | 290   | 22.1      | 14.5         | 7.2              | 29.7         | 18.6              | 0.3              | 37.2    | 2.1         | 10.7  | 0.3 |
| 300人以上・官公庁           | 223   | 22.9      | 22           | 8.5              | 36.8         | 20.2              | 2.2              | 38.6    | 1.8         | 5.4   | 0.4 |
| わからない                | 188   | 18.6      | 16.5         | 7.4              | 29.3         | 19.1              | 1.1              | 45.7    | 4.3         | 8     | 0   |
| 無回答                  | 17    | 23.5      | 0            | 0                | 0            | 11.8              | 0                | 58.8    | 5.9         | 11.8  | 0   |
| <b>【就業形態2×職種】</b>    |       |           |              |                  |              |                   |                  |         |             |       |     |
| 正規社員*専門・技術・管理        | 690   | 57.4      | 38.3         | 12               | 40.6         | 37.5              | 15.5             | 15.8    | 1.4         | 4.1   | 0.4 |
| 事務                   | 551   | 45.9      | 33           | 21.8             | 38.7         | 28.7              | 8.3              | 20.3    | 0.9         | 4.5   | 0.4 |
| 販売・サービス              | 760   | 44.2      | 23.6         | 9.3              | 34.2         | 31.3              | 12.6             | 22.5    | 2.5         | 8.2   | 0.1 |
| 技能・生産・運輸・保安          | 920   | 40.5      | 27           | 9.2              | 34.5         | 28.9              | 6.2              | 25.5    | 2           | 9.5   | 0.5 |
| 非正規社員*専門・技術・管理       | 122   | 26.2      | 18.9         | 6.6              | 31.1         | 19.7              | 1.6              | 37.7    | 2.5         | 9     | 0.8 |
| 事務                   | 295   | 21.4      | 20.7         | 7.1              | 29.5         | 11.5              | 0                | 41.7    | 2           | 7.8   | 0.7 |
| 販売・サービス              | 455   | 21.1      | 14.3         | 5.7              | 31.9         | 24.8              | 1.8              | 38.7    | 3.1         | 9.2   | 0   |
| 技能・生産・運輸・保安          | 230   | 17        | 14.3         | 10               | 25.7         | 13                | 0.9              | 46.5    | 3           | 11.3  | 0   |
| 無回答                  | 3     | 33.3      | 0            | 0                | 0            | 0                 | 0                | 66.7    | 0           | 0     | 0   |
| <b>【就業形態2×都市】</b>    |       |           |              |                  |              |                   |                  |         |             |       |     |
| 正規社員*18大都市           | 796   | 49.4      | 31.4         | 11.7             | 35.8         | 33.2              | 11.2             | 21.2    | 1.8         | 6.3   | 0.5 |
| その他の市町村              | 2126  | 45.4      | 29.3         | 12.5             | 36.9         | 30.9              | 10.2             | 21.5    | 1.8         | 7.1   | 0.3 |
| 非正規社員*18大都市          | 304   | 22.7      | 18.1         | 8.2              | 28.3         | 19.1              | 2                | 41.8    | 3.3         | 9.9   | 0.3 |
| その他の市町村              | 800   | 20.1      | 15.9         | 6.6              | 30.4         | 17.9              | 0.8              | 40.9    | 2.5         | 9     | 0.3 |
| 無回答                  | 0     | 0         | 0            | 0                | 0            | 0                 | 0                | 0       | 0           | 0     | 0   |

問14. 継続勤務希望期間

|                      | 全体   | 3<br>カ月<br>未満 | 3<br>カ月<br>以上<br>6<br>カ月<br>未満 | 6<br>カ月<br>以上<br>1<br>年<br>未満 | 1<br>年<br>以上<br>3<br>年<br>未満 | 3<br>年<br>以上<br>5<br>年<br>未満 | 5<br>年<br>以上 | め<br>だ<br>め<br>続<br>け<br>ら<br>れ<br>る<br>か<br>ぎ<br>り<br>勤 | 特<br>に<br>決<br>め<br>て<br>い<br>な<br>い | 無<br>回<br>答 |  |  |  |  |
|----------------------|------|---------------|--------------------------------|-------------------------------|------------------------------|------------------------------|--------------|--|--------------------------------------|-------------|--|--|--|--|
| <b>全体</b>            | 4026 | 2             | 1                              | 2                             | 8                            | 4                            | 4            | 47   | 30                                   | 0           |  |  |  |  |
| <b>【性別】</b>          |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 男性                   | 2360 | 2             | 1.1                            | 1.4                           | 4.7                          | 3.2                          | 4.7          | 51.7   | 30.8                                 | 0.3         |  |  |  |  |
| 女性                   | 1666 | 3.1           | 1.4                            | 3.7                           | 12.9                         | 5.8                          | 3.4          | 40.5   | 29                                   | 0.2         |  |  |  |  |
| <b>【年齢別】</b>         |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 29歳以下                | 951  | 3.2           | 1.8                            | 3.9                           | 12.9                         | 6.8                          | 3            | 34.2   | 33.9                                 | 0.3         |  |  |  |  |
| 30～34歳以下             | 1092 | 2.1           | 1.9                            | 2.4                           | 9.2                          | 3.3                          | 3.2          | 46.6   | 31                                   | 0.3         |  |  |  |  |
| 35～39歳以下             | 1006 | 2.7           | 1                              | 2                             | 5.5                          | 3.4                          | 4.7          | 52   | 28.5                                 | 0.3         |  |  |  |  |
| 40歳以上                | 977  | 1.8           | 0.1                            | 1.3                           | 4.8                          | 3.9                          | 5.7          | 55.2   | 26.9                                 | 0.2         |  |  |  |  |
| <b>【就業形態】</b>        |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 正社員                  | 2345 | 1.8           | 1.1                            | 1.6                           | 6.8                          | 3.9                          | 5.1          | 50   | 29.3                                 | 0.3         |  |  |  |  |
| パート・契約など             | 954  | 4             | 1.7                            | 4.2                           | 13.2                         | 6.5                          | 2.6          | 33.8   | 33.9                                 | 0.2         |  |  |  |  |
| 派遣社員                 | 150  | 12            | 3.3                            | 9.3                           | 16                           | 6.7                          | 3.3          | 24   | 25.3                                 | 0           |  |  |  |  |
| 自営業など                | 577  | 0             | 0.5                            | 0.7                           | 2.6                          | 1.6                          | 2.9          | 63.3   | 28.1                                 | 0.3         |  |  |  |  |
| 無回答                  | 0    | 0             | 0                              | 0                             | 0                            | 0                            | 0            | 0  | 0                                    | 0           |  |  |  |  |
| <b>【最終学歴】</b>        |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 中高卒                  | 1641 | 2.7           | 1                              | 1.9                           | 6.5                          | 3.4                          | 3            | 48.9   | 32.3                                 | 0.3         |  |  |  |  |
| 専門・短大・高専卒など          | 1247 | 3             | 1.4                            | 3                             | 9.3                          | 5.5                          | 3            | 44.8   | 29.7                                 | 0.3         |  |  |  |  |
| 大学・大学院卒              | 1135 | 1.5           | 1.3                            | 2.5                           | 9.1                          | 4.3                          | 7            | 46.8   | 27.4                                 | 0.2         |  |  |  |  |
| 無回答                  | 3    | 0             | 0                              | 0                             | 0                            | 0                            | 0            | 100  | 0                                    | 0           |  |  |  |  |
| <b>【企業規模】</b>        |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 29人以下                | 1497 | 2.2           | 1.3                            | 2.3                           | 7.3                          | 4.3                          | 3.1          | 46.7   | 32.5                                 | 0.2         |  |  |  |  |
| 30～299人以下            | 1034 | 3             | 1.4                            | 2.5                           | 9.3                          | 4.4                          | 3.8          | 43   | 32                                   | 0.6         |  |  |  |  |
| 300人以上・官公庁           | 1219 | 2             | 0.7                            | 1.9                           | 6.9                          | 4.3                          | 6.4          | 53.7   | 23.9                                 | 0.2         |  |  |  |  |
| わからない                | 259  | 3.9           | 2.3                            | 4.6                           | 13.5                         | 2.7                          | 1.2          | 34.4   | 37.5                                 | 0           |  |  |  |  |
| 無回答                  | 17   | 0             | 0                              | 5.9                           | 0                            | 11.8                         | 0            | 47.1   | 35.3                                 | 0           |  |  |  |  |
| <b>【職種】</b>          |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 専門・技術・管理             | 812  | 1             | 1.1                            | 2.7                           | 9.4                          | 3.7                          | 5.8          | 51   | 25.1                                 | 0.2         |  |  |  |  |
| 事務                   | 846  | 2.2           | 1.5                            | 3                             | 9.7                          | 5.4                          | 4.8          | 44.7   | 28.1                                 | 0.5         |  |  |  |  |
| 販売・サービス              | 1215 | 2.9           | 1.4                            | 2.9                           | 9.5                          | 5.1                          | 3.5          | 42.5   | 32.1                                 | 0.1         |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150 | 3.1           | 0.9                            | 1.2                           | 4.4                          | 3                            | 3.1          | 50.9   | 33                                   | 0.3         |  |  |  |  |
| 無回答                  | 3    | 0             | 0                              | 0                             | 0                            | 0                            | 0            | 100  | 0                                    | 0           |  |  |  |  |
| <b>【キャリアパス】</b>      |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 正→正(転職なし)            | 972  | 0.8           | 0.4                            | 1.1                           | 5                            | 3.3                          | 6.3          | 54.9   | 27.7                                 | 0.4         |  |  |  |  |
| 正→正(転職あり)            | 1502 | 1.6           | 1                              | 1.3                           | 5.7                          | 3.5                          | 3.9          | 54.3   | 28.4                                 | 0.3         |  |  |  |  |
| 非→非(転職なし)            | 29   | 3.4           | 0                              | 0                             | 13.8                         | 3.4                          | 3.4          | 41.4   | 34.5                                 | 0           |  |  |  |  |
| 非→非(転職あり)            | 302  | 6.6           | 2.3                            | 5.3                           | 11.3                         | 4.6                          | 3            | 30.8   | 36.1                                 | 0           |  |  |  |  |
| 正→非                  | 766  | 4.6           | 1.8                            | 5                             | 14.5                         | 7.3                          | 2.6          | 32.4   | 31.6                                 | 0.3         |  |  |  |  |
| 非→正                  | 423  | 2.4           | 2.1                            | 2.6                           | 9                            | 3.8                          | 4            | 42.3   | 33.8                                 | 0           |  |  |  |  |
| 無回答                  | 32   | 0             | 0                              | 0                             | 12.5                         | 3.1                          | 0            | 46.9   | 34.4                                 | 3.1         |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 正規社員*男性(計)           | 2154 | 1.3           | 0.8                            | 1.2                           | 4.2                          | 3                            | 5            | 54.2   | 29.9                                 | 0.4         |  |  |  |  |
| 29歳以下                | 442  | 2             | 0.9                            | 2                             | 7.5                          | 7.5                          | 4.5          | 38.7   | 36.4                                 | 0.5         |  |  |  |  |
| 30～34歳以下             | 612  | 1             | 1.6                            | 1.1                           | 5.9                          | 2.8                          | 3.8          | 52.6   | 30.9                                 | 0.3         |  |  |  |  |
| 35～39歳以下             | 566  | 1.4           | 0.7                            | 1.2                           | 2.5                          | 1.9                          | 4.8          | 59.2   | 27.7                                 | 0.5         |  |  |  |  |
| 40歳以上                | 534  | 1.1           | 0                              | 0.4                           | 1.5                          | 0.6                          | 6.9          | 63.7   | 25.7                                 | 0.2         |  |  |  |  |
| *女性(計)               | 768  | 1.7           | 1.3                            | 2.2                           | 10.9                         | 4.8                          | 3.9          | 48.2   | 26.8                                 | 0.1         |  |  |  |  |
| 29歳以下                | 251  | 2             | 1.2                            | 3.6                           | 19.5                         | 7.6                          | 3.2          | 33.5   | 29.5                                 | 0           |  |  |  |  |
| 30～34歳以下             | 190  | 0.5           | 2.6                            | 3.2                           | 9.5                          | 4.2                          | 3.2          | 48.4   | 27.9                                 | 0.5         |  |  |  |  |
| 35～39歳以下             | 164  | 3.7           | 0.6                            | 0.6                           | 5.5                          | 2.4                          | 5.5          | 59.1   | 22.6                                 | 0           |  |  |  |  |
| 40歳以上                | 163  | 0.6           | 0.6                            | 0.6                           | 4.9                          | 3.7                          | 4.3          | 59.5   | 25.8                                 | 0           |  |  |  |  |
| 非正規社員*男性(計)          | 206  | 8.7           | 3.4                            | 4.4                           | 9.2                          | 5.8                          | 1.9          | 25.7   | 40.8                                 | 0           |  |  |  |  |
| 29歳以下                | 87   | 6.9           | 4.6                            | 6.9                           | 11.5                         | 2.3                          | 0            | 28.7   | 39.1                                 | 0           |  |  |  |  |
| 30～34歳以下             | 55   | 10.9          | 5.5                            | 5.5                           | 5.5                          | 5.5                          | 3.6          | 21.8   | 41.8                                 | 0           |  |  |  |  |
| 35～39歳以下             | 39   | 10.3          | 0                              | 0                             | 12.8                         | 12.8                         | 2.6          | 17.9   | 43.6                                 | 0           |  |  |  |  |
| 40歳以上                | 25   | 8             | 0                              | 0                             | 4                            | 8                            | 4            | 36   | 40                                   | 0           |  |  |  |  |
| *女性(計)               | 898  | 4.2           | 1.6                            | 5                             | 14.6                         | 6.7                          | 2.9          | 34   | 30.8                                 | 0.2         |  |  |  |  |
| 29歳以下                | 171  | 5.8           | 3.5                            | 7.6                           | 18.1                         | 6.4                          | 0.6          | 26.3   | 31                                   | 0.6         |  |  |  |  |
| 30～34歳以下             | 235  | 4.3           | 1.3                            | 4.3                           | 18.3                         | 3.4                          | 1.7          | 35.3   | 31.5                                 | 0           |  |  |  |  |
| 35～39歳以下             | 237  | 3.8           | 2.1                            | 5.1                           | 11.4                         | 5.9                          | 4.2          | 35.4   | 32.1                                 | 0           |  |  |  |  |
| 40歳以上                | 255  | 3.5           | 0                              | 3.9                           | 11.8                         | 10.6                         | 4.3          | 36.5   | 29                                   | 0.4         |  |  |  |  |
| 無回答                  | 0    | 0             | 0                              | 0                             | 0                            | 0                            | 0            | 0  | 0                                    | 0           |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 正規社員*29人以下           | 1098 | 1.6           | 1.2                            | 1.3                           | 5.3                          | 3.8                          | 3.4          | 51.9   | 31.3                                 | 0.2         |  |  |  |  |
| 30～299人以下            | 744  | 2             | 0.9                            | 2                             | 7.9                          | 2.6                          | 3.8          | 48.3   | 31.7                                 | 0.8         |  |  |  |  |
| 300人以上・官公庁           | 996  | 0.9           | 0.6                            | 1.1                           | 5.2                          | 3.6                          | 7.2          | 57.4   | 23.8                                 | 0.1         |  |  |  |  |
| わからない                | 71   | 0             | 2.8                            | 1.4                           | 8.5                          | 2.8                          | 0            | 43.7   | 40.8                                 | 0           |  |  |  |  |
| 非正規社員*29人以下          | 399  | 3.8           | 1.8                            | 5                             | 13                           | 5.8                          | 2.5          | 32.3   | 35.6                                 | 0.3         |  |  |  |  |
| 30～299人以下            | 290  | 5.5           | 2.4                            | 3.8                           | 12.8                         | 9.3                          | 3.8          | 29.7   | 32.8                                 | 0           |  |  |  |  |
| 300人以上・官公庁           | 223  | 6.7           | 1.3                            | 5.4                           | 14.3                         | 7.6                          | 2.7          | 37.2   | 24.2                                 | 0.4         |  |  |  |  |
| わからない                | 188  | 5.3           | 2.1                            | 5.9                           | 15.4                         | 2.7                          | 1.6          | 30.9   | 36.2                                 | 0           |  |  |  |  |
| 無回答                  | 17   | 0             | 0                              | 5.9                           | 0                            | 11.8                         | 0            | 47.1   | 35.3                                 | 0           |  |  |  |  |
| <b>【就業形態2×職種】</b>    |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 正規社員*専門・技術・管理        | 690  | 0.9           | 1                              | 2                             | 8.3                          | 2.8                          | 6.1          | 53.8   | 25.1                                 | 0.1         |  |  |  |  |
| 事務                   | 551  | 0.9           | 0.9                            | 1.5                           | 8.2                          | 4.7                          | 5.1          | 49.5   | 28.7                                 | 0.5         |  |  |  |  |
| 販売・サービス              | 760  | 1.8           | 1.2                            | 1.7                           | 6.4                          | 4.2                          | 4.7          | 49.9   | 29.9                                 | 0.1         |  |  |  |  |
| 技能・生産・運輸・保安          | 920  | 1.8           | 0.8                            | 0.8                           | 2.6                          | 2.6                          | 3.4          | 55.9   | 31.7                                 | 0.4         |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122  | 1.6           | 1.6                            | 6.6                           | 15.6                         | 9                            | 4.1          | 35.2   | 25.4                                 | 0.8         |  |  |  |  |
| 事務                   | 295  | 4.7           | 2.7                            | 5.8                           | 12.5                         | 6.8                          | 4.4          | 35.6   | 27.1                                 | 0.3         |  |  |  |  |
| 販売・サービス              | 455  | 4.6           | 1.8                            | 4.8                           | 14.7                         | 6.6                          | 1.5          | 30.1   | 35.8                                 | 0           |  |  |  |  |
| 技能・生産・運輸・保安          | 230  | 8.3           | 1.3                            | 3                             | 11.7                         | 4.8                          | 2.2          | 30.9   | 37.8                                 | 0           |  |  |  |  |
| 無回答                  | 3    | 0             | 0                              | 0                             | 0                            | 0                            | 0            | 100  | 0                                    | 0           |  |  |  |  |
| <b>【就業形態2×都市】</b>    |      |               |                                |                               |                              |                              |              |  |                                      |             |  |  |  |  |
| 正規社員*18大都市           | 796  | 1.6           | 1.5                            | 1.6                           | 8                            | 3.1                          | 4.6          | 49.6   | 29.6                                 | 0.1         |  |  |  |  |
| その他の市町村              | 2126 | 1.4           | 0.8                            | 1.4                           | 5.2                          | 3.6                          | 4.7          | 53.8   | 28.9                                 | 0.4         |  |  |  |  |
| 非正規社員*18大都市          | 304  | 5.3           | 3.6                            | 5.6                           | 13.5                         | 5.3                          | 3            | 29.9   | 33.6                                 | 0.3         |  |  |  |  |
| その他の市町村              | 800  | 5             | 1.3                            | 4.6                           | 13.6                         | 7                            | 2.6          | 33.4   | 32.4                                 | 0.1         |  |  |  |  |
| 無回答                  | 0    | 0             | 0                              | 0                             | 0                            | 0                            | 0            | 0  | 0                                    | 0           |  |  |  |  |

問15. 希望する働き方

|                      | 全体    | 現在の会社で、今の働き方を続けたい | 別の会社で、今の働き方を続けたい | 現在の会社で、他の働き方をしたい | 別の会社で、他の働き方をしたい | 独立して事業を始めたい | 仕事をしばらくやめたい | 仕事をすっかりやめたい | その他 | 特に考えていない | 無回答 |  |  |  |
|----------------------|-------|-------------------|------------------|------------------|-----------------|-------------|-------------|-------------|-----|----------|-----|--|--|--|
| <b>全体</b>            | 4,026 | 56                | 6                | 3                | 9               | 4           | 2           | 1           | 2   | 18       | 0   |  |  |  |
| <b>【性別】</b>          |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 男性                   | 2360  | 62.5              | 5.4              | 2.8              | 5.8             | 5.4         | 0.6         | 0.3         | 1.7 | 15.3     | 0.4 |  |  |  |
| 女性                   | 1666  | 47.8              | 6.7              | 3.7              | 12.4            | 1.8         | 3.1         | 1.3         | 2.2 | 20.7     | 0.3 |  |  |  |
| <b>【年齢別】</b>         |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 29歳以下                | 951   | 47.6              | 8.7              | 4.4              | 11.9            | 4.8         | 1.9         | 0.7         | 1.5 | 17.8     | 0.6 |  |  |  |
| 30～34歳以下             | 1092  | 55                | 6.7              | 3                | 8               | 3.8         | 2.1         | 0.8         | 2.5 | 17.7     | 0.4 |  |  |  |
| 35～39歳以下             | 1006  | 59.7              | 4.9              | 3.1              | 8               | 4.2         | 0.8         | 1           | 1.7 | 16.5     | 0.2 |  |  |  |
| 40歳以上                | 977   | 63.2              | 3.4              | 2                | 6.4             | 2.8         | 1.6         | 0.1         | 2   | 18.1     | 0.3 |  |  |  |
| <b>【就業形態】</b>        |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 正社員                  | 2345  | 64.3              | 7                | 1.7              | 5.3             | 4.3         | 1.2         | 0.6         | 1.3 | 13.8     | 0.4 |  |  |  |
| パート・契約など             | 954   | 38.8              | 6                | 6.4              | 15.8            | 3           | 2.9         | 0.7         | 2.3 | 23.7     | 0.3 |  |  |  |
| 派遣社員                 | 150   | 18.7              | 8.7              | 14               | 32              | 4.7         | 2           | 0           | 0.7 | 19.3     | 0   |  |  |  |
| 自営業など                | 577   | 63.4              | 0.9              | 0.7              | 3.5             | 3.5         | 0.9         | 0.9         | 4.2 | 21.8     | 0.3 |  |  |  |
| 無回答                  | 0     | 0                 | 0                | 0                | 0               | 0           | 0           | 0           | 0   | 0        | 0   |  |  |  |
| <b>【最終学歴】</b>        |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 中高卒                  | 1641  | 54.4              | 4.7              | 2.7              | 8.9             | 4.1         | 2           | 0.9         | 2   | 19.9     | 0.5 |  |  |  |
| 専門・短大・高専卒など          | 1247  | 52.7              | 7.2              | 3.6              | 9.9             | 4.1         | 1.5         | 0.6         | 1.9 | 18.2     | 0.2 |  |  |  |
| 大学・大学院卒              | 1135  | 63.5              | 6.3              | 3.3              | 6.4             | 3.3         | 1.2         | 0.5         | 1.9 | 13.2     | 0.3 |  |  |  |
| 無回答                  | 3     | 66.7              | 0                | 0                | 0               | 0           | 0           | 0           | 0   | 33.3     | 0   |  |  |  |
| <b>【企業規模】</b>        |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 29人以下                | 1497  | 52.7              | 5.5              | 1.8              | 7.4             | 6.5         | 1.6         | 0.6         | 2.6 | 21       | 0.2 |  |  |  |
| 30～299人以下            | 1034  | 52.5              | 9                | 2.9              | 10              | 3.2         | 1.5         | 0.3         | 1.4 | 18.6     | 0.7 |  |  |  |
| 300人以上・官公庁           | 1219  | 69                | 3.9              | 4.5              | 6.8             | 1.4         | 1.4         | 0.9         | 1.1 | 10.6     | 0.4 |  |  |  |
| わからない                | 259   | 34.7              | 5.8              | 5.4              | 16.6            | 3.5         | 3.1         | 1.5         | 4.2 | 25.1     | 0   |  |  |  |
| 無回答                  | 17    | 52.9              | 0                | 0                | 17.6            | 0           | 0           | 0           | 0   | 29.4     | 0   |  |  |  |
| <b>【職種】</b>          |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 専門・技術・管理             | 812   | 66.5              | 8.3              | 3                | 3.6             | 2.3         | 1.7         | 0.1         | 2.2 | 12.1     | 0.2 |  |  |  |
| 事務                   | 846   | 53                | 5.4              | 4.1              | 10.6            | 2.5         | 2.1         | 1.1         | 2   | 18.4     | 0.7 |  |  |  |
| 販売・サービス              | 1215  | 51.7              | 5.3              | 3.1              | 10.6            | 5.3         | 2           | 0.9         | 2.1 | 18.8     | 0.1 |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 56.9              | 5.2              | 2.5              | 8.3             | 4.5         | 0.8         | 0.5         | 1.5 | 19.3     | 0.5 |  |  |  |
| 無回答                  | 3     | 66.7              | 0                | 0                | 0               | 0           | 0           | 0           | 0   | 33.3     | 0   |  |  |  |
| <b>【キャリアパス】</b>      |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 正→正(転職なし)            | 972   | 71.7              | 4.9              | 1.7              | 3.8             | 2.2         | 1.2         | 0.2         | 1.3 | 12.2     | 0.6 |  |  |  |
| 正→正(転職あり)            | 1502  | 61.6              | 6.1              | 1.5              | 5.3             | 4.9         | 1.2         | 0.7         | 2.1 | 16.2     | 0.3 |  |  |  |
| 非→非(転職なし)            | 29    | 48.3              | 0                | 6.9              | 3.4             | 10.3        | 6.9         | 0           | 0   | 24.1     | 0   |  |  |  |
| 非→非(転職あり)            | 302   | 30.5              | 6                | 10.3             | 16.9            | 4.3         | 5           | 1.3         | 2.6 | 23.2     | 0   |  |  |  |
| 正→非                  | 766   | 37.7              | 6.8              | 6.3              | 18.9            | 2.6         | 1.8         | 0.4         | 2   | 23.1     | 0.4 |  |  |  |
| 非→正                  | 423   | 57                | 6.4              | 0.7              | 6.1             | 5.9         | 0.9         | 1.7         | 2.4 | 18.7     | 0.2 |  |  |  |
| 無回答                  | 32    | 43.8              | 6.3              | 9.4              | 9.4             | 3.1         | 0           | 0           | 0   | 28.1     | 0   |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 正規社員*男性(計)           | 2154  | 66.4              | 5.3              | 1.5              | 4.3             | 5.2         | 0.5         | 0.2         | 1.7 | 14.6     | 0.4 |  |  |  |
| 29歳以下                | 442   | 55                | 9.3              | 1.1              | 7.9             | 7.5         | 0           | 0.5         | 1.6 | 16.5     | 0.7 |  |  |  |
| 30～34歳以下             | 612   | 66                | 5.7              | 1.8              | 4.7             | 4.9         | 1           | 0.3         | 1.6 | 13.4     | 0.5 |  |  |  |
| 35～39歳以下             | 566   | 68.7              | 4.2              | 1.9              | 3               | 6.2         | 0.2         | 0.2         | 1.2 | 14       | 0.4 |  |  |  |
| 40歳以上                | 534   | 73.8              | 2.8              | 0.9              | 2.1             | 2.4         | 0.6         | 0           | 2.2 | 15       | 0.2 |  |  |  |
| *女性(計)               | 768   | 57.8              | 6.9              | 1.6              | 6.8             | 1.3         | 3.1         | 2           | 2.5 | 17.7     | 0.4 |  |  |  |
| 29歳以下                | 251   | 54.6              | 8.4              | 1.6              | 9.2             | 1.2         | 3.6         | 1.6         | 1.6 | 17.9     | 0.4 |  |  |  |
| 30～34歳以下             | 190   | 50.5              | 10               | 2.1              | 5.8             | 1.1         | 4.7         | 1.6         | 4.2 | 19.5     | 0.5 |  |  |  |
| 35～39歳以下             | 164   | 65.2              | 4.9              | 0.6              | 4.9             | 1.2         | 1.2         | 4.3         | 1.8 | 15.9     | 0   |  |  |  |
| 40歳以上                | 163   | 63.8              | 3.1              | 1.8              | 6.1             | 1.8         | 2.5         | 0.6         | 2.5 | 17.2     | 0.6 |  |  |  |
| 非正規社員*男性(計)          | 206   | 21.8              | 5.8              | 16               | 21.4            | 7.8         | 1.5         | 0.5         | 2.4 | 22.3     | 0.5 |  |  |  |
| 29歳以下                | 87    | 18.4              | 8                | 21.8             | 19.5            | 5.7         | 2.3         | 0           | 1.1 | 21.8     | 1.1 |  |  |  |
| 30～34歳以下             | 55    | 23.6              | 0                | 9.1              | 27.3            | 5.5         | 1.8         | 1.8         | 3.6 | 27.3     | 0   |  |  |  |
| 35～39歳以下             | 39    | 23.1              | 10.3             | 15.4             | 17.9            | 7.7         | 0           | 0           | 2.6 | 23.1     | 0   |  |  |  |
| 40歳以上                | 25    | 28                | 4                | 12               | 20              | 20          | 0           | 0           | 4   | 12       | 0   |  |  |  |
| *女性(計)               | 898   | 39.3              | 6.5              | 5.5              | 17.3            | 2.2         | 3.1         | 0.7         | 2   | 23.3     | 0.2 |  |  |  |
| 29歳以下                | 171   | 33.3              | 8.2              | 8.2              | 22.2            | 2.9         | 4.1         | 0.6         | 1.2 | 18.7     | 0.6 |  |  |  |
| 30～34歳以下             | 235   | 37.4              | 8.1              | 5.5              | 13.6            | 3           | 3           | 1.3         | 3   | 25.1     | 0   |  |  |  |
| 35～39歳以下             | 237   | 40.5              | 5.5              | 5.5              | 20.3            | 0.8         | 2.1         | 0.8         | 2.5 | 21.9     | 0   |  |  |  |
| 40歳以上                | 255   | 43.9              | 4.7              | 3.5              | 14.5            | 2.4         | 3.5         | 0           | 1.2 | 25.9     | 0.4 |  |  |  |
| 無回答                  | 0     | 0                 | 0                | 0                | 0               | 0           | 0           | 0           | 0   | 0        | 0   |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 正規社員*29人以下           | 1098  | 58                | 5.4              | 0.5              | 4.9             | 7.3         | 1           | 0.6         | 3.1 | 18.9     | 0.2 |  |  |  |
| 30～299人以下            | 744   | 58.7              | 8.7              | 2.2              | 6               | 3.4         | 1.3         | 0.1         | 1.1 | 17.6     | 0.8 |  |  |  |
| 300人以上・官公庁           | 996   | 76.7              | 4.1              | 2.1              | 3.3             | 1.5         | 1.2         | 0.8         | 1.1 | 8.7      | 0.4 |  |  |  |
| わからない                | 71    | 42.3              | 4.2              | 1.4              | 12.7            | 1.4         | 1.4         | 5.6         | 2.8 | 28.2     | 0   |  |  |  |
| 非正規社員*29人以下          | 399   | 38.1              | 6                | 5.3              | 14.3            | 4.5         | 3.3         | 0.5         | 1.3 | 26.6     | 0.3 |  |  |  |
| 30～299人以下            | 290   | 36.6              | 9.7              | 4.8              | 20              | 2.8         | 2.1         | 0.7         | 2.1 | 21       | 0.3 |  |  |  |
| 300人以上・官公庁           | 223   | 34.5              | 2.7              | 15.2             | 22.4            | 0.9         | 2.2         | 1.3         | 1.3 | 18.8     | 0.4 |  |  |  |
| わからない                | 188   | 31.9              | 6.4              | 6.9              | 18.1            | 4.3         | 3.7         | 0           | 4.8 | 23.9     | 0   |  |  |  |
| 無回答                  | 17    | 52.9              | 0                | 0                | 17.6            | 0           | 0           | 0           | 0   | 29.4     | 0   |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 70.3              | 7.7              | 1.6              | 2.9             | 2.3         | 1.7         | 0.1         | 1.7 | 11.4     | 0.1 |  |  |  |
| 事務                   | 551   | 63.9              | 4.9              | 1.5              | 5.4             | 2.4         | 1.8         | 1.3         | 2.2 | 16       | 0.7 |  |  |  |
| 販売・サービス              | 760   | 59.6              | 5.5              | 1.8              | 6.1             | 6.3         | 1.1         | 0.8         | 2.4 | 16.3     | 0.1 |  |  |  |
| 技能・生産・運輸・保安          | 920   | 63.4              | 5                | 1.2              | 5.2             | 4.8         | 0.4         | 0.7         | 1.4 | 17.3     | 0.7 |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 45.1              | 11.5             | 10.7             | 7.4             | 2.5         | 1.6         | 0           | 4.9 | 15.6     | 0.8 |  |  |  |
| 事務                   | 295   | 32.5              | 6.4              | 9.2              | 20.3            | 2.7         | 2.7         | 0.7         | 1.7 | 23.1     | 0.7 |  |  |  |
| 販売・サービス              | 455   | 38.5              | 5.1              | 5.3              | 18.2            | 3.7         | 3.5         | 1.1         | 1.8 | 22.9     | 0   |  |  |  |
| 技能・生産・運輸・保安          | 230   | 30.9              | 6.1              | 7.8              | 20.4            | 3.5         | 2.2         | 0           | 1.7 | 27.4     | 0   |  |  |  |
| 無回答                  | 3     | 66.7              | 0                | 0                | 0               | 0           | 0           | 0           | 0   | 33.3     | 0   |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                   |                  |                  |                 |             |             |             |     |          |     |  |  |  |
| 正規社員*18大都市           | 796   | 64.2              | 6.2              | 1.1              | 5.8             | 4.8         | 1.5         | 0.9         | 2.1 | 13.4     | 0   |  |  |  |
| その他の市町村              | 2126  | 64.1              | 5.6              | 1.6              | 4.6             | 3.9         | 1           | 0.6         | 1.8 | 16.1     | 0.6 |  |  |  |
| 非正規社員*18大都市          | 304   | 33.2              | 5.9              | 6.9              | 18.1            | 4.6         | 3.3         | 0.7         | 3.6 | 23.4     | 0.3 |  |  |  |
| その他の市町村              | 800   | 37.1              | 6.5              | 7.6              | 18              | 2.8         | 2.6         | 0.6         | 1.5 | 23       | 0.3 |  |  |  |
| 無回答                  | 0     | 0                 | 0                | 0                | 0               | 0           | 0           | 0           | 0   | 0        | 0   |  |  |  |

付問15-1. 希望就労形態

|                      | 該当者 | 正社員・正職員 | パート・アルバイト・契約社員など | 派遣社員 | その他  | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-----|---------|------------------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 469 | 74      | 15               | 2    | 8    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 201 | 86.1    | 2                | 1    | 10.4 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 268 | 65.3    | 25.4             | 2.6  | 6.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 155 | 78.1    | 12.3             | 2.6  | 7.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 120 | 74.2    | 14.2             | 1.7  | 10   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 111 | 76.6    | 15.3             | 1.8  | 5.4  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 83  | 63.9    | 22.9             | 1.2  | 12   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 164 | 67.7    | 12.8             | 3.7  | 15.2 | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 212 | 75.9    | 18.4             | 1.4  | 4.2  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 69  | 89.9    | 5.8              | 0    | 4.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 24  | 58.3    | 33.3             | 0    | 8.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 190 | 74.2    | 15.8             | 1.6  | 7.9  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 169 | 69.8    | 20.1             | 3    | 7.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 110 | 80.9    | 7.3              | 0.9  | 10.9 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 138 | 73.2    | 21               | 0    | 5.1  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 133 | 74.4    | 12.8             | 3.8  | 9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 138 | 78.3    | 7.2              | 2.2  | 12.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 57  | 64.9    | 28.1             | 1.8  | 5.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3   | 100     | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 53  | 67.9    | 13.2             | 1.9  | 15.1 | 1.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 125 | 79.2    | 12.8             | 3.2  | 4.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 167 | 68.9    | 21               | 2.4  | 7.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 124 | 79      | 11.3             | 0    | 9.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 54  | 68.5    | 18.5             | 1.9  | 11.1 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 102 | 65.7    | 10.8             | 3.9  | 18.6 | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 3   | 100     | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 82  | 87.8    | 8.5              | 0    | 3.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 193 | 75.1    | 18.7             | 1.6  | 4.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 29  | 65.5    | 27.6             | 0    | 6.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 6   | 83.3    | 0                | 16.7 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 124 | 79.8    | 1.6              | 1.6  | 16.1 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 40  | 82.5    | 0                | 2.5  | 15   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 40  | 75      | 5                | 2.5  | 17.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 28  | 85.7    | 0                | 0    | 10.7 | 3.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 16  | 75      | 0                | 0    | 25   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 64  | 40.6    | 42.2             | 6.3  | 10.9 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 27  | 37      | 48.1             | 7.4  | 7.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 15  | 40      | 40               | 0    | 20   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 9   | 55.6    | 33.3             | 11.1 | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 13  | 38.5    | 38.5             | 7.7  | 15.4 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 77  | 96.1    | 2.6              | 0    | 1.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 36  | 100     | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 20  | 95      | 5                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 13  | 100     | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 8   | 75      | 12.5             | 0    | 12.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 204 | 73      | 20.1             | 1.5  | 5.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 52  | 80.8    | 11.5             | 1.9  | 5.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 45  | 75.6    | 17.8             | 2.2  | 4.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 61  | 70.5    | 23               | 1.6  | 4.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 46  | 65.2    | 28.3             | 0    | 6.5  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 60  | 70      | 20               | 0    | 8.3  | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 61  | 65.6    | 11.5             | 6.6  | 16.4 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 54  | 64.8    | 9.3              | 3.7  | 22.2 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 10  | 50      | 50               | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 78  | 75.6    | 21.8             | 0    | 2.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 72  | 81.9    | 13.9             | 1.4  | 2.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 84  | 86.9    | 6                | 1.2  | 6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 47  | 68.1    | 23.4             | 2.1  | 6.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3   | 100     | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 31  | 54.8    | 19.4             | 3.2  | 19.4 | 3.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 38  | 65.8    | 21.1             | 5.3  | 7.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 60  | 70      | 13.3             | 5    | 11.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 59  | 69.5    | 11.9             | 0    | 18.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 22  | 86.4    | 4.5              | 0    | 9.1  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 87  | 85.1    | 9.2              | 2.3  | 3.4  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 107 | 68.2    | 25.2             | 0.9  | 5.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 65  | 87.7    | 10.8             | 0    | 1.5  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |     |         |                  |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 55  | 76.4    | 16.4             | 5.5  | 1.8  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 133 | 62.4    | 15               | 2.3  | 19.5 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 76  | 72.4    | 23.7             | 1.3  | 2.6  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 205 | 82      | 12.2             | 1    | 4.9  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0                | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問16. 昨年1年間の就労状況

|                      | 全体    | 継続して働いていた | 働いていたこともあった<br>ともしも働いていなかった | まったく働いていなかった | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-----------|-----------------------------|--------------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 89        | 8                           | 3            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 95.2      | 3.9                         | 0.9          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 79.1      | 14.3                        | 6.6          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 84.8      | 10.8                        | 4.3          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 87.9      | 8.8                         | 3.3          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 90.1      | 6.5                         | 3.5          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 91.3      | 6.7                         | 2            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 94.5      | 4.4                         | 1.1          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 73.9      | 16.6                        | 9.4          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 73.3      | 25.3                        | 1.3          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 92.5      | 5                           | 2.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0         | 0                           | 0            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 89.3      | 7.7                         | 3            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 84.9      | 10.6                        | 4.4          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 91.4      | 6.3                         | 2.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100       | 0                           | 0            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 86.9      | 9.4                         | 3.7          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 89.3      | 7.5                         | 3.2          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 93.4      | 4.8                         | 1.6          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 71.4      | 20.1                        | 8.5          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 94.1      | 0                           | 5.9          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 92.6      | 5                           | 2.3          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 86.2      | 9.6                         | 4.1          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 84.8      | 11                          | 4.2          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 91.4      | 6.3                         | 2.3          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7      | 0                           | 33.3         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 97.6      | 1.7                         | 0.6          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 92.8      | 5.5                         | 1.7          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 96.6      | 0                           | 3.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 75.2      | 18.5                        | 6            | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 72.6      | 17.9                        | 9.5          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 90.5      | 7.3                         | 2.1          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 84.4      | 15.6                        | 0            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 96.5      | 2.7                         | 0.7          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 93        | 5.2                         | 1.8          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 96.1      | 2.8                         | 1.1          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 98.2      | 1.6                         | 0.2          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 98.1      | 1.9                         | 0            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 87.2      | 9.6                         | 3.1          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 84.5      | 11.2                        | 4.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 85.8      | 11.6                        | 2.6          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 88.4      | 8.5                         | 3            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 92        | 6.1                         | 1.8          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 81.6      | 15.5                        | 2.9          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 83.9      | 12.6                        | 3.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 80        | 16.4                        | 3.6          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 79.5      | 20.5                        | 0            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 80        | 16                          | 4            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 72        | 18.3                        | 9.6          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 64.3      | 24                          | 11.1         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 70.2      | 20.4                        | 9.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 73.4      | 14.3                        | 12.2         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 77.6      | 16.1                        | 6.3          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0         | 0                           | 0            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 92.4      | 5.9                         | 1.6          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 93.7      | 5.1                         | 1.2          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 96.4      | 2.5                         | 1.1          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 91.5      | 7                           | 1.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 71.7      | 18.8                        | 9.5          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 77.9      | 13.8                        | 8.3          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 80.3      | 15.2                        | 4            | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 63.8      | 25                          | 11.2         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 94.1      | 0                           | 5.9          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 94.3      | 3.8                         | 1.9          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 92.9      | 4.7                         | 2.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 93.3      | 6.2                         | 0.5          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 95.2      | 3.7                         | 1.1          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 82.8      | 12.3                        | 4.9          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 73.6      | 18.6                        | 7.5          | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 70.5      | 19.1                        | 10.3         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 76.1      | 17                          | 7            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7      | 0                           | 33.3         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |           |                             |              |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 94.2      | 4.5                         | 1.3          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 94        | 4.6                         | 1.4          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 76.3      | 16.1                        | 7.6          | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 72.9      | 18.4                        | 8.6          | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0         | 0                           | 0            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問17. (1) 昨年度1年間の能力開発の有無 a 上司や同僚から、仕事上の指導やアドバイスを受けること

|                      | 該当者   | よくあった | ときどきあった | あまりなかった | まったくなかった | た(へま)という人はいなかった | 無回答 |  |  |  |  |  |  |  |
|----------------------|-------|-------|---------|---------|----------|-----------------|-----|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 25    | 43      | 20      | 6        | 5               | 0   |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 男性                   | 2338  | 23    | 45      | 19.9    | 6.1      | 5.6             | 0.4 |  |  |  |  |  |  |  |
| 女性                   | 1555  | 29    | 40.1    | 20.1    | 5.4      | 5.2             | 0.3 |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 35.2  | 43      | 15.6    | 3.5      | 2.5             | 0.1 |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 24.8  | 46      | 18.8    | 5.4      | 4.8             | 0.1 |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 21.7  | 41.2    | 22.5    | 6.7      | 7.1             | 0.8 |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 20.4  | 41.7    | 22.8    | 7.5      | 7.2             | 0.4 |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 27    | 45.8    | 20      | 4.5      | 2.4             | 0.3 |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 27.6  | 42.2    | 19.8    | 6.7      | 3.6             | 0.1 |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 23.6  | 39.2    | 26.4    | 8.1      | 2.7             | 0   |  |  |  |  |  |  |  |
| 自営業など                | 563   | 16    | 33.9    | 18.5    | 9.1      | 21.5            | 1.1 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0   |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 23.4  | 41.9    | 21.2    | 6.9      | 6.1             | 0.6 |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 26.1  | 42      | 20      | 5.4      | 6.2             | 0.3 |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 27.5  | 45.9    | 18      | 4.8      | 3.7             | 0.1 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 33.3    | 66.7    | 0        | 0               | 0   |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 22.8  | 38      | 20.5    | 7        | 11.2            | 0.5 |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 23.8  | 45.8    | 23.1    | 4.7      | 2.6             | 0.1 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 29.4  | 47.2    | 16.8    | 4.8      | 1.3             | 0.5 |  |  |  |  |  |  |  |
| わからない                | 237   | 28.7  | 40.5    | 19.8    | 7.6      | 3.4             | 0   |  |  |  |  |  |  |  |
| 無回答                  | 16    | 6.3   | 50      | 18.8    | 18.8     | 6.3             | 0   |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 27.6  | 45.9    | 15.9    | 4.7      | 5.7             | 0.3 |  |  |  |  |  |  |  |
| 事務                   | 810   | 25.7  | 42.5    | 23.6    | 5.6      | 2.6             | 0.1 |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 26.9  | 42.8    | 18      | 5.7      | 6.1             | 0.6 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 22.1  | 41.7    | 22.3    | 6.9      | 6.7             | 0.4 |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0               | 0   |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 25.6  | 48.2    | 19.9    | 3.7      | 2.4             | 0.2 |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 24    | 39.9    | 20.6    | 6.4      | 8.5             | 0.6 |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 21.4  | 46.4    | 25      | 7.1      | 0               | 0   |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 24.7  | 43.5    | 21.6    | 5.3      | 4.9             | 0   |  |  |  |  |  |  |  |
| 正→非                  | 693   | 28.4  | 40.8    | 20.3    | 7.2      | 3               | 0.1 |  |  |  |  |  |  |  |
| 非→正                  | 414   | 26.3  | 44.9    | 15.5    | 6.3      | 6.5             | 0.5 |  |  |  |  |  |  |  |
| 無回答                  | 32    | 15.6  | 50      | 21.9    | 9.4      | 3.1             | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 23    | 45      | 19.7    | 5.9      | 5.8             | 0.5 |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 35.5  | 44.9    | 12.7    | 3.7      | 3               | 0.2 |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 24.5  | 46.1    | 19.3    | 5.5      | 4.5             | 0.2 |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 18.2  | 44.1    | 23.4    | 6        | 7.4             | 0.9 |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 16.3  | 44.9    | 22.1    | 8.1      | 8.1             | 0.6 |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 30    | 39.1    | 19.5    | 4        | 7               | 0.4 |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 35.4  | 41.3    | 19.2    | 2.1      | 2.1             | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 27    | 42.2    | 20.5    | 3.2      | 7               | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 32.1  | 32.7    | 15.7    | 5.7      | 12.6            | 1.3 |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 23.1  | 38.8    | 22.5    | 6.3      | 8.8             | 0.6 |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 22.5  | 45      | 21.5    | 8        | 3               | 0   |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 31    | 41.7    | 21.4    | 2.4      | 3.6             | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 18.9  | 54.7    | 11.3    | 9.4      | 5.7             | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 15.4  | 38.5    | 30.8    | 15.4     | 0               | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 12.5  | 45.8    | 29.2    | 12.5     | 0               | 0   |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 28.1  | 40.9    | 20.6    | 6.7      | 3.6             | 0.1 |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 36.4  | 41.1    | 15.2    | 6        | 1.3             | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 25.4  | 46.9    | 17.8    | 6.1      | 3.8             | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 24.5  | 40.4    | 23.6    | 7.7      | 3.4             | 0.5 |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 28.5  | 36      | 23.8    | 6.7      | 5               | 0   |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 22    | 37.8    | 19.5    | 7        | 13              | 0.6 |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 23.3  | 46.8    | 23      | 4.1      | 2.7             | 0.1 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 29.2  | 47.3    | 17.2    | 4.5      | 1.3             | 0.5 |  |  |  |  |  |  |  |
| わからない                | 70    | 24.3  | 41.4    | 22.9    | 7.1      | 4.3             | 0   |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 25.2  | 38.8    | 23.3    | 6.9      | 5.8             | 0   |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 25.2  | 42.9    | 23.3    | 6.4      | 2.3             | 0   |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 30    | 46.9    | 15      | 6.1      | 1.4             | 0.5 |  |  |  |  |  |  |  |
| わからない                | 167   | 30.5  | 40.1    | 18.6    | 7.8      | 3               | 0   |  |  |  |  |  |  |  |
| 無回答                  | 16    | 6.3   | 50      | 18.8    | 18.8     | 6.3             | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 27.9  | 45.3    | 15.5    | 4.7      | 6.2             | 0.3 |  |  |  |  |  |  |  |
| 事務                   | 538   | 24.5  | 45.4    | 23.6    | 3.9      | 2.6             | 0   |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 25.9  | 41.7    | 18.5    | 5.7      | 7.3             | 0.9 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 21.8  | 42.5    | 21.4    | 6.6      | 7.3             | 0.4 |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 25.9  | 49.1    | 18.1    | 4.3      | 2.6             | 0   |  |  |  |  |  |  |  |
| 事務                   | 272   | 27.9  | 36.8    | 23.5    | 8.8      | 2.6             | 0.4 |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 28.7  | 44.9    | 16.9    | 5.6      | 3.9             | 0   |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 23.4  | 38.3    | 26.2    | 7.9      | 4.2             | 0   |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0               | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 23.8  | 41.7    | 22      | 5.7      | 6.5             | 0.3 |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 25.2  | 44.2    | 18.8    | 5.3      | 6               | 0.5 |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 25.6  | 38.1    | 23.1    | 8.2      | 5               | 0   |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 27.5  | 43.2    | 19.9    | 6.4      | 2.9             | 0.1 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0   |  |  |  |  |  |  |  |

問17. (1) 昨年度1年間の能力開発の有無 b部下や同僚に、仕事上の指導やアドバイスをすること

|                      | 該当者   | よくあった | ときどきあった | あまりなかった | まったくなかった | た(へま)という人はいなかった | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|---------|---------|----------|-----------------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 22    | 40      | 21      | 9        | 8               | 0   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 男性                   | 2338  | 26.3  | 40.7    | 19      | 6.7      | 7               | 0.3 |  |  |  |  |  |  |  |  |
| 女性                   | 1555  | 16.7  | 37.7    | 23.3    | 12       | 10              | 0.4 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 20.5  | 37.6    | 22.6    | 10.1     | 9               | 0.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 23.8  | 40.7    | 19.9    | 8        | 7.6             | 0.1 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 21.7  | 40.1    | 21.3    | 8.3      | 7.8             | 0.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 23.5  | 39.4    | 19.3    | 9        | 8.5             | 0.3 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 27    | 44.2    | 18.4    | 5.6      | 4.4             | 0.3 |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 13.3  | 35.5    | 26.7    | 15.4     | 9               | 0.1 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 17.6  | 29.1    | 33.1    | 14.2     | 5.4             | 0.7 |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 18.8  | 29      | 17.9    | 10.3     | 23.1            | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 19.9  | 38.6    | 23.3    | 9.6      | 8               | 0.6 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 23.3  | 38.7    | 19.4    | 8.9      | 9.4             | 0.3 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 25.2  | 41.6    | 18.5    | 7.7      | 7               | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 66.7    | 0       | 0        | 33.3            | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 17.9  | 34.1    | 21.3    | 10.8     | 15.5            | 0.4 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 21    | 44.6    | 22.9    | 7.4      | 4.1             | 0.1 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 30.2  | 43.3    | 16.9    | 5.8      | 3.3             | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 237   | 16.5  | 31.6    | 28.3    | 16.9     | 6.3             | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 25    | 37.5    | 6.3     | 25       | 6.3             | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 32.3  | 41.4    | 15.8    | 4.2      | 6.2             | 0.3 |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 18.5  | 40.7    | 22.8    | 10.2     | 7.5             | 0.1 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 21.1  | 38.3    | 20.4    | 10.1     | 9.4             | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 19.7  | 38.5    | 23      | 9.7      | 8.9             | 0.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0               | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 30.4  | 44.4    | 14.9    | 5.1      | 5               | 0.2 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 22.9  | 39.5    | 19.8    | 7.2      | 10.1            | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 14.3  | 35.7    | 21.4    | 25       | 3.6             | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 14.8  | 34.3    | 26.1    | 13.4     | 11              | 0.4 |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 13.7  | 34.3    | 28.7    | 15.3     | 7.8             | 0.1 |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 22.2  | 40.6    | 20.5    | 8.2      | 8.2             | 0.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 25    | 40.6    | 18.8    | 9.4      | 6.3             | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 27.1  | 41.4    | 17.9    | 6.3      | 6.9             | 0.3 |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 23    | 38.9    | 21      | 8.8      | 8.1             | 0.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 28.6  | 41.2    | 18.3    | 5.8      | 6               | 0.2 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 26.2  | 41.6    | 19.6    | 5.3      | 6.7             | 0.5 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 29.8  | 43.4    | 13.1    | 6        | 7.3             | 0.4 |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 20.4  | 40.9    | 19.5    | 7.3      | 11.4            | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 20.4  | 38.8    | 23.8    | 7.9      | 9.2             | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 18.9  | 45.9    | 15.1    | 8.1      | 11.9            | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 21.4  | 40.3    | 15.1    | 6.9      | 14.5            | 1.9 |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 21.3  | 38.8    | 22.5    | 5.6      | 11.3            | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 17    | 33      | 31      | 11       | 8               | 0   |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 19    | 28.6    | 32.1    | 9.5      | 10.7            | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 18.9  | 37.7    | 26.4    | 7.5      | 9.4             | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 10.3  | 38.5    | 33.3    | 17.9     | 0               | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 16.7  | 29.2    | 33.3    | 12.5     | 8.3             | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 13.2  | 34.9    | 26.8    | 16.3     | 8.6             | 0.2 |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 13.9  | 37.1    | 19.9    | 17.9     | 10.6            | 0.7 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 15.5  | 35.7    | 26.8    | 14.1     | 8               | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 12    | 36.1    | 28.4    | 15.9     | 7.2             | 0.5 |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 11.7  | 31.8    | 29.7    | 17.6     | 9.2             | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 20.1  | 34.4    | 19.7    | 9.1      | 16.2            | 0.6 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 23.7  | 47.1    | 20.3    | 5.4      | 3.4             | 0.1 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 32.9  | 44.9    | 14.9    | 4.1      | 2.8             | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 70    | 20    | 34.3    | 27.1    | 12.9     | 5.7             | 0   |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 11.4  | 33.5    | 26      | 15.8     | 13.3            | 0   |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 13.5  | 37.6    | 30.1    | 12.8     | 6               | 0   |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 17.8  | 36.2    | 26.3    | 14.1     | 5.2             | 0.5 |  |  |  |  |  |  |  |  |
| わからない                | 167   | 15    | 30.5    | 28.7    | 18.6     | 6.6             | 0.6 |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 25    | 37.5    | 6.3     | 25       | 6.3             | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 34.4  | 41.4    | 14.5    | 3.4      | 6.1             | 0.3 |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 22.5  | 44.2    | 20.3    | 6.3      | 6.7             | 0   |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 24.1  | 39.2    | 18      | 7.9      | 9.9             | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 21.5  | 41.1    | 20.3    | 7.9      | 8.9             | 0.2 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 19.8  | 41.4    | 23.3    | 8.6      | 6.9             | 0   |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 10.7  | 33.8    | 27.9    | 18       | 9.2             | 0.4 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 15.7  | 36.8    | 25      | 14       | 8.3             | 0.2 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 11.7  | 27.6    | 34.6    | 17.3     | 8.9             | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0               | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |         |         |          |                 |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 28.1  | 38.8    | 17.9    | 7        | 8               | 0.1 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 24.4  | 42.2    | 18.5    | 6.4      | 8.1             | 0.5 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 12.1  | 37.4    | 25.6    | 16       | 8.9             | 0   |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 14.7  | 33.4    | 28.4    | 14.9     | 8.4             | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0   |  |  |  |  |  |  |  |  |

問17. (1) 昨年度1年間の能力開発の有無 c 上司や同僚の仕事のやり方を見て学ぶこと

|                      | 該当者   | よくあった | ときどきあった | あまりなかった | まったくなかった | た(ま)そう(ま)という人はいなかった | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|---------|---------|----------|---------------------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 25    | 44      | 20      | 6        | 4                   | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 男性                   | 2338  | 22.5  | 44.2    | 22      | 6.2      | 4.6                 | 0.5 |  |  |  |  |  |  |  |  |
| 女性                   | 1555  | 27.7  | 43.6    | 17.3    | 6.8      | 4.1                 | 0.5 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 34.3  | 43.1    | 15.5    | 5.1      | 1.8                 | 0.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 24.1  | 45.4    | 19.4    | 7        | 3.9                 | 0.3 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 20.9  | 44.5    | 20.6    | 6.8      | 6.3                 | 0.9 |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 19.5  | 42.7    | 24.9    | 6.7      | 5.6                 | 0.5 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 25.5  | 46.1    | 21.1    | 5.3      | 1.6                 | 0.4 |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 25.4  | 44.6    | 19.9    | 6.7      | 3.2                 | 0.1 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 23    | 38.5    | 23      | 11.5     | 2                   | 2   |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 19.9  | 35.9    | 15.8    | 9.1      | 18.5                | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0                   | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 21    | 42.9    | 22.9    | 7.6      | 4.9                 | 0.6 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 26.3  | 44.9    | 17.4    | 5.8      | 5.1                 | 0.5 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 27.9  | 44.4    | 19      | 5.4      | 3                   | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 66.7    | 33.3    | 0        | 0                   | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 24.4  | 39.5    | 18.9    | 7.1      | 9.7                 | 0.4 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 21.8  | 46.9    | 23.5    | 6.6      | 1.1                 | 0.2 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 27.1  | 47.2    | 19.2    | 4.9      | 0.9                 | 0.7 |  |  |  |  |  |  |  |  |
| わからない                | 237   | 25.7  | 43.5    | 18.1    | 7.6      | 3.8                 | 1.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 6.3   | 37.5    | 25      | 25       | 6.3                 | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 29.6  | 44.9    | 16.6    | 4.3      | 4.2                 | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 22.8  | 45.9    | 21.7    | 7.3      | 1.6                 | 0.6 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 24.1  | 45.4    | 18      | 6.3      | 5.4                 | 0.8 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 22.7  | 40.5    | 23.7    | 7.4      | 5.6                 | 0.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0                   | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 25.9  | 46.9    | 19.8    | 5        | 2                   | 0.5 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 22.5  | 42.5    | 21.1    | 6.7      | 6.7                 | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 25    | 46.4    | 17.9    | 10.7     | 0                   | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 23.7  | 45.6    | 19.8    | 6.7      | 4.2                 | 0   |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 25.8  | 42.7    | 20.9    | 7.2      | 2.7                 | 0.6 |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 28    | 43.2    | 16.7    | 6.3      | 5.3                 | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 15.6  | 46.9    | 18.8    | 15.6     | 3.1                 | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 22.4  | 44.6    | 21.7    | 6.1      | 4.7                 | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 32.7  | 44.7    | 16.1    | 4.6      | 1.6                 | 0.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 23.6  | 46.4    | 20      | 6.3      | 3.3                 | 0.3 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 17    | 45.7    | 22.8    | 6.7      | 6.9                 | 0.9 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 18.2  | 41.4    | 27      | 6.4      | 6.6                 | 0.6 |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 30.2  | 42.5    | 15.3    | 6        | 5.4                 | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 41.3  | 38.8    | 12.9    | 5.4      | 1.7                 | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 25.9  | 42.7    | 17.3    | 8.6      | 4.9                 | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 27.7  | 44      | 10.7    | 6.3      | 10.1                | 1.3 |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 21.3  | 46.3    | 21.3    | 3.8      | 6.9                 | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 24    | 40      | 25.5    | 7        | 3.5                 | 0   |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 31    | 42.9    | 17.9    | 4.8      | 3.6                 | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 18.9  | 39.6    | 28.3    | 5.7      | 7.5                 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 17.9  | 35.9    | 35.9    | 10.3     | 0                   | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 20.8  | 37.5    | 29.2    | 12.5     | 0                   | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 25.3  | 44.6    | 19.1    | 7.5      | 3                   | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 29.8  | 45.7    | 16.6    | 6        | 1.3                 | 0.7 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 24.9  | 46      | 17.4    | 8        | 3.8                 | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 26.9  | 43.3    | 19.2    | 6.7      | 2.9                 | 1   |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 21.3  | 43.9    | 22.2    | 8.8      | 3.3                 | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0                   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 24.5  | 37.7    | 18.8    | 7.5      | 10.9                | 0.6 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 20.4  | 48.7    | 23.3    | 6.3      | 1.2                 | 0.1 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 27.3  | 47.8    | 19.2    | 4.2      | 0.8                 | 0.7 |  |  |  |  |  |  |  |  |
| わからない                | 70    | 25.7  | 41.4    | 17.1    | 7.1      | 7.1                 | 1.4 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 23.8  | 44.9    | 19.1    | 6.1      | 6.1                 | 0   |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 25.6  | 41.7    | 24.1    | 7.5      | 0.8                 | 0.4 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 26.3  | 44.1    | 19.2    | 8.5      | 1.4                 | 0.5 |  |  |  |  |  |  |  |  |
| わからない                | 167   | 25.7  | 44.3    | 18.6    | 7.8      | 2.4                 | 1.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 6.3   | 37.5    | 25      | 25       | 6.3                 | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 29.1  | 44.3    | 17      | 4.3      | 4.9                 | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 22.7  | 47      | 22.1    | 6.1      | 1.5                 | 0.6 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 23.3  | 44.8    | 18.3    | 6.5      | 6.2                 | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 22.9  | 41.4    | 22.6    | 7        | 5.8                 | 0.2 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 32.8  | 48.3    | 14.7    | 4.3      | 0                   | 0   |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 23.2  | 43.8    | 21      | 9.6      | 1.8                 | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 25.7  | 46.3    | 17.6    | 5.9      | 3.9                 | 0.5 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 22    | 36.4    | 28      | 8.9      | 4.7                 | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0                   | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |         |         |          |                     |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 23.2  | 44      | 20      | 6.6      | 5.9                 | 0.4 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 24.9  | 44.1    | 20.1    | 5.9      | 4.5                 | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 22.8  | 45.9    | 19.6    | 8.2      | 3.2                 | 0.4 |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 25.9  | 42.9    | 20.7    | 7.1      | 3                   | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0                   | 0   |  |  |  |  |  |  |  |  |



問17. (1) 昨年度1年間の能力開発の有無 d本やマニュアルを読み、自分で勉強して仕事の仕方を学ぶこと

|                      | 該当者   | よくあった | ときどきあった | あまりなかった | まったくなかった | た(へま)マニュアルはなかった | そうという人はいなかった | 無回答 |  |  |  |  |  |  |  |
|----------------------|-------|-------|---------|---------|----------|-----------------|--------------|-----|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 20    | 36      | 26      | 12       | 5               | 0            |     |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 男性                   | 2338  | 20.1  | 38      | 27.1    | 10.1     | 4.4             | 0.3          |     |  |  |  |  |  |  |  |
| 女性                   | 1555  | 19.5  | 34.1    | 25.4    | 14.3     | 6.2             | 0.4          |     |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 19.9  | 36.3    | 26.5    | 12.1     | 5.1             | 0.1          |     |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 20.3  | 37.2    | 26.9    | 11.3     | 4.2             | 0.2          |     |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 19.7  | 36.1    | 26      | 11.6     | 6               | 0.6          |     |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 19.7  | 35.9    | 26.2    | 12.2     | 5.4             | 0.4          |     |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 20.7  | 40      | 27.3    | 8.8      | 2.9             | 0.4          |     |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 14.5  | 30      | 28.2    | 19.7     | 7.5             | 0.1          |     |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 23.6  | 27      | 31.8    | 12.2     | 5.4             | 0            |     |  |  |  |  |  |  |  |
| 自営業など                | 563   | 24.2  | 34.1    | 18.8    | 11.7     | 10.7            | 0.5          |     |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0            |     |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 14.1  | 32.2    | 28.8    | 16.8     | 7.5             | 0.6          |     |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 21.9  | 38.5    | 26.3    | 8.6      | 4.5             | 0.3          |     |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 26.2  | 40.3    | 23      | 7.9      | 2.5             | 0            |     |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 33.3    | 33.3    | 33.3     | 0               | 0            |     |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 19.8  | 33.9    | 23.6    | 13.3     | 9               | 0.3          |     |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 17.7  | 36.8    | 29.1    | 12.5     | 3.8             | 0.2          |     |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 22.7  | 40.4    | 27.1    | 7.7      | 1.6             | 0.5          |     |  |  |  |  |  |  |  |
| わからない                | 237   | 16    | 29.5    | 28.7    | 20.7     | 5.1             | 0            |     |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5  | 43.8    | 25      | 12.5     | 6.3             | 0            |     |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 33.2  | 41.7    | 18.5    | 4.2      | 2.3             | 0.1          |     |  |  |  |  |  |  |  |
| 事務                   | 810   | 19.4  | 42.7    | 27.2    | 8.3      | 2.2             | 0.2          |     |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 18.3  | 35.5    | 27.2    | 13       | 5.5             | 0.5          |     |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 12.6  | 29.1    | 30.6    | 18.4     | 8.9             | 0.4          |     |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0               | 0            |     |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 21.7  | 40.4    | 28.1    | 7.5      | 2               | 0.4          |     |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 21.6  | 38.1    | 24      | 10       | 5.8             | 0.5          |     |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 10.7  | 28.6    | 39.3    | 17.9     | 3.6             | 0            |     |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 14.5  | 31.8    | 26.9    | 17.7     | 9.2             | 0            |     |  |  |  |  |  |  |  |
| 正→非                  | 693   | 16.5  | 28.9    | 29.1    | 18.9     | 6.5             | 0.1          |     |  |  |  |  |  |  |  |
| 非→正                  | 414   | 19.3  | 37.4    | 25.8    | 12.1     | 5.1             | 0.2          |     |  |  |  |  |  |  |  |
| 無回答                  | 32    | 25    | 37.5    | 18.8    | 12.5     | 6.3             | 0            |     |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 20.8  | 39.4    | 26.2    | 9.2      | 4               | 0.3          |     |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 21.7  | 37.1    | 26      | 11.3     | 3.7             | 0.2          |     |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 21.7  | 37.9    | 27.9    | 9.4      | 3               | 0.2          |     |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 19.6  | 41.1    | 25      | 9.7      | 4.1             | 0.5          |     |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 20.4  | 41.2    | 25.8    | 6.7      | 5.4             | 0.4          |     |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 22.8  | 37.2    | 23.8    | 9.9      | 5.5             | 0.7          |     |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 19.6  | 41.3    | 25      | 9.6      | 4.6             | 0            |     |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 22.7  | 39.5    | 21.6    | 10.8     | 4.9             | 0.5          |     |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 27    | 32.1    | 22.6    | 8.2      | 8.8             | 1.3          |     |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 23.8  | 33.8    | 25.6    | 11.3     | 4.4             | 1.3          |     |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 13    | 23      | 36      | 19.5     | 8.5             | 0            |     |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 13.1  | 23.8    | 41.7    | 13.1     | 8.3             | 0            |     |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 13.2  | 24.5    | 32.1    | 20.8     | 9.4             | 0            |     |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 12.8  | 20.5    | 43.6    | 15.4     | 7.7             | 0            |     |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 12.5  | 20.8    | 12.5    | 45.8     | 8.3             | 0            |     |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 16.5  | 31.2    | 26.9    | 18.4     | 6.9             | 0.1          |     |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 19.2  | 33.1    | 21.9    | 17.9     | 7.9             | 0            |     |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 16    | 36.6    | 27.2    | 14.6     | 5.6             | 0            |     |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 15.4  | 28.8    | 27.9    | 18.8     | 8.7             | 0.5          |     |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 16.3  | 27.2    | 28.9    | 21.8     | 5.9             | 0            |     |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0            |     |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 21.9  | 35.3    | 22.6    | 11.7     | 8.1             | 0.5          |     |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 18.1  | 39.2    | 28.6    | 11       | 2.9             | 0.3          |     |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 23.2  | 42.8    | 26.7    | 5.5      | 1.2             | 0.5          |     |  |  |  |  |  |  |  |
| わからない                | 70    | 21.4  | 34.3    | 25.7    | 11.4     | 7.1             | 0            |     |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 13.9  | 29.9    | 26.6    | 18       | 11.6            | 0            |     |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 16.5  | 30.1    | 30.5    | 16.5     | 6.4             | 0            |     |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 20.2  | 29.1    | 29.1    | 17.8     | 3.3             | 0.5          |     |  |  |  |  |  |  |  |
| わからない                | 167   | 13.8  | 27.5    | 29.9    | 24.6     | 4.2             | 0            |     |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5  | 43.8    | 25      | 12.5     | 6.3             | 0            |     |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 34.1  | 40.6    | 18.8    | 3.8      | 2.5             | 0.1          |     |  |  |  |  |  |  |  |
| 事務                   | 538   | 19.1  | 47.8    | 25.3    | 5.8      | 1.9             | 0.2          |     |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 20.4  | 39      | 26.1    | 9.4      | 4.4             | 0.8          |     |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 14    | 32      | 30.5    | 15.7     | 7.4             | 0.4          |     |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 27.6  | 48.3    | 17.2    | 6        | 0.9             | 0            |     |  |  |  |  |  |  |  |
| 事務                   | 272   | 19.9  | 32.7    | 30.9    | 13.2     | 2.9             | 0.4          |     |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 14.5  | 28.9    | 29.4    | 19.6     | 7.6             | 0            |     |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 7     | 16.8    | 30.8    | 29.9     | 15.4            | 0            |     |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0               | 0            |     |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |         |         |          |                 |              |     |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 23    | 36.3    | 24.9    | 10.4     | 5.1             | 0.3          |     |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 20.7  | 39.8    | 25.9    | 9        | 4.2             | 0.5          |     |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 16.7  | 29.9    | 26.3    | 20.3     | 6.8             | 0            |     |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 15.5  | 29.5    | 29.6    | 17.9     | 7.4             | 0.1          |     |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0               | 0            |     |  |  |  |  |  |  |  |

問17. (1) 昨年度1年間の能力開発の有無 e 今の仕事に役立つ担当外の仕事を経験すること

|                      | 該当者   | よくあった | ときどきあった | あまりなかった | まったくなかった | た〜ま〜という人はいなかった | 無回答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|---------|---------|----------|----------------|-----|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 8     | 24      | 36      | 31       | 0              | 1   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2338  | 7.7   | 26.6    | 37      | 27.9     | 0              | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1555  | 7.7   | 20.8    | 34.9    | 35       | 0              | 1.7 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 8.7   | 26.7    | 35.4    | 28.7     | 0              | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 9.2   | 23.1    | 36.9    | 29.5     | 0              | 1.2 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 5.5   | 24.9    | 36.3    | 31.8     | 0              | 1.5 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 7.2   | 22.6    | 35.7    | 32.8     | 0              | 1.7 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 8.2   | 26.5    | 38.2    | 26.6     | 0              | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 4.6   | 19.8    | 33.6    | 40.4     | 0              | 1.5 |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 6.8   | 22.3    | 38.5    | 32.4     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 10.5  | 22.4    | 30.7    | 32.3     | 0              | 4.1 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 6.7   | 22      | 35.9    | 33.7     | 0              | 1.8 |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 8.1   | 24      | 36      | 30.7     | 0              | 1.2 |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 8.7   | 27.8    | 36.6    | 26.4     | 0              | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 33.3    | 33.3    | 33.3     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 8.7   | 24.1    | 33      | 31.6     | 0              | 2.4 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 6.4   | 24      | 37.8    | 31.6     | 0              | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 8     | 26.4    | 38.5    | 26.5     | 0              | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 237   | 5.1   | 16.5    | 36.7    | 40.9     | 0              | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 0     | 12.5    | 25      | 56.3     | 0              | 6.3 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 13.4  | 26.9    | 33.7    | 25.6     | 0              | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 6.3   | 24.6    | 40.5    | 28.3     | 0              | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 6.8   | 23.5    | 34.6    | 32.9     | 0              | 2.1 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 5.5   | 23      | 36.3    | 33.8     | 0              | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 7.8   | 25.8    | 37.8    | 28.1     | 0              | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 9     | 25.6    | 37      | 26.7     | 0              | 1.8 |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 7.1   | 21.4    | 28.6    | 42.9     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 7.4   | 21.9    | 32.9    | 36.4     | 0              | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 3.9   | 19.5    | 35.4    | 40       | 0              | 1.3 |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 9.4   | 25.8    | 32.6    | 31.4     | 0              | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1   | 25      | 43.8    | 28.1     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 8     | 26.9    | 37.5    | 26.7     | 0              | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 9.2   | 29      | 36.9    | 24.2     | 0              | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 9.1   | 25.5    | 38      | 26.8     | 0              | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 5.8   | 27.1    | 37.3    | 28.8     | 0              | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 7.9   | 26.8    | 37.5    | 26.4     | 0              | 1.5 |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 10.5  | 22.2    | 34.7    | 30.6     | 0              | 2   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 10.4  | 24.2    | 35.8    | 29.6     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 11.4  | 21.1    | 33      | 31.9     | 0              | 2.7 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 8.2   | 22      | 34      | 31.4     | 0              | 4.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 11.9  | 20.6    | 35.6    | 30       | 0              | 1.9 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 4.5   | 22.5    | 31.5    | 40.5     | 0              | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 2.4   | 26.2    | 39.3    | 32.1     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 7.5   | 17      | 32.1    | 39.6     | 0              | 3.8 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 2.6   | 25.6    | 25.6    | 46.2     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 8.3   | 16.7    | 12.5    | 62.5     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 5.1   | 19.6    | 35      | 39       | 0              | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 7.9   | 24.5    | 28.5    | 38.4     | 0              | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 8     | 19.7    | 38.5    | 32.9     | 0              | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 2.9   | 21.2    | 37      | 37.5     | 0              | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 2.5   | 15.1    | 34.3    | 46       | 0              | 2.1 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 10.1  | 25.3    | 32.9    | 29.5     | 0              | 2.2 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 6.9   | 25.9    | 39.3    | 27.5     | 0              | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 8.4   | 26.9    | 39      | 25.1     | 0              | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 70    | 7.1   | 15.7    | 40      | 35.7     | 0              | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 4.7   | 20.8    | 33.5    | 38       | 0              | 3   |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 4.9   | 18.8    | 33.5    | 42.9     | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 6.1   | 23.9    | 36.2    | 33.3     | 0              | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 167   | 4.2   | 16.8    | 35.3    | 43.1     | 0              | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 0     | 12.5    | 25      | 56.3     | 0              | 6.3 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 13.7  | 26.4    | 34.6    | 24.7     | 0              | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 7.4   | 25.3    | 42.6    | 24.5     | 0              | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 7.7   | 26.3    | 34.3    | 29.4     | 0              | 2.4 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 6.3   | 24.8    | 37      | 30.5     | 0              | 1.3 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 11.2  | 29.3    | 28.4    | 31       | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 4     | 23.2    | 36.4    | 35.7     | 0              | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 5.1   | 18.4    | 35.3    | 39.5     | 0              | 1.7 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 2.3   | 15      | 33.2    | 47.7     | 0              | 1.9 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |         |         |          |                |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 8     | 24.8    | 36.9    | 29.4     | 0              | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 8.8   | 26      | 36.7    | 27.1     | 0              | 1.3 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 3.6   | 19.2    | 37.7    | 37.7     | 0              | 1.8 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 5.5   | 20.5    | 33      | 39.9     | 0              | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |

問17. (1) 昨年度1年間の能力開発の有無 ミーティング等を通じて、仕事に役立つ情報を共有すること

|                      | 該当者   | よくあった | ときどきあった | あまりなかった | まったくなかった | た(へま)ニユアルはなかった | そういいう人はなかった | 無回答 |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|---------|---------|----------|----------------|-------------|-----|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 18    | 39      | 27      | 16       | 0              | 1           |     |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2338  | 17.5  | 42      | 27.1    | 12.6     | 0              | 0.9         |     |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1555  | 17.7  | 34      | 25.9    | 20.9     | 0              | 1.5         |     |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 19.1  | 40.7    | 24.3    | 15.4     | 0              | 0.4         |     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 16.7  | 38.5    | 28.6    | 15       | 0              | 1.2         |     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 16.4  | 38.5    | 27.9    | 15.9     | 0              | 1.3         |     |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 18.2  | 37.4    | 25.4    | 17.5     | 0              | 1.6         |     |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 20.7  | 43.5    | 25.7    | 9.5      | 0              | 0.5         |     |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 13    | 31.7    | 27.9    | 26       | 0              | 1.4         |     |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 8.8   | 34.5    | 29.7    | 27       | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 13.7  | 31.1    | 27.7    | 23.8     | 0              | 3.7         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 14.7  | 36      | 29.7    | 17.9     | 0              | 1.8         |     |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 17.9  | 37.7    | 26.1    | 17.2     | 0              | 1.1         |     |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 21.3  | 43.9    | 22.9    | 11.6     | 0              | 0.4         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 66.7    | 0       | 33.3     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 13.5  | 30.7    | 31      | 22.6     | 0              | 2.2         |     |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 15.9  | 43.3    | 27      | 13.5     | 0              | 0.4         |     |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 24.5  | 45.9    | 22      | 7        | 0              | 0.6         |     |  |  |  |  |  |  |  |  |  |  |
| わからない                | 237   | 14.3  | 31.6    | 24.1    | 29.5     | 0              | 0.4         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5  | 56.3    | 0       | 25       | 0              | 6.3         |     |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 27.5  | 43.3    | 19.8    | 9.1      | 0              | 0.4         |     |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 15.3  | 40.2    | 27.7    | 16.3     | 0              | 0.5         |     |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 17.9  | 36.6    | 27.4    | 16.1     | 0              | 2.1         |     |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 11.8  | 36.7    | 30      | 20.2     | 0              | 1.2         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 22.3  | 44.9    | 23.5    | 8.6      | 0              | 0.7         |     |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 17.4  | 38.7    | 28.2    | 14.2     | 0              | 1.6         |     |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 7.1   | 53.6    | 14.3    | 25       | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 9.2   | 36      | 28.3    | 25.1     | 0              | 1.4         |     |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 14    | 29.7    | 28.9    | 26.3     | 0              | 1.2         |     |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 19.8  | 40.1    | 24.9    | 14.5     | 0              | 0.7         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 12.5  | 46.9    | 21.9    | 18.8     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 18.1  | 42.5    | 26.9    | 11.6     | 0              | 0.9         |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 19.6  | 43.3    | 25.8    | 10.6     | 0              | 0.7         |     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 16.7  | 42      | 28.3    | 12.4     | 0              | 0.7         |     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 17    | 42.1    | 28.1    | 12       | 0              | 0.7         |     |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 19.7  | 42.7    | 24.9    | 11.2     | 0              | 1.5         |     |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 23    | 37.1    | 23.8    | 14.2     | 0              | 1.9         |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 25.4  | 40.8    | 18.8    | 15       | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 23.8  | 38.4    | 22.2    | 13       | 0              | 2.7         |     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 22    | 34      | 26.4    | 13.2     | 0              | 4.4         |     |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 19.4  | 33.1    | 30.6    | 15.6     | 0              | 1.3         |     |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 10.5  | 36.5    | 29.5    | 22.5     | 0              | 1           |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 8.3   | 39.3    | 34.5    | 17.9     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 13.2  | 37.7    | 24.5    | 20.8     | 0              | 3.8         |     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 7.7   | 28.2    | 33.3    | 30.8     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 16.7  | 37.5    | 16.7    | 29.2     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 12.8  | 31.1    | 27.9    | 27       | 0              | 1.2         |     |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 13.9  | 33.8    | 23.2    | 28.5     | 0              | 0.7         |     |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 11.3  | 29.1    | 36.2    | 22.5     | 0              | 0.9         |     |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 12    | 34.1    | 27.4    | 25.5     | 0              | 1           |     |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 14.2  | 28.5    | 23.8    | 31.4     | 0              | 2.1         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 14.7  | 30.8    | 31.6    | 20.9     | 0              | 1.9         |     |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 17.7  | 46.9    | 25.7    | 9.1      | 0              | 0.5         |     |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 26    | 47.4    | 21      | 5        | 0              | 0.6         |     |  |  |  |  |  |  |  |  |  |  |
| わからない                | 70    | 17.1  | 44.3    | 21.4    | 15.7     | 0              | 1.4         |     |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 9.7   | 30.2    | 29.4    | 27.7     | 0              | 3           |     |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 10.9  | 33.1    | 30.5    | 25.6     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 17.8  | 39      | 26.3    | 16.4     | 0              | 0.5         |     |  |  |  |  |  |  |  |  |  |  |
| わからない                | 167   | 13.2  | 26.3    | 25.1    | 35.3     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5  | 56.3    | 0       | 25       | 0              | 6.3         |     |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 28.1  | 44.8    | 18.9    | 7.8      | 0              | 0.4         |     |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 18.2  | 43.1    | 28.3    | 10       | 0              | 0.4         |     |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 19.6  | 39.3    | 26.9    | 12       | 0              | 2.2         |     |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 13.4  | 38.6    | 29.6    | 17.3     | 0              | 1.2         |     |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 24.1  | 34.5    | 25      | 16.4     | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 9.6   | 34.6    | 26.5    | 28.7     | 0              | 0.7         |     |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 14.7  | 31.6    | 28.4    | 23.5     | 0              | 1.7         |     |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 5.1   | 29      | 31.8    | 32.7     | 0              | 1.4         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0     | 50      | 0       | 50       | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |         |         |          |                |             |     |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 18.6  | 41.2    | 25.6    | 13.9     | 0              | 0.8         |     |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 19.7  | 41      | 26.3    | 11.7     | 0              | 1.3         |     |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 9.3   | 36.7    | 26.7    | 26       | 0              | 1.4         |     |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 13.6  | 30.4    | 28.8    | 26.2     | 0              | 1.1         |     |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0       | 0       | 0        | 0              | 0           |     |  |  |  |  |  |  |  |  |  |  |

問17. (2) 昨年度1年間の仕事に関する変化a仕事の担当範囲

|                      | 全体    | た<br>幅<br>広<br>く<br>な<br>っ | 変<br>化<br>な<br>し | 狭<br>く<br>な<br>っ<br>た | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|----------------------------|------------------|-----------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 48                         | 50               | 2                     | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2338  | 50.3                       | 47.2             | 2.1                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1555  | 43.2                       | 53.6             | 2.6                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 49.6                       | 48.2             | 1.8                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 50.2                       | 47               | 2.5                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 45.9                       | 50.3             | 2.9                   | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 44.1                       | 53.8             | 2                     | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 53.9                       | 43.9             | 1.7                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 38                         | 59.2             | 2.4                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 42.6                       | 51.4             | 6.1                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 36.8                       | 59               | 3.4                   | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                          | 0                | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 42.2                       | 55.1             | 2                     | 0.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 47.3                       | 49               | 3.2                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 55.4                       | 42.9             | 1.7                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3                       | 66.7             | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 40.8                       | 56.3             | 2.4                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 50                         | 47.4             | 2.3                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 55.6                       | 41.8             | 2.1                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 237   | 39.2                       | 58.2             | 2.1                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5                       | 81.3             | 6.3                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 54                         | 43.9             | 2.1                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 50.2                       | 47               | 2.3                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 43.6                       | 53.3             | 2.2                   | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 45.1                       | 52.1             | 2.4                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                          | 100              | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 52.7                       | 45               | 1.9                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 49.1                       | 48.3             | 2.2                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 21.4                       | 75               | 3.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 37.5                       | 60.1             | 2.1                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 40.1                       | 56.4             | 3.2                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 51.7                       | 45.7             | 1.4                   | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 34.4                       | 56.3             | 9.4                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 51.4                       | 46.4             | 1.8                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 51.4                       | 47.5             | 0.9                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 54.2                       | 43.8             | 1.8                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 50.3                       | 46.9             | 1.9                   | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 49.4                       | 48.1             | 2.2                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 48.3                       | 48               | 2.8                   | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 55.4                       | 41.7             | 2.1                   | 0.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 46.5                       | 47.6             | 4.9                   | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 44                         | 50.9             | 3.1                   | 1.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 43.8                       | 55               | 1.3                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 39                         | 55               | 5                     | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 45.2                       | 50               | 3.6                   | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 41.5                       | 52.8             | 3.8                   | 1.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 28.2                       | 59               | 12.8                  | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 29.2                       | 70.8             | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 38.6                       | 58.8             | 2.5                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 37.7                       | 59.6             | 2.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 44.1                       | 54               | 1.9                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 38.9                       | 57.2             | 3.4                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 33.9                       | 64               | 2.1                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                          | 0                | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 43.3                       | 53.8             | 2.4                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 52.8                       | 44.5             | 2.2                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 58                         | 40.1             | 1.4                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 70    | 41.4                       | 54.3             | 2.9                   | 1.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 33.2                       | 63.7             | 2.5                   | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 42.1                       | 55.3             | 2.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 44.6                       | 49.8             | 5.2                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 167   | 38.3                       | 59.9             | 1.8                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5                       | 81.3             | 6.3                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 56.7                       | 41.4             | 1.9                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 53.3                       | 44.8             | 1.5                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 47.4                       | 49.1             | 2.2                   | 1.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 47.1                       | 50.2             | 2.3                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 37.9                       | 58.6             | 3.4                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 44.1                       | 51.5             | 4                     | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 36.5                       | 61               | 2.2                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 36.4                       | 60.3             | 2.8                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                          | 100              | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                            |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 51.3                       | 45.2             | 3.1                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 50.3                       | 47.5             | 1.7                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 39.9                       | 57.3             | 2.8                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 38.2                       | 58.4             | 3                     | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                          | 0                | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |

問17. (2) 昨年度1年間の仕事に関する変化b仕事のレベル

|                      | 全体    | た<br>高<br>く<br>な<br>っ | 変<br>化<br>な<br>し | た<br>低<br>く<br>な<br>っ | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-----------------------|------------------|-----------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 44                    | 54               | 2                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,338 | 47.6                  | 50.2             | 1.9                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,555 | 38.9                  | 58.8             | 1.9                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 47.9                  | 50.3             | 1.7                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,056 | 45.8                  | 51.7             | 2.1                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 42.7                  | 54.2             | 2.5                   | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 40.1                  | 58.4             | 1.4                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,319 | 50.8                  | 47.3             | 1.6                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 32.7                  | 64.8             | 2.3                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 38.5                  | 57.4             | 4.1                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 35.7                  | 61.6             | 2.1                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                     | 0                | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,591 | 38.3                  | 59.4             | 1.8                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,191 | 44.5                  | 52.7             | 2.4                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,108 | 52.2                  | 46.3             | 1.5                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3                  | 66.7             | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,441 | 38.2                  | 59.5             | 1.9                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,001 | 44                    | 53.9             | 1.8                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,198 | 52.8                  | 44.9             | 1.8                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 237   | 37.6                  | 59.5             | 3                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 31.3                  | 68.8             | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 51.5                  | 47.4             | 1.1                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 44.9                  | 52.7             | 2.1                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,164 | 41.8                  | 55.6             | 1.8                   | 0.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,124 | 40.8                  | 56.6             | 2.4                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                     | 100              | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 51.1                  | 47.5             | 1                     | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,477 | 45.6                  | 52.2             | 1.8                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 14.3                  | 82.1             | 3.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 33.6                  | 64               | 2.5                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 34.3                  | 62.9             | 2.5                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 49.3                  | 47.8             | 2.2                   | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 28.1                  | 62.5             | 9.4                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,138 | 48.9                  | 49.2             | 1.6                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 51.2                  | 47.7             | 0.9                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 50.2                  | 47.9             | 1.7                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 48.1                  | 49.4             | 1.9                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 46.3                  | 51.7             | 1.9                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 44.9                  | 52.7             | 1.7                   | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 52.5                  | 45               | 2.1                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 45.9                  | 50.8             | 2.2                   | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 39.6                  | 57.2             | 1.9                   | 1.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 37.5                  | 61.9             | 0.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 34                    | 61               | 4.5                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 39.3                  | 58.3             | 2.4                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 35.8                  | 58.5             | 3.8                   | 1.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 23.1                  | 64.1             | 12.8                  | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 29.2                  | 70.8             | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 33.4                  | 64.4             | 2.1                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 35.8                  | 61.6             | 2.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 35.7                  | 61.5             | 2.8                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 34.1                  | 63               | 2.4                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 29.3                  | 69.9             | 0.8                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                     | 0                | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,080 | 41                    | 56.8             | 1.9                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 48.3                  | 50.2             | 1.1                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 55.5                  | 42.4             | 1.6                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 70    | 42.9                  | 51.4             | 5.7                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 29.9                  | 67.9             | 1.9                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 32                    | 64.3             | 3.8                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 40.4                  | 56.3             | 2.8                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 167   | 35.3                  | 62.9             | 1.8                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 31.3                  | 68.8             | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 54.9                  | 44.2             | 0.9                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 49.1                  | 49.4             | 1.3                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 45.9                  | 50.9             | 2.1                   | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 43.5                  | 54.2             | 2.1                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 31                    | 66.4             | 2.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 36.8                  | 59.2             | 3.7                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 34.3                  | 64.2             | 1.2                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 29.4                  | 66.8             | 3.7                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                     | 100              | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                       |                  |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 49                    | 49.1             | 1.8                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,096 | 47.4                  | 50.5             | 1.6                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 34.9                  | 62.3             | 2.8                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 33                    | 64.2             | 2.5                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                     | 0                | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問17. (2) 昨年度1年間の仕事に関する変化の大きさ

|                      | 全体    | た<br>た<br>大<br>き<br>く<br>な<br>っ | 変<br>化<br>な<br>し | た<br>た<br>小<br>さ<br>く<br>な<br>っ | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|---------------------------------|------------------|---------------------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 44                              | 54               | 2                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,338 | 48.2                            | 50               | 1.5                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,555 | 36.4                            | 60.9             | 2.3                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 43.5                            | 54               | 2.2                             | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,056 | 44.7                            | 52.9             | 1.9                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 43.5                            | 53.8             | 2.2                             | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 42.1                            | 56.8             | 0.9                             | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,319 | 50.6                            | 47.4             | 1.5                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 30.2                            | 67.3             | 2.2                             | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 29.7                            | 65.5             | 4.7                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 37.8                            | 60               | 1.6                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                               | 0                | 0                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,591 | 40.2                            | 57.8             | 1.4                             | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,191 | 43.1                            | 54.2             | 2.3                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,108 | 48.5                            | 49.5             | 1.9                             | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7                            | 33.3             | 0                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,441 | 38.9                            | 59.1             | 1.5                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,001 | 45.1                            | 52.6             | 2                               | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,198 | 49.7                            | 47.8             | 2                               | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 237   | 34.2                            | 64.6             | 1.3                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 25                              | 68.8             | 6.3                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 51.1                            | 47.4             | 1.5                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 41.1                            | 56.2             | 2.3                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,164 | 40.9                            | 56.5             | 1.8                             | 0.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,124 | 42.5                            | 55.6             | 1.6                             | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                               | 100              | 0                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 51.1                            | 47.7             | 0.7                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,477 | 46.1                            | 51.6             | 1.9                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 25                              | 71.4             | 3.6                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 29.3                            | 68.2             | 2.5                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 30.9                            | 66.2             | 2.6                             | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 49.3                            | 48.3             | 1.7                             | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 28.1                            | 65.6             | 6.3                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,138 | 49.9                            | 48.6             | 1.1                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 47.7                            | 50.5             | 1.4                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 49.4                            | 49.1             | 1.2                             | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 50.3                            | 48.3             | 0.9                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 51.9                            | 46.8             | 1.1                             | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 43                              | 53.6             | 2.7                             | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 45                              | 51.7             | 2.9                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 45.9                            | 49.7             | 3.2                             | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 40.9                            | 54.7             | 3.1                             | 1.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 38.8                            | 60               | 1.3                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 29.5                            | 65               | 5                               | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 33.3                            | 63.1             | 3.6                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 32.1                            | 62.3             | 3.8                             | 1.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 20.5                            | 66.7             | 12.8                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 25                              | 75               | 0                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 30.3                            | 67.6             | 2                               | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 34.4                            | 62.9             | 2.6                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 33.3                            | 64.3             | 2.3                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 31.3                            | 65.4             | 2.9                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 24.3                            | 75.3             | 0.4                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                               | 0                | 0                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,080 | 43.1                            | 54.7             | 1.7                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 49.8                            | 48.6             | 1.2                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 53.3                            | 44.8             | 1.4                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 70    | 38.6                            | 58.6             | 2.9                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 26.3                            | 72.3             | 1.1                             | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 32                              | 63.9             | 4.1                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 32.9                            | 62               | 4.7                             | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 167   | 32.3                            | 67.1             | 0.6                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 25                              | 68.8             | 6.3                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 55.4                            | 43.4             | 1.2                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 46.3                            | 51.5             | 1.9                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 46                              | 50.9             | 2                               | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 45.6                            | 52.9             | 1.2                             | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 25.9                            | 70.7             | 3.4                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 30.9                            | 65.4             | 3.3                             | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 31.4                            | 66.9             | 1.5                             | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 29.4                            | 67.3             | 3.3                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                               | 100              | 0                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                                 |                  |                                 |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 47.5                            | 50.8             | 1.7                             | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,096 | 48.4                            | 49.6             | 1.5                             | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 29.2                            | 68.3             | 2.5                             | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 30.5                            | 66.6             | 2.6                             | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                               | 0                | 0                               | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問17. (2) 昨年度1年間の仕事に関する変化d部下の人数

|                      | 全体    | 多<br>く<br>な<br>っ<br>た | 変<br>化<br>な<br>し | 少<br>な<br>く<br>な<br>っ<br>た | た<br>部<br>下<br>は<br>い<br>な<br>か<br>っ | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-----------------------|------------------|----------------------------|--------------------------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 16                    | 52               | 4                          | 28                                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2338  | 17.7                  | 55               | 5.3                        | 21.6                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1555  | 13.1                  | 46.8             | 3.1                        | 36.7                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 20.8                  | 44.1             | 3.4                        | 31.4                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1056  | 16.1                  | 54.2             | 4.2                        | 25.3                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 14.1                  | 54.9             | 4.6                        | 25.7                                 | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 12.6                  | 53.1             | 5.4                        | 28.6                                 | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2319  | 19.5                  | 51.9             | 5.1                        | 23.1                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 863   | 10.8                  | 47.4             | 3.4                        | 38.2                                 | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 12.8                  | 39.9             | 4.1                        | 43.2                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 9.4                   | 60.7             | 3.4                        | 25.9                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                     | 0                | 0                          | 0                                    | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1591  | 13.9                  | 54.1             | 5.2                        | 26.4                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1191  | 16.5                  | 51.1             | 3.6                        | 28.3                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1108  | 18.1                  | 49               | 4.2                        | 28.7                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0                     | 66.7             | 0                          | 33.3                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1441  | 10.5                  | 58.4             | 4                          | 26.6                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1001  | 18.9                  | 50               | 5                          | 25.7                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1198  | 20.3                  | 46.2             | 4.8                        | 28.3                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 237   | 13.1                  | 46.8             | 2.1                        | 38                                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5                  | 43.8             | 6.3                        | 37.5                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 20.8                  | 51.1             | 3.7                        | 24.3                                 | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 13                    | 46.5             | 3.6                        | 36.7                                 | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1164  | 15.4                  | 52.8             | 4.9                        | 26.2                                 | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1124  | 14.9                  | 54.7             | 5.1                        | 25                                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                     | 100              | 0                          | 0                                    | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 18.8                  | 52.8             | 5                          | 23.1                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1477  | 16.9                  | 54.1             | 4.9                        | 23.8                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 3.6                   | 57.1             | 0                          | 39.3                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 9.5                   | 47.3             | 4.9                        | 38.2                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 12.1                  | 45.5             | 2.9                        | 39.2                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 17.1                  | 52.9             | 3.9                        | 25.4                                 | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4                   | 65.6             | 6.3                        | 18.8                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2138  | 18.3                  | 55.8             | 5.3                        | 20.3                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 21.2                  | 48.6             | 4.1                        | 25.6                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 17.7                  | 57.4             | 4.6                        | 20.2                                 | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 17.7                  | 58.2             | 5.7                        | 17.9                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 17.4                  | 57.1             | 6.6                        | 18.7                                 | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 15.2                  | 47.6             | 3.2                        | 33.3                                 | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 23.3                  | 38.8             | 2.9                        | 34.6                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 15.1                  | 51.9             | 1.6                        | 30.3                                 | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 10.1                  | 52.2             | 2.5                        | 34                                   | 1.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 8.1                   | 51.3             | 6.3                        | 34.4                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 11                    | 47.5             | 5.5                        | 36                                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 13.1                  | 46.4             | 2.4                        | 38.1                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 11.3                  | 49.1             | 9.4                        | 30.2                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 7.7                   | 43.6             | 10.3                       | 38.5                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 8.3                   | 54.2             | 0                          | 37.5                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 11.1                  | 46               | 3                          | 39.7                                 | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 19.9                  | 38.4             | 2.6                        | 39.1                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 13.6                  | 48.4             | 3.8                        | 34.3                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 8.7                   | 50               | 2.4                        | 38.5                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 5.4                   | 45.2             | 2.9                        | 46                                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                     | 0                | 0                          | 0                                    | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1080  | 11.1                  | 60.2             | 4.2                        | 24.1                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 21.5                  | 51.7             | 5.3                        | 21.1                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 21.9                  | 47.5             | 5.2                        | 25                                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 70    | 12.9                  | 61.4             | 1.4                        | 24.3                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 8.9                   | 53.2             | 3.6                        | 34.3                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 11.7                  | 45.5             | 4.1                        | 38.3                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 12.7                  | 39.9             | 3.3                        | 43.7                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 167   | 13.2                  | 40.7             | 2.4                        | 43.7                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 12.5                  | 43.8             | 6.3                        | 37.5                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 22.3                  | 52.1             | 3.8                        | 21.7                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 15.2                  | 49.8             | 3.9                        | 30.9                                 | 0.2         |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 15.9                  | 55.8             | 5.8                        | 21.4                                 | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 16.7                  | 55.2             | 5.1                        | 22.7                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 12.1                  | 44.8             | 2.6                        | 39.7                                 | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 8.5                   | 40.1             | 2.9                        | 48.2                                 | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 14.5                  | 47.3             | 3.2                        | 35                                   | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 7.5                   | 52.8             | 5.1                        | 34.6                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                     | 100              | 0                          | 0                                    | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                       |                  |                            |                                      |             |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 19.5                  | 52.3             | 5.7                        | 22.4                                 | 0.1         |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2096  | 16.8                  | 54.2             | 4.4                        | 24.1                                 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 10.7                  | 49.1             | 3.6                        | 36.7                                 | 0           |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 11.2                  | 45.2             | 3.4                        | 39.9                                 | 0.3         |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                     | 0                | 0                          | 0                                    | 0           |  |  |  |  |  |  |  |  |  |  |  |  |

問18. 昨年度1年間の「教育訓練」の有無

|                      | 該当者   | 受けた  | 受けなかつた | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|--------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,893 | 35   | 64     | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,338 | 38.8 | 60.9   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,555 | 30   | 69.3   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 909   | 35.8 | 63.7   | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,056 | 35.5 | 64.3   | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 971   | 34.8 | 64.4   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 957   | 34.9 | 64.6   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,319 | 45.3 | 54.3   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 863   | 21.3 | 77.9   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 148   | 20.9 | 79.1   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 563   | 19   | 80.3   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,591 | 29.2 | 70     | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,191 | 34.7 | 65     | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,108 | 44.6 | 55.1   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 100    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,441 | 22.6 | 76.7   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,001 | 35.5 | 64.2   | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,198 | 51.8 | 47.8   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 237   | 27.4 | 71.7   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 37.5 | 62.5   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 793   | 45.8 | 54.1   | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 810   | 34.7 | 64.8   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,164 | 32.4 | 66.8   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,124 | 31.1 | 68.3   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 50   | 50     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 966   | 47.7 | 52.1   | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,477 | 36.1 | 63.3   | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28    | 21.4 | 78.6   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 283   | 22.6 | 76.7   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 693   | 20.9 | 78.4   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 414   | 36.2 | 63.3   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 40.6 | 59.4   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,138 | 40.5 | 59.1   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 434   | 40.3 | 59.2   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 605   | 41.8 | 58     | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 565   | 40   | 59.3   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 39.7 | 59.9   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 744   | 39.1 | 60.3   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 240   | 40.8 | 59.2   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 185   | 37.3 | 62.2   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 159   | 37.1 | 61.6   | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 160   | 40.6 | 58.8   | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200   | 20   | 80     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 84    | 21.4 | 78.6   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 53    | 15.1 | 84.9   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 23.1 | 76.9   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24    | 20.8 | 79.2   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 811   | 21.6 | 77.6   | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 151   | 22.5 | 75.5   | 2   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 213   | 21.1 | 78.9   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 208   | 21.2 | 77.9   | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 239   | 21.8 | 77.4   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,080 | 25.1 | 74.3   | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735   | 40.8 | 58.9   | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 985   | 56.3 | 43.2   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 70    | 35.7 | 64.3   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 361   | 15.2 | 83.9   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 266   | 20.7 | 78.9   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 213   | 30.5 | 69     | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 167   | 24   | 74.9   | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16    | 37.5 | 62.5   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 677   | 49.6 | 50.4   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 538   | 41.3 | 58.4   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 756   | 38.4 | 60.7   | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 910   | 33.8 | 65.7   | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116   | 23.3 | 75.9   | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 272   | 21.7 | 77.6   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 408   | 21.3 | 78.2   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 214   | 19.6 | 79.4   | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 50   | 50     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |        |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 786   | 34.9 | 64.9   | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,096 | 42.1 | 57.3   | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 281   | 17.8 | 82.2   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 730   | 22.6 | 76.4   | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



問19. 昨年度1年間の教育訓練の受講日数

|                      | 該当者   | 半日程度 | 1日程度 | 2日以上<br>〜1週間未満 | 満1週間以上<br>〜2週間未満 | 満2週間以上<br>〜1カ月未満 | 1カ月以上 | わからない | 無回答 |  |  |  |  |  |  |
|----------------------|-------|------|------|----------------|------------------|------------------|-------|-------|-----|--|--|--|--|--|--|
| <b>全体</b>            | 1,372 | 11   | 22   | 46             | 12               | 4                | 4     | 1     | 0   |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 男性                   | 906   | 7.5  | 21.7 | 48.7           | 13.8             | 4.1              | 2.9   | 1     | 0.3 |  |  |  |  |  |  |
| 女性                   | 466   | 16.5 | 23.4 | 41.6           | 9.2              | 3.6              | 4.9   | 0.6   | 0   |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 29歳以下                | 325   | 13.8 | 23.7 | 40.3           | 11.7             | 2.8              | 6.2   | 1.5   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 375   | 9.3  | 22.9 | 44.3           | 12.8             | 6.4              | 3.5   | 0.5   | 0.3 |  |  |  |  |  |  |
| 35～39歳以下             | 338   | 10.4 | 23.7 | 46.4           | 12.7             | 3.8              | 2.1   | 0.3   | 0.6 |  |  |  |  |  |  |
| 40歳以上                | 334   | 9    | 18.9 | 54.2           | 11.7             | 2.4              | 2.7   | 1.2   | 0   |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 正社員                  | 1050  | 6.5  | 21.6 | 50.4           | 13               | 4.2              | 3.4   | 0.6   | 0.3 |  |  |  |  |  |  |
| パート、契約など             | 184   | 29.9 | 21.7 | 33.7           | 7.6              | 3.3              | 2.2   | 1.6   | 0   |  |  |  |  |  |  |
| 派遣社員                 | 31    | 19.4 | 32.3 | 29             | 16.1             | 0                | 3.2   | 0     | 0   |  |  |  |  |  |  |
| 自営業など                | 107   | 15   | 27.1 | 32.7           | 11.2             | 3.7              | 7.5   | 2.8   | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0              | 0                | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 中高卒                  | 465   | 11.6 | 23   | 44.7           | 12               | 3                | 3.9   | 1.5   | 0.2 |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 413   | 13.3 | 24   | 45             | 9.9              | 3.4              | 3.4   | 0.7   | 0.2 |  |  |  |  |  |  |
| 大学・大学院卒              | 494   | 7.3  | 20.2 | 48.8           | 14.4             | 5.3              | 3.4   | 0.4   | 0.2 |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0              | 0                | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 29人以下                | 326   | 12.6 | 27.3 | 39             | 10.4             | 3.7              | 5.5   | 1.2   | 0.3 |  |  |  |  |  |  |
| 30～299人以下            | 355   | 11.5 | 25.4 | 44.8           | 10.1             | 4.2              | 2.8   | 0.8   | 0.3 |  |  |  |  |  |  |
| 300人以上・官公庁           | 620   | 7.1  | 18.1 | 51.9           | 14.7             | 4.2              | 3.4   | 0.5   | 0.2 |  |  |  |  |  |  |
| わからない                | 65    | 27.7 | 23.1 | 36.9           | 7.7              | 1.5              | 0     | 3.1   | 0   |  |  |  |  |  |  |
| 無回答                  | 6     | 16.7 | 0    | 50             | 33.3             | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 専門・技術・管理             | 363   | 6.6  | 19   | 53.2           | 14.9             | 3.6              | 2.5   | 0.3   | 0   |  |  |  |  |  |  |
| 事務                   | 281   | 8.2  | 25.6 | 50.9           | 8.2              | 4.3              | 2.1   | 0.4   | 0.4 |  |  |  |  |  |  |
| 販売・サービス              | 377   | 14.1 | 21   | 41.9           | 10.6             | 5                | 6.1   | 1.1   | 0.3 |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 350   | 12.9 | 24.6 | 40.3           | 14.3             | 2.9              | 3.1   | 1.7   | 0.3 |  |  |  |  |  |  |
| 無回答                  | 1     | 0    | 0    | 0              | 100              | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 正→正(転職なし)            | 461   | 6.3  | 19.1 | 53.4           | 13.2             | 4.6              | 2.4   | 0.7   | 0.4 |  |  |  |  |  |  |
| 正→正(転職あり)            | 533   | 7.9  | 25.1 | 46.2           | 11.8             | 3.8              | 4.1   | 0.9   | 0.2 |  |  |  |  |  |  |
| 非→非(転職なし)            | 6     | 16.7 | 16.7 | 33.3           | 16.7             | 0                | 16.7  | 0     | 0   |  |  |  |  |  |  |
| 非→非(転職あり)            | 64    | 31.3 | 20.3 | 32.8           | 9.4              | 3.1              | 1.6   | 1.6   | 0   |  |  |  |  |  |  |
| 正→非                  | 145   | 27.6 | 24.8 | 33.1           | 8.3              | 2.8              | 2.1   | 1.4   | 0   |  |  |  |  |  |  |
| 非→正                  | 150   | 8.7  | 20   | 44             | 14.7             | 4.7              | 7.3   | 0.7   | 0   |  |  |  |  |  |  |
| 無回答                  | 13    | 0    | 30.8 | 46.2           | 23.1             | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 正規社員*男性(計)           | 866   | 6.8  | 21.4 | 49.5           | 14.1             | 4.2              | 2.8   | 0.9   | 0.3 |  |  |  |  |  |  |
| 29歳以下                | 175   | 12   | 21.7 | 41.1           | 13.7             | 3.4              | 5.7   | 2.3   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 253   | 5.9  | 23.3 | 49             | 13.4             | 5.5              | 2     | 0.4   | 0.4 |  |  |  |  |  |  |
| 35～39歳以下             | 226   | 5.3  | 22.6 | 50             | 15.9             | 3.5              | 1.8   | 0     | 0.9 |  |  |  |  |  |  |
| 40歳以上                | 212   | 5.2  | 17.5 | 56.6           | 13.2             | 3.8              | 2.4   | 1.4   | 0   |  |  |  |  |  |  |
| *女性(計)               | 291   | 8.6  | 24.4 | 46.4           | 9.3              | 4.1              | 6.9   | 0.3   | 0   |  |  |  |  |  |  |
| 29歳以下                | 98    | 10.2 | 29.6 | 40.8           | 8.2              | 2                | 9.2   | 0     | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 69    | 10.1 | 21.7 | 36.2           | 14.5             | 8.7              | 8.7   | 0     | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 59    | 8.5  | 20.3 | 52.5           | 6.8              | 6.8              | 3.4   | 1.7   | 0   |  |  |  |  |  |  |
| 40歳以上                | 65    | 4.6  | 23.1 | 60             | 7.7              | 0                | 4.6   | 0     | 0   |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 40    | 22.5 | 30   | 30             | 7.5              | 2.5              | 5     | 2.5   | 0   |  |  |  |  |  |  |
| 29歳以下                | 18    | 33.3 | 22.2 | 33.3           | 0                | 0                | 5.6   | 5.6   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 8     | 25   | 12.5 | 50             | 12.5             | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 9     | 11.1 | 55.6 | 0              | 22.2             | 11.1             | 0     | 0     | 0   |  |  |  |  |  |  |
| 40歳以上                | 5     | 0    | 40   | 40             | 0                | 0                | 20    | 0     | 0   |  |  |  |  |  |  |
| *女性(計)               | 175   | 29.7 | 21.7 | 33.7           | 9.1              | 2.9              | 1.7   | 1.1   | 0   |  |  |  |  |  |  |
| 29歳以下                | 34    | 23.5 | 17.6 | 38.2           | 17.6             | 2.9              | 0     | 0     | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 45    | 24.4 | 24.4 | 28.9           | 6.7              | 8.9              | 4.4   | 2.2   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 44    | 38.6 | 27.3 | 29.5           | 2.3              | 0                | 2.3   | 0     | 0   |  |  |  |  |  |  |
| 40歳以上                | 52    | 30.8 | 17.3 | 38.5           | 11.5             | 0                | 0     | 1.9   | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0              | 0                | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 正規社員*29人以下           | 271   | 10   | 28   | 38.4           | 11.4             | 4.4              | 5.9   | 1.5   | 0.4 |  |  |  |  |  |  |
| 30～299人以下            | 300   | 8    | 25   | 48.3           | 10.7             | 4                | 2.7   | 1     | 0.3 |  |  |  |  |  |  |
| 300人以上・官公庁           | 555   | 5    | 17.5 | 54.1           | 15.1             | 4.1              | 3.6   | 0.4   | 0.2 |  |  |  |  |  |  |
| わからない                | 25    | 16   | 32   | 48             | 0                | 4                | 0     | 0     | 0   |  |  |  |  |  |  |
| 非正規社員*29人以下          | 55    | 25.5 | 23.6 | 41.8           | 5.5              | 0                | 3.6   | 0     | 0   |  |  |  |  |  |  |
| 30～299人以下            | 55    | 30.9 | 27.3 | 25.5           | 7.3              | 5.5              | 3.6   | 0     | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 65    | 24.6 | 23.1 | 33.8           | 10.8             | 4.6              | 1.5   | 1.5   | 0   |  |  |  |  |  |  |
| わからない                | 40    | 35   | 17.5 | 30             | 12.5             | 0                | 0     | 5     | 0   |  |  |  |  |  |  |
| 無回答                  | 6     | 16.7 | 0    | 50             | 33.3             | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 336   | 6    | 18.2 | 55.1           | 14.9             | 3.6              | 2.1   | 0.3   | 0   |  |  |  |  |  |  |
| 事務                   | 222   | 3.2  | 26.6 | 54.1           | 8.6              | 4.5              | 2.7   | 0     | 0.5 |  |  |  |  |  |  |
| 販売・サービス              | 290   | 9.3  | 20.7 | 44.5           | 11.4             | 5.5              | 7.6   | 0.7   | 0.3 |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 308   | 9.7  | 24.7 | 42.2           | 14.9             | 3.2              | 2.9   | 1.9   | 0.3 |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 27    | 14.8 | 29.6 | 29.6           | 14.8             | 3.7              | 7.4   | 0     | 0   |  |  |  |  |  |  |
| 事務                   | 59    | 27.1 | 22   | 39             | 6.8              | 3.4              | 0     | 1.7   | 0   |  |  |  |  |  |  |
| 販売・サービス              | 87    | 29.9 | 21.8 | 33.3           | 8                | 3.4              | 1.1   | 2.3   | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 42    | 35.7 | 23.8 | 26.2           | 9.5              | 0                | 4.8   | 0     | 0   |  |  |  |  |  |  |
| 無回答                  | 1     | 0    | 0    | 0              | 100              | 0                | 0     | 0     | 0   |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |                |                  |                  |       |       |     |  |  |  |  |  |  |
| 正規社員*18大都市           | 274   | 5.8  | 24.5 | 47.8           | 13.1             | 3.6              | 4.4   | 0.4   | 0.4 |  |  |  |  |  |  |
| その他の市町村              | 883   | 7.7  | 21.4 | 49             | 12.8             | 4.3              | 3.6   | 0.9   | 0.2 |  |  |  |  |  |  |
| 非正規社員*18大都市          | 50    | 26   | 16   | 46             | 8                | 2                | 2     | 0     | 0   |  |  |  |  |  |  |
| その他の市町村              | 165   | 29.1 | 25.5 | 29.1           | 9.1              | 3                | 2.4   | 1.8   | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0              | 0                | 0                | 0     | 0     | 0   |  |  |  |  |  |  |

## 付問19-1. 教育訓練の内容

|                      | 該当者   | そのときの必要最低限なもの | そのときの仕事をよりよく行う上で役立つもの | そのときの仕事だけではなく、やがて担当する仕事にも役立つもの | そのときの仕事との関係がはつきりとわからないもの | その他  | 無回答  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|---------------|-----------------------|--------------------------------|--------------------------|------|------|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 1,372 | 22            | 47                    | 22                             | 4                        | 3    | 2    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 906   | 20.6          | 45                    | 24.7                           | 4.4                      | 2.8  | 2.4  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 466   | 25.5          | 52.1                  | 15.7                           | 2.4                      | 2.6  | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 325   | 23.4          | 49.2                  | 19.1                           | 4.6                      | 2.2  | 1.5  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 375   | 22.4          | 46.1                  | 21.6                           | 4.3                      | 2.4  | 3.2  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 338   | 22.5          | 45.9                  | 23.1                           | 3.6                      | 3    | 2.1  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 334   | 21            | 48.8                  | 22.8                           | 2.4                      | 3.3  | 1.8  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 1050  | 20.3          | 46.5                  | 23.2                           | 4.5                      | 3    | 2.5  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 184   | 34.8          | 48.9                  | 14.7                           | 1.1                      | 0    | 0.5  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 31    | 35.5          | 32.3                  | 12.9                           | 3.2                      | 12.9 | 3.2  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 107   | 16.8          | 58.9                  | 20.6                           | 0.9                      | 0.9  | 1.9  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0             | 0                     | 0                              | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 465   | 29.9          | 45.2                  | 14.2                           | 3.9                      | 3    | 3.9  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 413   | 19.1          | 52.1                  | 21.5                           | 3.1                      | 2.4  | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 494   | 17.8          | 45.7                  | 28.7                           | 4                        | 2.6  | 1    |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0             | 0                     | 0                              | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 326   | 24.2          | 49.7                  | 19.3                           | 1.5                      | 2.5  | 2.8  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 355   | 23.7          | 46.8                  | 21.4                           | 3.9                      | 2.5  | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 620   | 19.7          | 46.8                  | 24.2                           | 4.4                      | 2.9  | 2.1  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 65    | 32.3          | 46.2                  | 10.8                           | 6.2                      | 3.1  | 1.5  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 6     | 0             | 50                    | 16.7                           | 16.7                     | 0    | 16.7 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 363   | 16.5          | 51                    | 24.2                           | 4.1                      | 2.5  | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 281   | 18.9          | 47                    | 25.3                           | 5.3                      | 3.2  | 0.4  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 377   | 24.9          | 52                    | 16.2                           | 1.9                      | 2.1  | 2.9  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 350   | 28.3          | 39.1                  | 22                             | 4                        | 3.1  | 3.4  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 0             | 100                   | 0                              | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 461   | 20.2          | 45.6                  | 24.7                           | 4.3                      | 3.5  | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 533   | 19.3          | 49                    | 22.1                           | 4.3                      | 2.4  | 2.8  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 6     | 0             | 66.7                  | 33.3                           | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 64    | 31.3          | 50                    | 14.1                           | 0                        | 3.1  | 1.6  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 145   | 37.9          | 44.1                  | 13.8                           | 2.1                      | 1.4  | 0.7  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 150   | 22            | 50.7                  | 20                             | 2.7                      | 1.3  | 3.3  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 13    | 15.4          | 30.8                  | 30.8                           | 7.7                      | 15.4 | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 866   | 19.6          | 45.5                  | 25.2                           | 4.6                      | 2.7  | 2.4  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 175   | 22.9          | 44.6                  | 22.3                           | 6.9                      | 2.3  | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 253   | 20.6          | 44.7                  | 23.3                           | 5.1                      | 2.4  | 4    |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 226   | 18.1          | 42.9                  | 28.8                           | 4.9                      | 3.1  | 2.2  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 212   | 17.5          | 50                    | 25.9                           | 1.9                      | 2.8  | 1.9  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 291   | 21            | 54                    | 16.5                           | 2.7                      | 3.4  | 2.4  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 98    | 21.4          | 59.2                  | 13.3                           | 2                        | 2    | 2    |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 69    | 18.8          | 52.2                  | 18.8                           | 2.9                      | 4.3  | 2.9  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 59    | 23.7          | 55.9                  | 15.3                           | 0                        | 1.7  | 3.4  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 65    | 20            | 46.2                  | 20                             | 6.2                      | 6.2  | 1.5  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 40    | 42.5          | 35                    | 15                             | 0                        | 5    | 2.5  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 18    | 27.8          | 55.6                  | 11.1                           | 0                        | 5.6  | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 8     | 62.5          | 12.5                  | 25                             | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 9     | 66.7          | 11.1                  | 11.1                           | 0                        | 11.1 | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 5     | 20            | 40                    | 20                             | 0                        | 0    | 20   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 175   | 33.1          | 49.1                  | 14.3                           | 1.7                      | 1.1  | 0.6  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 34    | 29.4          | 41.2                  | 23.5                           | 2.9                      | 0    | 2.9  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 45    | 31.1          | 51.1                  | 15.6                           | 2.2                      | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 44    | 34.1          | 54.5                  | 6.8                            | 2.3                      | 2.3  | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 52    | 36.5          | 48.1                  | 13.5                           | 0                        | 1.9  | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0             | 0                     | 0                              | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 271   | 22.1          | 49.4                  | 20.3                           | 1.8                      | 3    | 3.3  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 300   | 20            | 48.3                  | 22.7                           | 4.7                      | 2.7  | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 555   | 19.1          | 46.1                  | 25.2                           | 4.5                      | 2.7  | 2.3  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 25    | 20            | 52                    | 8                              | 12                       | 8    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 55    | 34.5          | 50.9                  | 14.5                           | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 55    | 43.6          | 38.2                  | 14.5                           | 0                        | 1.8  | 1.8  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 65    | 24.6          | 52.3                  | 15.4                           | 3.1                      | 4.6  | 0    |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 40    | 40            | 42.5                  | 12.5                           | 2.5                      | 0    | 2.5  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 6     | 0             | 50                    | 16.7                           | 16.7                     | 0    | 16.7 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 336   | 16.4          | 50.3                  | 25                             | 4.5                      | 2.4  | 1.5  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 222   | 16.2          | 46.4                  | 27.5                           | 6.3                      | 3.2  | 0.5  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 290   | 22.1          | 52.8                  | 16.9                           | 2.1                      | 2.8  | 3.4  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 308   | 24.7          | 40.6                  | 23.4                           | 4.2                      | 3.2  | 3.9  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 27    | 18.5          | 59.3                  | 14.8                           | 0                        | 3.7  | 3.7  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 59    | 28.8          | 49.2                  | 16.9                           | 1.7                      | 3.4  | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 87    | 34.5          | 49.4                  | 13.8                           | 1.1                      | 0    | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 42    | 54.8          | 28.6                  | 11.9                           | 2.4                      | 2.4  | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 0             | 100                   | 0                              | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |               |                       |                                |                          |      |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 274   | 18.2          | 47.8                  | 26.3                           | 3.6                      | 2.9  | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 883   | 20.5          | 47.6                  | 22                             | 4.3                      | 2.8  | 2.8  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 50    | 38            | 38                    | 24                             | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 165   | 33.9          | 49.1                  | 11.5                           | 1.8                      | 2.4  | 1.2  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0             | 0                     | 0                              | 0                        | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |

付問19-2. 転職先で役立つか

|                      | 該当者   | 非常に役に立つか | 役に立つ | あまり役に立たない | まったく役に立たない | わからない | 無回答  |  |  |  |  |  |  |  |  |
|----------------------|-------|----------|------|-----------|------------|-------|------|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 1,372 | 8        | 42   | 24        | 6          | 19    | 1    |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 男性                   | 906   | 7.9      | 41.1 | 25.3      | 6.4        | 17.7  | 1.7  |  |  |  |  |  |  |  |  |
| 女性                   | 466   | 7.5      | 42.5 | 21.7      | 6.4        | 21.7  | 0.2  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 29歳以下                | 325   | 11.1     | 40.3 | 26.2      | 4.6        | 16.3  | 1.5  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 375   | 7.7      | 39.2 | 25.3      | 8.8        | 17.3  | 1.6  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 338   | 6.8      | 45.6 | 20.7      | 6.8        | 19.5  | 0.6  |  |  |  |  |  |  |  |  |
| 40歳以上                | 334   | 5.7      | 41.3 | 24        | 5.1        | 23.1  | 0.9  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 正社員                  | 1050  | 7.6      | 41.6 | 25.1      | 6.5        | 17.9  | 1.2  |  |  |  |  |  |  |  |  |
| パート・契約など             | 184   | 6.5      | 38.6 | 23.9      | 8.7        | 21.7  | 0.5  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 31    | 3.2      | 38.7 | 29        | 6.5        | 19.4  | 3.2  |  |  |  |  |  |  |  |  |
| 自営業など                | 107   | 13.1     | 46.7 | 12.1      | 1.9        | 25.2  | 0.9  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0    | 0         | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 中高卒                  | 465   | 7.3      | 35.5 | 25.2      | 8.8        | 22.2  | 1.1  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 413   | 8.2      | 45.8 | 20.6      | 4.6        | 20.3  | 0.5  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 494   | 7.9      | 43.7 | 25.9      | 5.7        | 15    | 1.8  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0    | 0         | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 29人以下                | 326   | 10.1     | 43.9 | 15.3      | 5.5        | 24.2  | 0.9  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 355   | 9        | 35.5 | 25.4      | 7.3        | 21.4  | 1.4  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 620   | 6.6      | 44.4 | 26.5      | 6.6        | 14.7  | 1.3  |  |  |  |  |  |  |  |  |
| わからない                | 65    | 1.5      | 32.3 | 38.5      | 4.6        | 23.1  | 0    |  |  |  |  |  |  |  |  |
| 無回答                  | 6     | 0        | 83.3 | 16.7      | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 363   | 9.1      | 44.9 | 19        | 3.3        | 22    | 1.7  |  |  |  |  |  |  |  |  |
| 事務                   | 281   | 5.7      | 40.9 | 29.2      | 7.8        | 16    | 0.4  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 377   | 8.5      | 41.1 | 23.6      | 8          | 18    | 0.8  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 350   | 7.4      | 38.9 | 25.7      | 6.9        | 19.4  | 1.7  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 0        | 100  | 0         | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 461   | 4.1      | 41.4 | 25.6      | 7.4        | 20    | 1.5  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 533   | 11.4     | 43.7 | 21.6      | 5.3        | 17.1  | 0.9  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 6     | 16.7     | 33.3 | 16.7      | 0          | 33.3  | 0    |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 64    | 7.8      | 39.1 | 29.7      | 7.8        | 15.6  | 0    |  |  |  |  |  |  |  |  |
| 正→非                  | 145   | 4.8      | 38.6 | 22.8      | 9          | 23.4  | 1.4  |  |  |  |  |  |  |  |  |
| 非→正                  | 150   | 9.3      | 39.3 | 26        | 4.7        | 19.3  | 1.3  |  |  |  |  |  |  |  |  |
| 無回答                  | 13    | 0        | 30.8 | 38.5      | 7.7        | 23.1  | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 866   | 8.1      | 40.8 | 25.3      | 6.2        | 18    | 1.6  |  |  |  |  |  |  |  |  |
| 29歳以下                | 175   | 9.1      | 37.7 | 30.3      | 3.4        | 16.6  | 2.9  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 253   | 7.9      | 39.1 | 24.1      | 9.5        | 17    | 2.4  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 226   | 8.4      | 46.5 | 21.2      | 6.6        | 16.8  | 0.4  |  |  |  |  |  |  |  |  |
| 40歳以上                | 212   | 7.1      | 39.2 | 26.9      | 4.2        | 21.7  | 0.9  |  |  |  |  |  |  |  |  |
| *女性(計)               | 291   | 8.2      | 46   | 19.9      | 5.5        | 20.3  | 0    |  |  |  |  |  |  |  |  |
| 29歳以下                | 98    | 14.3     | 44.9 | 18.4      | 6.1        | 16.3  | 0    |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 69    | 8.7      | 43.5 | 26.1      | 2.9        | 18.8  | 0    |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 59    | 3.4      | 47.5 | 16.9      | 8.5        | 23.7  | 0    |  |  |  |  |  |  |  |  |
| 40歳以上                | 65    | 3.1      | 49.2 | 18.5      | 4.6        | 24.6  | 0    |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 40    | 5        | 47.5 | 25        | 10         | 10    | 2.5  |  |  |  |  |  |  |  |  |
| 29歳以下                | 18    | 11.1     | 55.6 | 16.7      | 5.6        | 11.1  | 0    |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 8     | 0        | 50   | 25        | 25         | 0     | 0    |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 9     | 0        | 33.3 | 22.2      | 11.1       | 22.2  | 11.1 |  |  |  |  |  |  |  |  |
| 40歳以上                | 5     | 0        | 40   | 60        | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| *女性(計)               | 175   | 6.3      | 36.6 | 24.6      | 8          | 24    | 0.6  |  |  |  |  |  |  |  |  |
| 29歳以下                | 34    | 11.8     | 32.4 | 32.4      | 5.9        | 17.6  | 0    |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 45    | 6.7      | 31.1 | 31.1      | 11.1       | 20    | 0    |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 44    | 4.5      | 40.9 | 22.7      | 4.5        | 27.3  | 0    |  |  |  |  |  |  |  |  |
| 40歳以上                | 52    | 3.8      | 40.4 | 15.4      | 9.6        | 28.8  | 1.9  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0    | 0         | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 271   | 11.4     | 42.1 | 15.9      | 5.2        | 24.7  | 0.7  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 300   | 9        | 38   | 25.3      | 6.7        | 19.7  | 1.3  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 555   | 6.5      | 44.7 | 26.5      | 6.5        | 14.4  | 1.4  |  |  |  |  |  |  |  |  |
| わからない                | 25    | 0        | 24   | 40        | 0          | 36    | 0    |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 55    | 3.6      | 52.7 | 12.7      | 7.3        | 21.8  | 1.8  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 55    | 9.1      | 21.8 | 25.5      | 10.9       | 30.9  | 1.8  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 65    | 7.7      | 41.5 | 26.2      | 7.7        | 16.9  | 0    |  |  |  |  |  |  |  |  |
| わからない                | 40    | 2.5      | 37.5 | 37.5      | 7.5        | 15    | 0    |  |  |  |  |  |  |  |  |
| 無回答                  | 6     | 0        | 83.3 | 16.7      | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 336   | 9.2      | 44.9 | 19.3      | 3.3        | 21.4  | 1.8  |  |  |  |  |  |  |  |  |
| 事務                   | 222   | 5.9      | 42.8 | 28.4      | 7.7        | 14.9  | 0.5  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 290   | 9        | 41   | 24.1      | 7.9        | 16.9  | 1    |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 308   | 7.8      | 39.3 | 25.6      | 6.2        | 19.8  | 1.3  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 27    | 7.4      | 44.4 | 14.8      | 3.7        | 29.6  | 0    |  |  |  |  |  |  |  |  |
| 事務                   | 59    | 5.1      | 33.9 | 32.2      | 8.5        | 20.3  | 0    |  |  |  |  |  |  |  |  |
| 販売・サービス              | 87    | 6.9      | 41.4 | 21.8      | 8          | 21.8  | 0    |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 42    | 4.8      | 35.7 | 26.2      | 11.9       | 16.7  | 4.8  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 0        | 100  | 0         | 0          | 0     | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |          |      |           |            |       |      |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 274   | 9.9      | 42.3 | 24.5      | 6.2        | 16.1  | 1.1  |  |  |  |  |  |  |  |  |
| その他の市町村              | 883   | 7.6      | 42   | 23.8      | 6          | 19.4  | 1.2  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 50    | 6        | 34   | 24        | 8          | 28    | 0    |  |  |  |  |  |  |  |  |
| その他の市町村              | 165   | 6.1      | 40   | 24.8      | 8.5        | 19.4  | 1.2  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0    | 0         | 0          | 0     | 0    |  |  |  |  |  |  |  |  |

付問19-3. 教育訓練への熱心度

|                      | 該当者   | 非常に熱心に受けた | まあ熱心に受けた | ふつうに受けた | あまり熱心ではなかった | 仕方なく受けた | 無回答  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-----------|----------|---------|-------------|---------|------|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 1,372 | 18        | 40       | 36      | 3           | 2       | 1    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 906   | 17.5      | 39.2     | 36.3    | 3.2         | 2       | 1.8  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 466   | 19.5      | 40.6     | 34.3    | 2.4         | 2.6     | 0.6  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 325   | 18.8      | 35.7     | 37.8    | 4           | 1.8     | 1.8  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 375   | 16.3      | 40.5     | 36.3    | 2.7         | 2.4     | 1.9  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 338   | 18.9      | 39.9     | 35.8    | 3.3         | 1.2     | 0.9  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 334   | 19.2      | 42.2     | 32.6    | 1.8         | 3.3     | 0.9  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 1050  | 17.9      | 40.3     | 34.8    | 3.3         | 2.3     | 1.4  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 184   | 18.5      | 38.6     | 37      | 2.7         | 2.2     | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 31    | 3.2       | 35.5     | 54.8    | 0           | 3.2     | 3.2  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 107   | 25.2      | 36.4     | 36.4    | 0           | 0.9     | 0.9  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0         | 0        | 0       | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 465   | 15.5      | 36.8     | 40.4    | 3.4         | 2.8     | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 413   | 18.9      | 42.1     | 34.4    | 2.4         | 1.5     | 0.7  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 494   | 20.2      | 40.3     | 32.2    | 2.8         | 2.2     | 2.2  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0         | 0        | 0       | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 326   | 22.1      | 37.4     | 36.2    | 1.2         | 2.1     | 0.9  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 355   | 14.6      | 39.4     | 38.3    | 4.2         | 1.7     | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 620   | 18.7      | 41.5     | 32.6    | 3.1         | 2.6     | 1.6  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 65    | 12.3      | 35.4     | 47.7    | 3.1         | 1.5     | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 6     | 33.3      | 33.3     | 33.3    | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 363   | 18.2      | 46.8     | 29.5    | 2.2         | 1.1     | 2.2  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 281   | 17.8      | 42       | 34.2    | 2.8         | 2.5     | 0.7  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 377   | 19.9      | 38.5     | 35.8    | 2.4         | 2.7     | 0.8  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 350   | 16.6      | 31.7     | 43.1    | 4.3         | 2.6     | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 100       | 0        | 0       | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 461   | 17.8      | 39.5     | 36.4    | 2.8         | 1.7     | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 533   | 19.3      | 40.5     | 33.4    | 3.2         | 2.4     | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 6     | 33.3      | 33.3     | 33.3    | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 64    | 17.2      | 40.6     | 35.9    | 3.1         | 3.1     | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 145   | 15.2      | 37.2     | 41.4    | 2.1         | 2.1     | 2.1  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 150   | 20        | 37.3     | 36      | 2.7         | 2.7     | 1.3  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 13    | 0         | 61.5     | 30.8    | 7.7         | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 866   | 17.7      | 39.1     | 36.3    | 3.2         | 2       | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 175   | 18.3      | 33.7     | 38.9    | 4.6         | 1.7     | 2.9  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 253   | 16.2      | 39.5     | 36.4    | 2.8         | 2.4     | 2.8  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 226   | 18.6      | 42       | 34.1    | 4           | 0.9     | 0.4  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 212   | 17.9      | 40.1     | 36.3    | 1.9         | 2.8     | 0.9  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 291   | 21.3      | 42.3     | 30.9    | 2.4         | 2.7     | 0.3  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 98    | 21.4      | 35.7     | 33.7    | 5.1         | 3.1     | 1    |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 69    | 15.9      | 46.4     | 31.9    | 1.4         | 4.3     | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 59    | 22        | 42.4     | 33.9    | 0           | 1.7     | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 65    | 26.2      | 47.7     | 23.1    | 1.5         | 1.5     | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 40    | 15        | 40       | 37.5    | 2.5         | 2.5     | 2.5  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 18    | 27.8      | 33.3     | 38.9    | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 8     | 0         | 62.5     | 37.5    | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 9     | 11.1      | 33.3     | 33.3    | 11.1        | 0       | 11.1 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 5     | 0         | 40       | 40      | 0           | 20      | 0    |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 175   | 16.6      | 37.7     | 40      | 2.3         | 2.3     | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 34    | 8.8       | 47.1     | 44.1    | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 45    | 20        | 33.3     | 42.2    | 4.4         | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 44    | 18.2      | 27.3     | 47.7    | 2.3         | 2.3     | 2.3  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 52    | 17.3      | 44.2     | 28.8    | 1.9         | 5.8     | 1.9  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0         | 0        | 0       | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 271   | 21.8      | 38.7     | 35.1    | 1.5         | 2.2     | 0.7  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 300   | 15.3      | 39.7     | 37      | 4.3         | 2       | 1.7  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 555   | 19.1      | 40.9     | 33.3    | 2.9         | 2.2     | 1.6  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 25    | 8         | 36       | 44      | 8           | 4       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 55    | 23.6      | 30.9     | 41.8    | 0           | 1.8     | 1.8  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 55    | 10.9      | 38.2     | 45.5    | 3.6         | 0       | 1.8  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 65    | 15.4      | 46.2     | 26.2    | 4.6         | 6.2     | 1.5  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 40    | 15        | 35       | 50      | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 6     | 33.3      | 33.3     | 33.3    | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 336   | 18.5      | 47       | 29.2    | 2.1         | 1.2     | 2.1  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 222   | 18.5      | 42.3     | 32.4    | 3.2         | 2.7     | 0.9  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 290   | 20.7      | 37.6     | 35.5    | 2.4         | 2.8     | 1    |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 308   | 16.6      | 32.8     | 42.5    | 4.5         | 2.3     | 1.3  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 27    | 14.8      | 44.4     | 33.3    | 3.7         | 0       | 3.7  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 59    | 15.3      | 40.7     | 40.7    | 1.7         | 1.7     | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 87    | 17.2      | 41.4     | 36.8    | 2.3         | 2.3     | 0    |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 42    | 16.7      | 23.8     | 47.6    | 2.4         | 4.8     | 4.8  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 100       | 0        | 0       | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |           |          |         |             |         |      |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 274   | 18.2      | 43.8     | 34.3    | 1.8         | 0.7     | 1.1  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 883   | 18.7      | 38.7     | 35.1    | 3.4         | 2.6     | 1.5  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 50    | 24        | 36       | 38      | 2           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 165   | 13.9      | 38.8     | 40      | 2.4         | 3       | 1.8  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0         | 0        | 0       | 0           | 0       | 0    |  |  |  |  |  |  |  |  |  |  |  |

問20. 2007年4月と比べた変化 a主な仕事の収入

|                      | 全体    | 上昇   | 昇や<br>や上 | し変<br>化な | 下や<br>や低 | 低下   | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|----------|----------|----------|------|-------------|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 7    | 32       | 45       | 10       | 6    | 1           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 5.3  | 32.9     | 44.6     | 11.2     | 5.4  | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 9.1  | 30.3     | 45.7     | 7.7      | 6.4  | 1           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 10.2 | 36.2     | 40.3     | 7.2      | 5.5  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 7.4  | 35.5     | 42.7     | 8.1      | 5.7  | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 6.1  | 29.2     | 47       | 11.6     | 5.3  | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 3.9  | 26.1     | 50.4     | 12.2     | 6.8  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 6.1  | 37.7     | 43.1     | 9.3      | 3.4  | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 10   | 26.9     | 46       | 8.1      | 7.5  | 1.5         |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6    | 28.7     | 42.7     | 10.7     | 11.3 | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 5    | 17       | 52.2     | 14.2     | 11.1 | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 5.7  | 28.3     | 47.9     | 10.6     | 6.4  | 1           |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 7.9  | 30.2     | 45.9     | 9.4      | 6.3  | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 7.5  | 38.7     | 40       | 8.9      | 4.4  | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 33.3     | 66.7     | 0        | 0    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 7.3  | 25.5     | 47.8     | 11.8     | 6.9  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 6.4  | 33.8     | 43.6     | 9.9      | 5.5  | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 6.3  | 38.1     | 43.1     | 8        | 3.9  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 8.5  | 31.3     | 44.4     | 5.8      | 8.9  | 1.2         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 17.6     | 47.1     | 11.8     | 11.8 | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 8.6  | 35       | 42.1     | 8.4      | 5.5  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 7.7  | 31.3     | 48.3     | 7.8      | 4.4  | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 8.1  | 31.8     | 43.1     | 9.7      | 6.5  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 3.7  | 30.1     | 46.6     | 12.2     | 6.3  | 1.1         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 3.4  | 37.9     | 45.4     | 9.6      | 3.4  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 7.1  | 31.4     | 44.9     | 10.7     | 5.7  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9  | 13.8     | 69       | 10.3     | 0    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 8.6  | 30.5     | 42.7     | 8.6      | 8.6  | 1           |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 9.9  | 26.5     | 45.8     | 8.1      | 8.1  | 1.6         |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 7.8  | 31.9     | 43.3     | 10.4     | 5.7  | 0.9         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1  | 25       | 50       | 12.5     | 9.4  | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 5.4  | 34.1     | 44.4     | 11       | 4.6  | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 9.7  | 38       | 42.3     | 6.3      | 3.4  | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 6.9  | 40.5     | 41       | 8        | 2.9  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 3.7  | 31.1     | 45.8     | 13.6     | 5.1  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 1.9  | 26.8     | 48.5     | 15.4     | 7.1  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 7.4  | 32       | 46.2     | 8.2      | 5.7  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 10   | 41.4     | 35.5     | 7.6      | 5.2  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 6.3  | 32.6     | 48.9     | 5.8      | 6.3  | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 6.7  | 27.4     | 50       | 11.6     | 3.7  | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 5.5  | 21.5     | 55.8     | 8.6      | 8    | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 4.9  | 20.4     | 47.1     | 13.6     | 13.1 | 1           |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 6.9  | 31       | 49.4     | 4.6      | 6.9  | 1.1         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 5.5  | 14.5     | 43.6     | 18.2     | 18.2 | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 2.6  | 5.1      | 51.3     | 20.5     | 17.9 | 2.6         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 0    | 20       | 40       | 24       | 16   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 10.5 | 28.7     | 45.2     | 7.2      | 6.9  | 1.4         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 13.5 | 26.3     | 37.4     | 9.9      | 10.5 | 2.3         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 10.2 | 29.8     | 41.7     | 7.7      | 9.4  | 1.3         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 11.8 | 30       | 47.3     | 5.5      | 4.6  | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 7.5  | 28.2     | 51.8     | 6.7      | 4.3  | 1.6         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 6.1  | 25.9     | 48       | 12.6     | 7.1  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 5.8  | 35.9     | 43.5     | 9.9      | 4.2  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 5.9  | 40.9     | 42.2     | 7.7      | 2.8  | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 2.8  | 29.6     | 49.3     | 11.3     | 7    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 10.8 | 24.6     | 47.1     | 9.5      | 6.5  | 1.5         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 7.9  | 28.6     | 43.8     | 9.7      | 9    | 1           |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 8.1  | 26       | 47.1     | 9        | 8.5  | 1.3         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 10.6 | 31.9     | 42.6     | 3.7      | 9.6  | 1.6         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 17.6     | 47.1     | 11.8     | 11.8 | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 7.7  | 37.4     | 41.7     | 8.1      | 4.8  | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 7.1  | 36.1     | 45.4     | 8.5      | 2.5  | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 6.1  | 30.9     | 44.9     | 11.4     | 6.4  | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 3.8  | 31.4     | 46.8     | 11.8     | 5.2  | 0.9         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 13.9 | 21.3     | 44.3     | 9.8      | 9.8  | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 8.8  | 22.4     | 53.9     | 6.4      | 7.8  | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 11.6 | 33.2     | 40.2     | 6.8      | 6.6  | 1.5         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 3.5  | 24.8     | 45.7     | 13.5     | 10.4 | 2.2         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 7    | 30.2     | 45.9     | 10.8     | 5.9  | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 5.5  | 34.9     | 44.5     | 10       | 4.6  | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 9.5  | 27.3     | 46.4     | 9.9      | 6.6  | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 9.4  | 27.1     | 45.3     | 7.9      | 8.6  | 1.8         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |  |  |  |  |

問20. 2007年4月と比べた変化 b昇進の可能性

|                      | 全体    | 上昇  | やや上昇 | 変化なし | やや低下 | 低下   | 無回答 |  |  |  |  |  |  |  |
|----------------------|-------|-----|------|------|------|------|-----|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 4   | 14   | 75   | 2    | 4    | 1   |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 男性                   | 2360  | 4.6 | 17.5 | 70.4 | 2.5  | 4.2  | 0.7 |  |  |  |  |  |  |  |
| 女性                   | 1666  | 3.1 | 9.1  | 80.7 | 1.8  | 3.9  | 1.4 |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 6.1 | 17.1 | 69.2 | 2.2  | 4.4  | 0.9 |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 4.7 | 15.2 | 73.1 | 1.9  | 4.1  | 1   |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 2.7 | 12.3 | 77.2 | 2    | 4.6  | 1.2 |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 2.5 | 11.5 | 79.2 | 2.7  | 3.3  | 0.9 |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 5.1 | 19.1 | 69.7 | 2.5  | 3.1  | 0.5 |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 2.1 | 6.7  | 82.4 | 1.6  | 5.2  | 2   |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 2   | 9.3  | 72.7 | 2.7  | 12.7 | 0.7 |  |  |  |  |  |  |  |
| 自営業など                | 577   | 2.9 | 6.9  | 82.7 | 1.7  | 4.2  | 1.6 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0   | 0    | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 2.7 | 11.6 | 76.4 | 2.6  | 5.3  | 1.4 |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 4.5 | 13.3 | 76.3 | 1.8  | 3.3  | 0.8 |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 5.2 | 18.4 | 70.5 | 1.9  | 3.3  | 0.7 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0   | 0    | 100  | 0    | 0    | 0   |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 3.4 | 7.6  | 82.1 | 2.3  | 3.4  | 1.2 |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 4.2 | 15.6 | 71.9 | 2.7  | 4.7  | 1   |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 5   | 21.3 | 67.2 | 1.9  | 3.9  | 0.7 |  |  |  |  |  |  |  |
| わからない                | 259   | 1.5 | 10.4 | 79.5 | 0.8  | 6.2  | 1.5 |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9 | 17.6 | 58.8 | 5.9  | 11.8 | 0   |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 6   | 16.6 | 72.3 | 2.1  | 2.2  | 0.7 |  |  |  |  |  |  |  |
| 事務                   | 846   | 2.4 | 12.2 | 78.1 | 2.4  | 4.3  | 0.7 |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 5.3 | 15.6 | 72.6 | 1.9  | 3.6  | 1   |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 2.3 | 12   | 76   | 2.4  | 5.8  | 1.5 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0   | 0    | 100  | 0    | 0    | 0   |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 4.3 | 18.7 | 71.2 | 2.1  | 3.3  | 0.4 |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 4.7 | 14.7 | 73.9 | 2.6  | 3.2  | 0.9 |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0   | 10.3 | 86.2 | 3.4  | 0    | 0   |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 3   | 10.3 | 77.2 | 2.3  | 6    | 1.3 |  |  |  |  |  |  |  |
| 正→非                  | 766   | 1.8 | 5.6  | 82.6 | 1.2  | 6.7  | 2.1 |  |  |  |  |  |  |  |
| 非→正                  | 423   | 5.4 | 19.1 | 68.8 | 2.1  | 3.5  | 0.9 |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1 | 12.5 | 71.9 | 9.4  | 3.1  | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 4.9 | 18.3 | 70.5 | 2.4  | 3.3  | 0.6 |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 7.5 | 21.5 | 65.4 | 2    | 3.2  | 0.5 |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 6.5 | 18.6 | 69.8 | 1.8  | 2.5  | 0.8 |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 3.2 | 17.3 | 71.4 | 2.5  | 4.6  | 1.1 |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 2.6 | 16.3 | 74.5 | 3.2  | 3.2  | 0.2 |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 4.2 | 12.1 | 77.3 | 2.3  | 3.1  | 0.9 |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 6.8 | 15.1 | 72.5 | 2.4  | 2.8  | 0.4 |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 3.2 | 15.3 | 73.7 | 2.6  | 4.2  | 1.1 |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 4.3 | 7.3  | 83.5 | 1.2  | 2.4  | 1.2 |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 1.2 | 8.6  | 82.8 | 3.1  | 3.1  | 1.2 |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 1.9 | 9.7  | 69.9 | 3.4  | 13.6 | 1.5 |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 2.3 | 13.8 | 72.4 | 2.3  | 6.9  | 2.3 |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 1.8 | 9.1  | 69.1 | 3.6  | 16.4 | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0   | 5.1  | 69.2 | 5.1  | 17.9 | 2.6 |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4   | 4    | 64   | 4    | 24   | 0   |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 2.1 | 6.5  | 83.6 | 1.3  | 4.6  | 1.9 |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 3.5 | 10.5 | 72.5 | 2.3  | 8.8  | 2.3 |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 1.7 | 7.7  | 82.1 | 1.3  | 5.5  | 1.7 |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0.8 | 5.1  | 88.2 | 0.8  | 3.8  | 1.3 |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 2.7 | 3.9  | 88.2 | 1.2  | 1.6  | 2.4 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0   | 0    | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 3.8 | 8.7  | 81.3 | 2.2  | 3.1  | 0.9 |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 4.6 | 19.5 | 68.4 | 3    | 3.9  | 0.7 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 5.7 | 23.2 | 65.7 | 2    | 2.8  | 0.6 |  |  |  |  |  |  |  |
| わからない                | 71    | 4.2 | 19.7 | 69   | 2.8  | 4.2  | 0   |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 2.3 | 4.8  | 84.2 | 2.5  | 4.3  | 2   |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 3.1 | 5.5  | 80.7 | 2.1  | 6.9  | 1.7 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 1.8 | 13   | 74   | 1.3  | 8.5  | 1.3 |  |  |  |  |  |  |  |
| わからない                | 188   | 0.5 | 6.9  | 83.5 | 0    | 6.9  | 2.1 |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9 | 17.6 | 58.8 | 5.9  | 11.8 | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 6.5 | 18.8 | 70.3 | 2.2  | 1.4  | 0.7 |  |  |  |  |  |  |  |
| 事務                   | 551   | 2.9 | 16.2 | 75.7 | 2.4  | 2.5  | 0.4 |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 6.6 | 18.7 | 68.2 | 2.5  | 3.4  | 0.7 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 2.8 | 13.7 | 75.1 | 2.4  | 5    | 1   |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 3.3 | 4.1  | 83.6 | 1.6  | 6.6  | 0.8 |  |  |  |  |  |  |  |
| 事務                   | 295   | 1.4 | 4.7  | 82.7 | 2.4  | 7.5  | 1.4 |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 3.3 | 10.3 | 80   | 0.9  | 4    | 1.5 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 0   | 5.2  | 79.6 | 2.6  | 9.1  | 3.5 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0   | 0    | 100  | 0    | 0    | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |     |      |      |      |      |     |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 6.3 | 15.7 | 71.1 | 3.1  | 3.1  | 0.6 |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 4.1 | 17   | 72.7 | 2.1  | 3.3  | 0.8 |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 2.6 | 8.6  | 81.3 | 1.6  | 5.3  | 0.7 |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 1.9 | 6.5  | 81   | 1.8  | 6.6  | 2.3 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0   | 0    | 0    | 0    | 0    | 0   |  |  |  |  |  |  |  |

問20. 2007年4月と比べた変化 c自分が希望する仕事につける可能性

|                      | 全体    | 上昇   | やや<br>上昇 | 変化<br>なし | やや<br>低下 | 低下   | 無<br>回答 |  |  |  |  |  |  |  |
|----------------------|-------|------|----------|----------|----------|------|---------|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 3    | 11       | 78       | 3        | 4    | 1       |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 男性                   | 2360  | 3.1  | 12.5     | 76.2     | 3.8      | 3.6  | 0.8     |  |  |  |  |  |  |  |
| 女性                   | 1666  | 3.8  | 9.3      | 79.8     | 2.2      | 3.3  | 1.6     |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 6.1  | 15       | 71.7     | 2.6      | 3.5  | 1.1     |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 3.2  | 11.7     | 77.4     | 3.8      | 2.9  | 0.9     |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 2.3  | 10.3     | 78.6     | 3.4      | 4    | 1.4     |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 1.9  | 7.8      | 82.8     | 2.7      | 3.5  | 1.3     |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 3.1  | 13       | 76.5     | 3.6      | 2.9  | 0.8     |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 3.2  | 9.4      | 79.4     | 2.5      | 3.8  | 1.7     |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 2    | 12       | 72       | 3.3      | 9.3  | 1.3     |  |  |  |  |  |  |  |
| 自営業など                | 577   | 4.9  | 6.6      | 80.9     | 2.3      | 3.6  | 1.7     |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0       |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 2.3  | 9.3      | 79.2     | 3        | 4.6  | 1.5     |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 4.2  | 10.3     | 78.8     | 2.7      | 2.9  | 1       |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 4.1  | 14.9     | 74.3     | 3.6      | 2.4  | 0.8     |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 33.3     | 66.7     | 0    | 0       |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 4.2  | 8.9      | 79.7     | 2.7      | 3.2  | 1.3     |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 3.3  | 12.4     | 75.7     | 4        | 3.4  | 1.3     |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 2.4  | 13.3     | 76.7     | 3.4      | 3.3  | 1       |  |  |  |  |  |  |  |
| わからない                | 259   | 3.5  | 10       | 78.4     | 1.5      | 5.4  | 1.2     |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 11.8     | 76.5     | 0        | 11.8 | 0       |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 6.2  | 12.8     | 77.1     | 2.3      | 1.1  | 0.5     |  |  |  |  |  |  |  |
| 事務                   | 846   | 2    | 9.6      | 78.6     | 4.3      | 4.7  | 0.8     |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 4.1  | 12.6     | 76.5     | 2.5      | 2.8  | 1.5     |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 1.6  | 9.8      | 78.5     | 3.7      | 4.9  | 1.6     |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0       |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 1.6  | 11.1     | 80       | 3.7      | 2.9  | 0.6     |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 4.3  | 10.8     | 77.1     | 3.5      | 3    | 1.3     |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 3.4  | 6.9      | 82.8     | 6.9      | 0    | 0       |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 4    | 11.3     | 75.2     | 2.6      | 5.3  | 1.7     |  |  |  |  |  |  |  |
| 正→非                  | 766   | 2.7  | 9.4      | 79.4     | 2.3      | 4.4  | 1.7     |  |  |  |  |  |  |  |
| 非→正                  | 423   | 4.7  | 16.8     | 72.3     | 2.1      | 3.3  | 0.7     |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1  | 6.3      | 81.3     | 3.1      | 6.3  | 0       |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 3.1  | 12.7     | 76.8     | 3.6      | 3    | 0.8     |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 6.3  | 18.8     | 69.9     | 2.5      | 2    | 0.5     |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 4.1  | 12.7     | 75.5     | 3.9      | 2.8  | 1       |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 1.6  | 11.1     | 78.1     | 3.9      | 4.2  | 1.1     |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 0.9  | 9.2      | 82.6     | 3.7      | 2.8  | 0.7     |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 4.4  | 9.1      | 79.2     | 2.7      | 3.1  | 1.4     |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 7.6  | 10.4     | 75.3     | 2.8      | 3.6  | 0.4     |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 1.6  | 12.6     | 79.5     | 2.6      | 3.2  | 0.5     |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 4.3  | 7.3      | 80.5     | 3        | 1.8  | 3       |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 3.1  | 4.9      | 83.4     | 2.5      | 3.7  | 2.5     |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 2.4  | 11.2     | 69.9     | 6.3      | 9.2  | 1       |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 2.3  | 12.6     | 70.1     | 5.7      | 8    | 1.1     |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 3.6  | 10.9     | 72.7     | 9.1      | 3.6  | 0       |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 2.6  | 7.7      | 66.7     | 7.7      | 12.8 | 2.6     |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 0    | 12       | 68       | 0        | 20   | 0       |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 3.2  | 9.5      | 80.3     | 1.8      | 3.5  | 1.8     |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 5.3  | 13.5     | 71.9     | 1.2      | 4.7  | 3.5     |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 2.1  | 8.5      | 81.7     | 3.4      | 3    | 1.3     |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 2.5  | 11       | 80.6     | 1.7      | 3.4  | 0.8     |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 3.5  | 6.3      | 84.3     | 0.8      | 3.1  | 2       |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0       |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 4.6  | 8.8      | 80.1     | 2.7      | 2.7  | 1       |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 2.8  | 13       | 75.1     | 4.4      | 3.2  | 1.3     |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 2.4  | 14.1     | 76.3     | 3.4      | 3    | 0.8     |  |  |  |  |  |  |  |
| わからない                | 71    | 7    | 9.9      | 77.5     | 1.4      | 4.2  | 0       |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 3    | 9        | 78.7     | 2.8      | 4.5  | 2       |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 4.5  | 10.7     | 77.2     | 2.8      | 3.8  | 1       |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 2.2  | 9.9      | 78.5     | 3.1      | 4.5  | 1.8     |  |  |  |  |  |  |  |
| わからない                | 188   | 2.1  | 10.1     | 78.7     | 1.6      | 5.9  | 1.6     |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0    | 11.8     | 76.5     | 0        | 11.8 | 0       |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 5.4  | 12.9     | 77.7     | 2.8      | 0.9  | 0.4     |  |  |  |  |  |  |  |
| 事務                   | 551   | 2.4  | 10.9     | 78       | 4.4      | 3.8  | 0.5     |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 4.5  | 12.8     | 75.3     | 3.2      | 2.9  | 1.4     |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 1.8  | 10.5     | 78.6     | 3.4      | 4.3  | 1.3     |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 10.7 | 12.3     | 73.8     | 0        | 2.5  | 0.8     |  |  |  |  |  |  |  |
| 事務                   | 295   | 1.4  | 7.1      | 79.7     | 4.1      | 6.4  | 1.4     |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 3.5  | 12.3     | 78.7     | 1.3      | 2.6  | 1.5     |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 0.4  | 7        | 78.3     | 4.8      | 7    | 2.6     |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0       |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |          |          |          |      |         |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 4.9  | 11.9     | 75       | 3.9      | 3.5  | 0.8     |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 2.9  | 11.7     | 78.3     | 3.2      | 2.9  | 1.1     |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 3.9  | 11.5     | 76       | 3        | 4.9  | 0.7     |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 2.8  | 9.1      | 79.3     | 2.5      | 4.4  | 2       |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0       |  |  |  |  |  |  |  |

問20. 2007年4月と比べた変化 dスキルレベル

|                      | 全体    | 上昇   | 昇や<br>や上 | し変<br>化な | 下や<br>や低 | 低下   | 無<br>回<br>答 |  |  |  |  |  |  |  |  |
|----------------------|-------|------|----------|----------|----------|------|-------------|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 6    | 30       | 60       | 1        | 1    | 2           |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 6.1  | 31.6     | 58.2     | 1.3      | 1.1  | 1.6         |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 5.3  | 27.3     | 62.7     | 1.6      | 1.1  | 2           |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 10.4 | 34.4     | 51.6     | 0.7      | 1.3  | 1.6         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 5.4  | 30.6     | 60       | 1.6      | 0.5  | 1.8         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 4.1  | 27.4     | 63.8     | 1.5      | 1.5  | 1.7         |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 3.6  | 26.8     | 64.5     | 1.7      | 1.3  | 2           |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 6    | 34.6     | 56       | 1.4      | 0.7  | 1.3         |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 4.5  | 23.5     | 66.7     | 1.6      | 1.3  | 2.5         |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6    | 32       | 54       | 3.3      | 3.3  | 1.3         |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 7.1  | 20.1     | 67.2     | 0.9      | 2.1  | 2.6         |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 4.4  | 20.7     | 69       | 1.9      | 1.8  | 2.3         |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 5.8  | 31.6     | 58.6     | 1.1      | 1    | 1.9         |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 7.8  | 41.1     | 48.6     | 1.1      | 0.4  | 1           |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 6.1  | 23.2     | 66       | 1.4      | 1.1  | 2.1         |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 5.3  | 29.1     | 61.3     | 1.5      | 1.5  | 1.4         |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 6.4  | 39.7     | 50.3     | 1.1      | 0.8  | 1.6         |  |  |  |  |  |  |  |  |
| わからない                | 259   | 3.1  | 23.9     | 66.8     | 2.3      | 1.2  | 2.7         |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 23.5     | 58.8     | 5.9      | 5.9  | 0           |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 9.5  | 40.1     | 48.2     | 1.1      | 0.4  | 0.7         |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 5.3  | 30.9     | 59.8     | 1.3      | 1.1  | 1.7         |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 5.5  | 28.8     | 61.2     | 1.3      | 1.2  | 2           |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 3.9  | 22.8     | 67.3     | 1.8      | 1.7  | 2.4         |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 5.7  | 34.8     | 56.7     | 1        | 0.8  | 1           |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 6.1  | 29.8     | 59.9     | 1.5      | 0.9  | 1.9         |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9  | 6.9      | 86.2     | 0        | 0    | 0           |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 7    | 25.5     | 62.9     | 2        | 1    | 1.7         |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 3.8  | 24.9     | 64.9     | 1.8      | 1.8  | 2.7         |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 8.3  | 31.4     | 56       | 0.9      | 1.7  | 1.7         |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1  | 34.4     | 59.4     | 3.1      | 0    | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 6.3  | 32.2     | 57.9     | 1.2      | 0.8  | 1.6         |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 12.9 | 35.7     | 48.9     | 0.2      | 0.9  | 1.4         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 6.7  | 32.7     | 57.4     | 1.1      | 0.2  | 2           |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 3.5  | 31.1     | 61       | 1.4      | 1.2  | 1.8         |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 3.2  | 29.8     | 62.9     | 1.9      | 0.9  | 1.3         |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 6.1  | 30.5     | 59       | 1.4      | 1.6  | 1.4         |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 7.6  | 37.5     | 51.4     | 1.2      | 1.6  | 0.8         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 4.7  | 32.1     | 58.9     | 1.6      | 2.1  | 0.5         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 7.3  | 23.8     | 65.2     | 1.8      | 0    | 1.8         |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 4.3  | 24.5     | 64.4     | 1.2      | 2.5  | 3.1         |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 4.9  | 25.2     | 61.2     | 2.4      | 4.9  | 1.5         |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 5.7  | 26.4     | 64.4     | 1.1      | 1.1  | 1.1         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 3.6  | 25.5     | 63.6     | 5.5      | 0    | 1.8         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1  | 20.5     | 56.4     | 2.6      | 12.8 | 2.6         |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4    | 28       | 52       | 0        | 16   | 0           |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 4.7  | 24.5     | 65.8     | 1.7      | 0.8  | 2.6         |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 10.5 | 30.4     | 52.6     | 1.2      | 1.8  | 3.5         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 3    | 25.1     | 66.8     | 2.1      | 0.4  | 2.6         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 3    | 22.4     | 70.9     | 1.3      | 1.3  | 1.3         |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 3.9  | 22       | 69       | 2        | 0    | 3.1         |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 7    | 25.1     | 63.6     | 1.4      | 1.1  | 1.8         |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 5.1  | 30       | 61.6     | 1.3      | 0.9  | 1.1         |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 6.4  | 41.4     | 49       | 0.9      | 0.8  | 1.5         |  |  |  |  |  |  |  |  |
| わからない                | 71    | 2.8  | 19.7     | 69       | 2.8      | 1.4  | 4.2         |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 3.8  | 18       | 72.7     | 1.5      | 1.3  | 2.8         |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 5.9  | 26.9     | 60.7     | 1.7      | 2.8  | 2.1         |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 6.3  | 32.3     | 56.1     | 2.2      | 0.9  | 2.2         |  |  |  |  |  |  |  |  |
| わからない                | 188   | 3.2  | 25.5     | 66       | 2.1      | 1.1  | 2.1         |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 23.5     | 58.8     | 5.9      | 5.9  | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9.3  | 42.3     | 46.4     | 1.2      | 0.1  | 0.7         |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 5.3  | 31.2     | 59.9     | 1.3      | 0.7  | 1.6         |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 6.4  | 31.7     | 57.5     | 1.2      | 1.3  | 1.8         |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 4.3  | 24.1     | 66.6     | 1.4      | 1.5  | 2           |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 10.7 | 27.9     | 58.2     | 0.8      | 1.6  | 0.8         |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 5.4  | 30.2     | 59.7     | 1.4      | 1.7  | 1.7         |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 4    | 24       | 67.5     | 1.5      | 0.9  | 2.2         |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 2.2  | 17.4     | 70       | 3.5      | 2.6  | 4.3         |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |          |          |          |      |             |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 7.4  | 32.8     | 57.5     | 0.8      | 0.9  | 0.6         |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 5.8  | 31.3     | 58.5     | 1.5      | 1    | 1.9         |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 6.3  | 23.4     | 66.8     | 1.3      | 1    | 1.3         |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 4.1  | 25.1     | 64.3     | 2        | 1.8  | 2.8         |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |  |



問20. 2007年4月と比べた変化 e仕事遂行能力

|                      | 全体    | 上昇   | 昇や<br>や上 | し変<br>化な | 下や<br>や低 | 低下   | 無<br>回<br>答 |  |  |  |  |  |  |  |
|----------------------|-------|------|----------|----------|----------|------|-------------|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 6    | 30       | 59       | 1        | 1    | 2           |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 男性                   | 2360  | 6.4  | 31.5     | 58.1     | 1.3      | 1    | 1.7         |  |  |  |  |  |  |  |
| 女性                   | 1666  | 5.4  | 28.5     | 61.3     | 1.7      | 1    | 2.2         |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 10.4 | 34.9     | 51.4     | 0.7      | 0.9  | 1.6         |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 5.5  | 30.6     | 59.8     | 1.5      | 0.7  | 1.9         |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 4.3  | 28.6     | 62.2     | 1.8      | 1.2  | 1.9         |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 4.1  | 27       | 63.8     | 1.7      | 1.2  | 2.1         |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 6.1  | 35.3     | 55.2     | 1.4      | 0.6  | 1.4         |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 4.4  | 24.2     | 66.1     | 1.4      | 1.2  | 2.7         |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 9.3  | 31.3     | 53.3     | 2.7      | 2    | 1.3         |  |  |  |  |  |  |  |
| 自営業など                | 577   | 7.6  | 19.4     | 66.7     | 1.4      | 2.3  | 2.6         |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 4.4  | 21.4     | 68.6     | 1.5      | 1.6  | 2.4         |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 5.7  | 32.7     | 57.4     | 1.4      | 0.7  | 2.1         |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 8.6  | 40.4     | 48.1     | 1.4      | 0.5  | 0.9         |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 6.5  | 23       | 65.9     | 1.5      | 1    | 2.1         |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 4.7  | 31.3     | 59.4     | 1.7      | 1.3  | 1.5         |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 7.1  | 39.5     | 50       | 0.8      | 0.8  | 1.7         |  |  |  |  |  |  |  |
| わからない                | 259   | 3.5  | 24.3     | 66       | 2.3      | 0.8  | 3.1         |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 23.5     | 58.8     | 5.9      | 5.9  | 0           |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 8.3  | 40.3     | 49.1     | 1.4      | 0.2  | 0.7         |  |  |  |  |  |  |  |
| 事務                   | 846   | 6.5  | 30.7     | 58.5     | 1.2      | 1.2  | 1.9         |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 6    | 29.2     | 60.4     | 1.2      | 1    | 2.1         |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 4.1  | 24       | 66.1     | 1.9      | 1.5  | 2.4         |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 5.8  | 34.7     | 56.4     | 0.9      | 1    | 1.2         |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 6.5  | 30.5     | 58.6     | 1.7      | 0.7  | 1.9         |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9  | 6.9      | 86.2     | 0        | 0    | 0           |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 6.3  | 27.2     | 62.3     | 1.7      | 1    | 1.7         |  |  |  |  |  |  |  |
| 正→非                  | 766   | 4.6  | 25.1     | 64.4     | 1.6      | 1.4  | 3           |  |  |  |  |  |  |  |
| 非→正                  | 423   | 7.3  | 32.4     | 56       | 1.2      | 1.4  | 1.7         |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1  | 31.3     | 62.5     | 3.1      | 0    | 0           |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 6.4  | 32.4     | 57.5     | 1.3      | 0.7  | 1.7         |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 12.4 | 36.4     | 48.9     | 0.2      | 0.7  | 1.4         |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 6.7  | 32.8     | 56.7     | 1.3      | 0.3  | 2.1         |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 3.5  | 32.3     | 59.7     | 1.4      | 1.1  | 1.9         |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 4.1  | 28.7     | 63.3     | 1.9      | 0.7  | 1.3         |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 6.3  | 31.5     | 57.4     | 1.8      | 1.6  | 1.4         |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 7.6  | 38.2     | 50.6     | 1.6      | 1.2  | 0.8         |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 4.2  | 33.2     | 58.4     | 1.1      | 2.6  | 0.5         |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 7.3  | 25       | 62.8     | 3        | 0    | 1.8         |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 5.5  | 25.8     | 61.3     | 1.8      | 2.5  | 3.1         |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.8  | 22.3     | 63.6     | 1.5      | 4.4  | 1.5         |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 5.7  | 27.6     | 64.4     | 0        | 1.1  | 1.1         |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 9.1  | 20       | 65.5     | 3.6      | 0    | 1.8         |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 7.7  | 17.9     | 59       | 2.6      | 10.3 | 2.6         |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4    | 16       | 64       | 0        | 16   | 0           |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 4.7  | 25.8     | 64.6     | 1.6      | 0.6  | 2.8         |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 11.7 | 29.8     | 52.6     | 1.2      | 1.2  | 3.5         |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 2.6  | 25.1     | 67.7     | 1.7      | 0.4  | 2.6         |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 3.4  | 24.1     | 68.4     | 1.7      | 0.8  | 1.7         |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 3.1  | 25.5     | 66.3     | 1.6      | 0    | 3.5         |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 7.3  | 24.6     | 63.7     | 1.6      | 1    | 1.8         |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 4.3  | 32.7     | 59.1     | 1.7      | 0.8  | 1.3         |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 7.1  | 41.4     | 48.5     | 0.7      | 0.8  | 1.5         |  |  |  |  |  |  |  |
| わからない                | 71    | 2.8  | 18.3     | 70.4     | 2.8      | 1.4  | 4.2         |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 4.3  | 18.8     | 71.9     | 1.3      | 1    | 2.8         |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 5.9  | 27.9     | 60       | 1.7      | 2.4  | 2.1         |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 6.7  | 31.4     | 57       | 1.3      | 0.9  | 2.7         |  |  |  |  |  |  |  |
| わからない                | 188   | 3.7  | 26.6     | 64.4     | 2.1      | 0.5  | 2.7         |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 23.5     | 58.8     | 5.9      | 5.9  | 0           |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 8.1  | 42       | 47.7     | 1.4      | 0    | 0.7         |  |  |  |  |  |  |  |
| 事務                   | 551   | 6.5  | 31.6     | 58.1     | 1.1      | 0.9  | 1.8         |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 7.2  | 31.7     | 56.6     | 1.3      | 1.2  | 2           |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 4.2  | 25.5     | 65.2     | 1.6      | 1.4  | 2           |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 9    | 30.3     | 57.4     | 0.8      | 1.6  | 0.8         |  |  |  |  |  |  |  |
| 事務                   | 295   | 6.4  | 29.2     | 59.3     | 1.4      | 1.7  | 2           |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 4    | 25.1     | 66.8     | 1.1      | 0.7  | 2.4         |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 3.5  | 17.8     | 69.6     | 3        | 1.7  | 4.3         |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0        | 100      | 0        | 0    | 0           |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |          |          |          |      |             |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 8    | 33.4     | 56.2     | 1        | 0.8  | 0.6         |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 5.7  | 31.7     | 58       | 1.6      | 1    | 2           |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 6.3  | 24.7     | 65.8     | 1        | 1    | 1.3         |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 4.6  | 25.4     | 63.9     | 1.8      | 1.4  | 3           |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0        | 0        | 0        | 0    | 0           |  |  |  |  |  |  |  |

付問20-1. スキルレベル、または仕事遂行能力の上昇役立ったこと

|                      | 該当者   | 指導やアドバイザーを受けたこと | 上司や同僚からのアドバイスを受けたこと | 部下や同僚に、仕事上の指導やアドバイスをした | 上司や同僚の仕事のやり方を学んだこと | 自分で勉強して仕事の仕方を読んだこと | 本やマニュアルを読み、自分で勉強して仕事の仕方を読んだこと | 今の仕事に役立つ担当外の仕事を体験したこと | ミレーティング等を通じて、仕事に役立つ情報を共有したこと | 担当する仕事の範囲・幅が広がったこと | 任される仕事の責任が大きくなったこと | 勤務先の指示で研修に参加したこと | 研修に参加するなどの勉強したこと | 就業時間外に会社の指示で研修に参加するなど、勉強したこと | その他 | 無回答 |
|----------------------|-------|-----------------|---------------------|------------------------|--------------------|--------------------|-------------------------------|-----------------------|------------------------------|--------------------|--------------------|------------------|------------------|------------------------------|-----|-----|
| <b>全体</b>            | 1,553 | 59              | 29                  | 49                     | 48                 | 17                 | 31                            | 51                    | 47                           | 18                 | 14                 | 5                | 0                |                              |     |     |
| <b>【性別】</b>          |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 男性                   | 953   | 55.8            | 32.2                | 46.2                   | 50.3               | 17.9               | 31.7                          | 51.8                  | 49.8                         | 15.7               | 12.4               | 5.2              | 0                |                              |     |     |
| 女性                   | 600   | 63              | 23.2                | 53.2                   | 45.2               | 14.8               | 30                            | 48.7                  | 42.8                         | 20.2               | 15.2               | 4.5              | 0                |                              |     |     |
| <b>【年齢別】</b>         |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 29歳以下                | 458   | 69.9            | 26.6                | 57.9                   | 44.3               | 15.1               | 31.9                          | 52                    | 46.7                         | 17.9               | 12                 | 5.2              | 0                |                              |     |     |
| 30～34歳以下             | 422   | 60.2            | 30.1                | 48.3                   | 49.8               | 20.1               | 29.4                          | 50.7                  | 47.2                         | 17.5               | 13                 | 4.5              | 0                |                              |     |     |
| 35～39歳以下             | 344   | 51.7            | 27.6                | 46.5                   | 47.1               | 15.1               | 31.1                          | 52.9                  | 50.6                         | 15.1               | 13.7               | 5.2              | 0                |                              |     |     |
| 40歳以上                | 329   | 48              | 31                  | 39.5                   | 53.2               | 16.4               | 31.9                          | 46.2                  | 44.1                         | 19.1               | 15.8               | 4.9              | 0                |                              |     |     |
| <b>【就業形態】</b>        |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 正社員                  | 1031  | 59.9            | 31                  | 48.7                   | 48.5               | 15.9               | 33.1                          | 53.2                  | 50.4                         | 20.5               | 13.1               | 4.4              | 0                |                              |     |     |
| パート、契約など             | 293   | 65.9            | 25.9                | 56                     | 38.2               | 14                 | 28                            | 44.4                  | 37.9                         | 13.7               | 10.6               | 4.8              | 0                |                              |     |     |
| 派遣社員                 | 63    | 54              | 17.5                | 49.2                   | 52.4               | 20.6               | 25.4                          | 61.9                  | 46                           | 11.1               | 9.5                | 11.1             | 0                |                              |     |     |
| 自営業など                | 166   | 39.2            | 23.5                | 37.3                   | 63.3               | 25.3               | 25.9                          | 41                    | 43.4                         | 7.8                | 22.3               | 6.6              | 0                |                              |     |     |
| 無回答                  | 0     | 0               | 0                   | 0                      | 0                  | 0                  | 0                             | 0                     | 0                            | 0                  | 0                  | 0                | 0                |                              |     |     |
| <b>【最終学歴】</b>        |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 中高卒                  | 450   | 59.3            | 31.8                | 47.1                   | 40.4               | 17.3               | 29.6                          | 48.2                  | 48.2                         | 16                 | 10.4               | 5.1              | 0                |                              |     |     |
| 専門・短大・高専卒など          | 512   | 59.2            | 27.3                | 49.8                   | 51.8               | 16.2               | 33.6                          | 51.4                  | 45.9                         | 19.9               | 14.6               | 3.9              | 0                |                              |     |     |
| 大学・大学院卒              | 591   | 57.5            | 27.6                | 49.4                   | 51.3               | 16.8               | 29.9                          | 51.8                  | 47.4                         | 16.4               | 14.7               | 5.8              | 0                |                              |     |     |
| 無回答                  | 0     | 0               | 0                   | 0                      | 0                  | 0                  | 0                             | 0                     | 0                            | 0                  | 0                  | 0                | 0                |                              |     |     |
| <b>【企業規模】</b>        |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 29人以下                | 471   | 53.5            | 23.4                | 47.3                   | 52.4               | 19.1               | 25.7                          | 50.3                  | 46.5                         | 13.8               | 17.6               | 5.1              | 0                |                              |     |     |
| 30～299人以下            | 391   | 56.8            | 27.9                | 48.3                   | 47.3               | 16.6               | 30.4                          | 50.9                  | 46.5                         | 17.4               | 13.3               | 4.9              | 0                |                              |     |     |
| 300人以上・官公庁           | 609   | 62.7            | 34.6                | 49.1                   | 47.3               | 15.6               | 36.1                          | 52.5                  | 49.8                         | 20.4               | 11.2               | 5.3              | 0                |                              |     |     |
| わからない                | 76    | 65.8            | 15.8                | 60.5                   | 36.8               | 13.2               | 27.6                          | 36.8                  | 34.2                         | 17.1               | 7.9                | 2.6              | 0                |                              |     |     |
| 無回答                  | 6     | 66.7            | 66.7                | 33.3                   | 33.3               | 0                  | 16.7                          | 33.3                  | 33.3                         | 16.7               | 0                  | 0                | 0                |                              |     |     |
| <b>【職種】</b>          |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 専門・技術・管理             | 425   | 59.3            | 30.4                | 47.1                   | 56.2               | 18.8               | 36.2                          | 48.9                  | 46.6                         | 18.1               | 22.6               | 6.1              | 0                |                              |     |     |
| 事務                   | 335   | 56.4            | 21.2                | 45.1                   | 52.5               | 17.9               | 24.2                          | 51.9                  | 45.7                         | 17.9               | 9.3                | 4.8              | 0                |                              |     |     |
| 販売・サービス              | 452   | 61.3            | 32.7                | 52.2                   | 44.5               | 14.4               | 33.6                          | 48.2                  | 44                           | 20.8               | 11.7               | 3.8              | 0                |                              |     |     |
| 技能・生産・運輸・保安など        | 341   | 56.3            | 28.7                | 50.4                   | 39.3               | 16.1               | 27.9                          | 54.5                  | 53.4                         | 11.7               | 8.5                | 5.3              | 0                |                              |     |     |
| 無回答                  | 0     | 0               | 0                   | 0                      | 0                  | 0                  | 0                             | 0                     | 0                            | 0                  | 0                  | 0                | 0                |                              |     |     |
| <b>【キャリアパス】</b>      |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 正→正(転職なし)            | 419   | 63              | 33.2                | 49.6                   | 47.3               | 17.4               | 32.2                          | 56.1                  | 52.7                         | 18.6               | 10.3               | 3.6              | 0                |                              |     |     |
| 正→正(転職あり)            | 586   | 53.6            | 29.5                | 45.6                   | 52.4               | 17.4               | 31.7                          | 49.3                  | 46.6                         | 18.1               | 17.1               | 5.3              | 0                |                              |     |     |
| 非→非(転職なし)            | 4     | 100             | 25                  | 100                    | 75                 | 25                 | 50                            | 25                    | 50                           | 0                  | 0                  | 0                | 0                |                              |     |     |
| 非→非(転職あり)            | 107   | 63.6            | 27.1                | 56.1                   | 32.7               | 15.9               | 27.1                          | 46.7                  | 42.1                         | 14                 | 12.1               | 5.6              | 0                |                              |     |     |
| 正→非                  | 243   | 63.4            | 23                  | 53.5                   | 43.2               | 14.4               | 27.6                          | 48.6                  | 37.9                         | 13.2               | 9.9                | 6.2              | 0                |                              |     |     |
| 非→正                  | 182   | 55.5            | 24.2                | 47.3                   | 51.6               | 15.9               | 33.5                          | 50                    | 52.2                         | 20.3               | 14.8               | 4.9              | 0                |                              |     |     |
| 無回答                  | 12    | 41.7            | 33.3                | 33.3                   | 66.7               | 25                 | 16.7                          | 16.7                  | 33.3                         | 25                 | 16.7               | 8.3              | 0                |                              |     |     |
| <b>【就業形態2×性別×年齢】</b> |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 正規社員*男性(計)           | 887   | 55.6            | 32                  | 45.3                   | 51                 | 17.9               | 31.6                          | 51.9                  | 50.6                         | 16.5               | 12.7               | 4.8              | 0                |                              |     |     |
| 29歳以下                | 229   | 69              | 26.6                | 57.2                   | 47.6               | 17                 | 31.9                          | 53.3                  | 48.5                         | 17                 | 11.8               | 6.1              | 0                |                              |     |     |
| 30～34歳以下             | 258   | 56.2            | 31.4                | 45.7                   | 52.3               | 20.5               | 28.7                          | 50.4                  | 48.1                         | 16.7               | 10.9               | 4.3              | 0                |                              |     |     |
| 35～39歳以下             | 209   | 48.3            | 32.1                | 42.1                   | 46.9               | 15.8               | 30.1                          | 54.5                  | 55.5                         | 12                 | 13.4               | 3.8              | 0                |                              |     |     |
| 40歳以上                | 191   | 46.6            | 39.3                | 34                     | 57.6               | 17.8               | 36.6                          | 49.2                  | 51.3                         | 20.4               | 15.7               | 5.2              | 0                |                              |     |     |
| *女性(計)               | 310   | 61.3            | 24.2                | 52.3                   | 49.4               | 15.2               | 33.5                          | 50.6                  | 46.1                         | 25.2               | 19                 | 4.2              | 0                |                              |     |     |
| 29歳以下                | 125   | 69.6            | 23.2                | 56.8                   | 44                 | 9.6                | 32.8                          | 52.8                  | 48                           | 23.2               | 16.8               | 4.8              | 0                |                              |     |     |
| 30～34歳以下             | 75    | 66.7            | 29.3                | 49.3                   | 52                 | 25.3               | 40                            | 48                    | 45.3                         | 26.7               | 14.7               | 4                | 0                |                              |     |     |
| 35～39歳以下             | 56    | 53.6            | 23.2                | 53.6                   | 55.4               | 8.9                | 33.9                          | 55.4                  | 44.6                         | 28.6               | 26.8               | 3.6              | 0                |                              |     |     |
| 40歳以上                | 54    | 42.6            | 20.4                | 44.4                   | 51.9               | 20.4               | 25.9                          | 44.4                  | 44.4                         | 24.1               | 22.2               | 3.7              | 0                |                              |     |     |
| 非正規社員*男性(計)          | 66    | 59.1            | 34.8                | 57.6                   | 40.9               | 18.2               | 33.3                          | 51.5                  | 39.4                         | 6.1                | 7.6                | 10.6             | 0                |                              |     |     |
| 29歳以下                | 30    | 66.7            | 36.7                | 60                     | 30                 | 6.7                | 40                            | 56.7                  | 30                           | 10                 | 3.3                | 3.3              | 0                |                              |     |     |
| 30～34歳以下             | 17    | 64.7            | 41.2                | 64.7                   | 47.1               | 23.5               | 23.5                          | 58.8                  | 64.7                         | 5.9                | 5.9                | 17.6             | 0                |                              |     |     |
| 35～39歳以下             | 11    | 36.4            | 27.3                | 54.5                   | 54.5               | 45.5               | 45.5                          | 54.5                  | 36.4                         | 0                  | 27.3               | 18.2             | 0                |                              |     |     |
| 40歳以上                | 8     | 50              | 25                  | 37.5                   | 50                 | 12.5               | 12.5                          | 12.5                  | 25                           | 0                  | 0                  | 12.5             | 0                |                              |     |     |
| *女性(計)               | 290   | 64.8            | 22.1                | 54.1                   | 40.7               | 14.5               | 26.2                          | 46.6                  | 39.3                         | 14.8               | 11                 | 4.8              | 0                |                              |     |     |
| 29歳以下                | 74    | 74.3            | 28.4                | 60.8                   | 40.5               | 21.6               | 27                            | 44.6                  | 45.9                         | 14.9               | 8.1                | 4.1              | 0                |                              |     |     |
| 30～34歳以下             | 72    | 66.7            | 23.6                | 52.8                   | 38.9               | 12.5               | 22.2                          | 52.8                  | 41.7                         | 13.9               | 20.8               | 2.8              | 0                |                              |     |     |
| 35～39歳以下             | 68    | 63.2            | 17.6                | 52.9                   | 39.7               | 13.2               | 29.4                          | 45.6                  | 42.6                         | 16.2               | 1.5                | 8.8              | 0                |                              |     |     |
| 40歳以上                | 76    | 55.3            | 18.4                | 50                     | 43.4               | 10.5               | 26.3                          | 43.4                  | 27.6                         | 14.5               | 13.2               | 3.9              | 0                |                              |     |     |
| 無回答                  | 0     | 0               | 0                   | 0                      | 0                  | 0                  | 0                             | 0                     | 0                            | 0                  | 0                  | 0                | 0                |                              |     |     |
| <b>【就業形態2×企業規模】</b>  |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 正規社員*29人以下           | 374   | 49.2            | 22.7                | 44.4                   | 55.6               | 19.5               | 26.2                          | 50.8                  | 47.6                         | 15                 | 19                 | 5.9              | 0                |                              |     |     |
| 30～299人以下            | 288   | 56.6            | 28.1                | 46.9                   | 49                 | 18.1               | 31.9                          | 52.8                  | 49                           | 19.8               | 12.8               | 3.8              | 0                |                              |     |     |
| 300人以上・官公庁           | 515   | 62.7            | 36.3                | 49.3                   | 48.3               | 15.5               | 36.5                          | 52.4                  | 51.5                         | 20.6               | 12.2               | 4.5              | 0                |                              |     |     |
| わからない                | 16    | 68.8            | 18.8                | 43.8                   | 37.5               | 6.3                | 31.3                          | 25                    | 43.8                         | 25                 | 6.3                | 0                | 0                |                              |     |     |
| 非正規社員*29人以下          | 97    | 70.1            | 25.8                | 58.8                   | 40.2               | 17.5               | 23.7                          | 48.5                  | 42.3                         | 9.3                | 12.4               | 2.1              | 0                |                              |     |     |
| 30～299人以下            | 103   | 57.3            | 27.2                | 52.4                   | 42.7               | 12.6               | 26.2                          | 45.6                  | 39.8                         | 10.7               | 14.6               | 7.8              | 0                |                              |     |     |
| 300人以上・官公庁           | 94    | 62.8            | 25.5                | 47.9                   | 41.5               | 16                 | 34                            | 53.2                  | 40.4                         | 19.1               | 5.3                | 9.6              | 0                |                              |     |     |
| わからない                | 60    | 65              | 15                  | 65                     | 36.7               | 15                 | 26.7                          | 40                    | 31.7                         | 15                 | 8.3                | 3.3              | 0                |                              |     |     |
| 無回答                  | 6     | 66.7            | 66.7                | 33.3                   | 33.3               | 0                  | 16.7                          | 33.3                  | 33.3                         | 16.7               | 0                  | 0                | 0                |                              |     |     |
| <b>【就業形態2×職種】</b>    |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 正規社員*専門・技術・管理        | 375   | 58.4            | 32                  | 45.6                   | 55.7               | 19.2               | 36.3                          | 50.1                  | 48.3                         | 19.2               | 22.7               | 6.7              | 0                |                              |     |     |
| 事務                   | 221   | 54.3            | 22.6                | 44.3                   | 54.8               | 17.6               | 24.9                          | 53.4                  | 48.9                         | 20.8               | 11.3               | 2.7              | 0                |                              |     |     |
| 販売・サービス              | 313   | 57.5            | 33.9                | 48.6                   | 49.2               | 15.3               | 34.8                          | 48.6                  | 46.3                         | 21.7               | 12.1               | 4.5              | 0                |                              |     |     |
| 技能・生産・運輸・保安          | 288   | 56.9            | 28.8                | 49.7                   | 42                 | 16.3               | 29.2                          | 55.2                  | 54.9                         | 13.2               | 8.3                | 3.8              | 0                |                              |     |     |
| 非正規社員*専門・技術・管理       | 50    | 66              | 18                  | 58                     | 60                 | 16                 | 36                            | 40                    | 34                           | 10                 | 22                 | 2                | 0                |                              |     |     |
| 事務                   | 114   | 60.5            | 18.4                | 46.5                   | 48.2               | 18.4               | 22.8                          | 49.1                  | 39.5                         | 12.3               | 5.3                | 8.8              | 0                |                              |     |     |
| 販売・サービス              | 139   | 69.8            | 30.2                | 60.4                   | 33.8               | 12.2               | 30.9                          | 47.5                  | 38.8                         | 18.7               | 10.8               | 2.2              | 0                |                              |     |     |
| 技能・生産・運輸・保安          | 53    | 52.8            | 28.3                | 54.7                   | 24.5               | 15.1               | 20.8                          | 50.9                  | 45.3                         | 3.8                | 9.4                | 13.2             | 0                |                              |     |     |
| 無回答                  | 0     | 0               | 0                   | 0                      | 0                  | 0                  | 0                             | 0                     | 0                            | 0                  | 0                  | 0                | 0                |                              |     |     |
| <b>【就業形態2×都市】</b>    |       |                 |                     |                        |                    |                    |                               |                       |                              |                    |                    |                  |                  |                              |     |     |
| 正規社員*18大都市           | 346   | 53.8            | 26.9                | 44.8                   | 50.6               | 17.1               | 30.1                          | 54.3                  | 49.4                         | 17.3               | 15                 | 7.5              | 0                |                              |     |     |
| その他の市町村              | 851   | 58.4            | 31.3                | 48.1                   | 50.5               | 17.3               | 32.9                          | 50.4                  | 49.5                         | 19.3               | 14.1               | 3.5              | 0                |                              |     |     |
| 非正規社員*18大都市          | 99    | 62.6            | 25.3                | 56.6                   | 43.4               | 17.2               | 26.3                          | 45.5                  | 41.4                         | 13.1               | 13.1               | 9.1              | 0                |                              |     |     |
| その他の市町村              | 257   | 64.2            | 24.1                | 54.1                   | 39.7               | 14.4               | 28                            | 48.2                  | 38.5                         | 13.2               | 9.3                | 4.7              | 0                |                              |     |     |
| 無回答                  | 0     | 0               | 0                   | 0                      | 0                  | 0                  | 0                             | 0                     | 0                            | 0                  | 0                  | 0                | 0                |                              |     |     |

問21. 昨年度1年間の就業時間外の自己啓発有無

|                      | 全体    | はい   | いいえ  | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 28   | 72   | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 29.2 | 70.6 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 25.9 | 73   | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 30.8 | 68.6 | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 28.7 | 70.9 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 24.1 | 75.2 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 27.8 | 71.5 | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 30.7 | 68.9 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 18.8 | 80.2 | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 29.3 | 70   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 30.5 | 68.8 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 17.7 | 81.5 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 29.2 | 70.3 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 41   | 58.5 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 100  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 26.5 | 72.8 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 27.1 | 72.4 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 32.7 | 66.8 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 16.2 | 83   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6 | 82.4 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 49   | 50.5 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 27   | 72.6 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 25.9 | 73.5 | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 15.5 | 83.7 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 32.3 | 67.4 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 29.2 | 70.2 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 24.1 | 75.9 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 24.5 | 74.8 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 18.3 | 80.5 | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 32.2 | 67.4 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 31.3 | 68.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 29.7 | 70.1 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 31.2 | 68.3 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 29.7 | 70.1 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 27   | 72.6 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 31.1 | 68.7 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 33.6 | 65.5 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 37.1 | 62.5 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 35.8 | 63.2 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 27.4 | 71.3 | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 31.9 | 66.9 | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 23.8 | 75.7 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 28.7 | 71.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 20   | 80   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 17.9 | 79.5 | 2.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 24   | 76   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 19.4 | 79.5 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 21.6 | 76.6 | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 22.1 | 77   | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 15.6 | 83.5 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 18.8 | 80   | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 29.3 | 70.1 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 28   | 71.6 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 35.3 | 64.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 19.7 | 80.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 18.5 | 80.2 | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 24.8 | 74.5 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 21.1 | 78   | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 14.9 | 84   | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6 | 82.4 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 49   | 50.6 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 30.1 | 69.5 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 31.8 | 67.6 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 16.3 | 83.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 49.2 | 50   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 21   | 78.3 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 16   | 83.3 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 12.2 | 85.7 | 2.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 31.4 | 68.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 30.4 | 69   | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 22.4 | 77.3 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 19.4 | 79.4 | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

付問21-1. 昨年度1年間に行った自己啓発の合計時間数

|                      | 該当者   | 8時間未満 | 8~24時間未満 | 24~48時間未満 | 48~100時間未満 | 100時間以上 | わからない | 無回答 |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|----------|-----------|------------|---------|-------|-----|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 1,120 | 13    | 16       | 18        | 21         | 17      | 15    | 0   |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 男性                   | 688   | 12.5  | 16       | 17.3      | 22.2       | 18.8    | 13.2  | 0   |  |  |  |  |  |  |  |  |  |
| 女性                   | 432   | 14.8  | 15.7     | 19.2      | 20.1       | 13      | 17.1  | 0   |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 293   | 14.7  | 14.7     | 17.1      | 18.1       | 18.1    | 17.4  | 0   |  |  |  |  |  |  |  |  |  |
| 30~34歳以下             | 313   | 13.7  | 16.3     | 20.1      | 18.2       | 15.7    | 16    | 0   |  |  |  |  |  |  |  |  |  |
| 35~39歳以下             | 242   | 10.7  | 16.1     | 16.5      | 23.1       | 18.6    | 14.9  | 0   |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 272   | 14    | 16.5     | 18        | 27.2       | 14      | 10.3  | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 正社員                  | 721   | 11.8  | 17.8     | 20.7      | 20.9       | 15.5    | 13.3  | 0   |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 179   | 18.4  | 14       | 16.2      | 21.2       | 17.3    | 12.8  | 0   |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 44    | 11.4  | 4.5      | 9.1       | 29.5       | 29.5    | 15.9  | 0   |  |  |  |  |  |  |  |  |  |
| 自営業など                | 176   | 15.3  | 13.1     | 11.4      | 21.6       | 16.5    | 22.2  | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0         | 0          | 0       | 0     | 0   |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 291   | 18.2  | 18.6     | 16.8      | 16.8       | 13.1    | 16.5  | 0   |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 364   | 15.7  | 15.4     | 15.7      | 20.9       | 14.8    | 17.6  | 0   |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 465   | 8.6   | 14.6     | 20.6      | 24.7       | 20      | 11.4  | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0         | 0          | 0       | 0     | 0   |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 29人以下                | 396   | 13.4  | 14.1     | 14.4      | 22.5       | 15.7    | 19.9  | 0   |  |  |  |  |  |  |  |  |  |
| 30~299人以下            | 280   | 15.4  | 17.1     | 20        | 18.2       | 17.1    | 12.1  | 0   |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 399   | 11.5  | 16       | 21.3      | 23.8       | 17.8    | 9.5   | 0   |  |  |  |  |  |  |  |  |  |
| わからない                | 42    | 16.7  | 23.8     | 7.1       | 11.9       | 9.5     | 31    | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3  | 0        | 33.3      | 0          | 0       | 33.3  | 0   |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 398   | 11.6  | 14.3     | 21.1      | 22.9       | 18.6    | 11.6  | 0   |  |  |  |  |  |  |  |  |  |
| 事務                   | 228   | 8.3   | 16.2     | 16.2      | 25.4       | 18.4    | 15.4  | 0   |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 315   | 15.9  | 15.9     | 17.5      | 18.1       | 14.3    | 18.4  | 0   |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 178   | 19.7  | 18.5     | 14.6      | 19.1       | 13.5    | 14.6  | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 0     | 100      | 0         | 0          | 0       | 0     | 0   |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 314   | 9.9   | 19.7     | 25.2      | 19.7       | 13.1    | 12.4  | 0   |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 439   | 14.8  | 16.9     | 13.9      | 21.4       | 18.2    | 14.8  | 0   |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 7     | 14.3  | 28.6     | 0         | 28.6       | 0       | 28.6  | 0   |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 74    | 13.5  | 9.5      | 21.6      | 12.2       | 23      | 20.3  | 0   |  |  |  |  |  |  |  |  |  |
| 正→非                  | 140   | 18.6  | 12.9     | 11.4      | 28.6       | 19.3    | 9.3   | 0   |  |  |  |  |  |  |  |  |  |
| 非→正                  | 136   | 10.3  | 10.3     | 19.9      | 23.5       | 14.7    | 21.3  | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 10    | 30    | 10       | 30        | 10         | 0       | 20    | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 639   | 12.4  | 17.1     | 16.9      | 22.8       | 17.7    | 13.1  | 0   |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 138   | 14.5  | 13.8     | 10.9      | 23.2       | 22.5    | 15.2  | 0   |  |  |  |  |  |  |  |  |  |
| 30~34歳以下             | 182   | 13.7  | 17.6     | 20.9      | 17         | 17      | 13.7  | 0   |  |  |  |  |  |  |  |  |  |
| 35~39歳以下             | 153   | 9.2   | 17.6     | 17.6      | 21.6       | 19.6    | 14.4  | 0   |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 166   | 12    | 18.7     | 16.9      | 30.1       | 12.7    | 9.6   | 0   |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 258   | 12.8  | 16.3     | 23.6      | 16.7       | 10.9    | 19.8  | 0   |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 93    | 14    | 18.3     | 23.7      | 11.8       | 11.8    | 20.4  | 0   |  |  |  |  |  |  |  |  |  |
| 30~34歳以下             | 68    | 10.3  | 19.1     | 20.6      | 17.6       | 10.3    | 22.1  | 0   |  |  |  |  |  |  |  |  |  |
| 35~39歳以下             | 45    | 8.9   | 15.6     | 22.2      | 20         | 11.1    | 22.2  | 0   |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 52    | 17.3  | 9.6      | 28.8      | 21.2       | 9.6     | 13.5  | 0   |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 49    | 14.3  | 2        | 22.4      | 14.3       | 32.7    | 14.3  | 0   |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 25    | 16    | 4        | 28        | 12         | 24      | 16    | 0   |  |  |  |  |  |  |  |  |  |
| 30~34歳以下             | 11    | 18.2  | 0        | 27.3      | 9.1        | 36.4    | 9.1   | 0   |  |  |  |  |  |  |  |  |  |
| 35~39歳以下             | 7     | 0     | 0        | 14.3      | 14.3       | 57.1    | 14.3  | 0   |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 6     | 16.7  | 0        | 0         | 33.3       | 33.3    | 16.7  | 0   |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 174   | 17.8  | 14.9     | 12.6      | 25.3       | 16.1    | 13.2  | 0   |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 37    | 16.2  | 16.2     | 16.2      | 18.9       | 13.5    | 18.9  | 0   |  |  |  |  |  |  |  |  |  |
| 30~34歳以下             | 52    | 17.3  | 11.5     | 15.4      | 25         | 13.5    | 17.3  | 0   |  |  |  |  |  |  |  |  |  |
| 35~39歳以下             | 37    | 21.6  | 13.5     | 5.4       | 35.1       | 16.2    | 8.1   | 0   |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 48    | 16.7  | 18.8     | 12.5      | 22.9       | 20.8    | 8.3   | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0         | 0          | 0       | 0     | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 322   | 12.4  | 15.2     | 14        | 21.7       | 16.1    | 20.5  | 0   |  |  |  |  |  |  |  |  |  |
| 30~299人以下            | 208   | 15.9  | 18.8     | 19.7      | 16.3       | 15.4    | 13.9  | 0   |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 352   | 10.5  | 17.3     | 23.3      | 23.6       | 15.6    | 9.7   | 0   |  |  |  |  |  |  |  |  |  |
| わからない                | 14    | 14.3  | 14.3     | 0         | 14.3       | 14.3    | 42.9  | 0   |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 74    | 17.6  | 9.5      | 16.2      | 25.7       | 13.5    | 17.6  | 0   |  |  |  |  |  |  |  |  |  |
| 30~299人以下            | 72    | 13.9  | 12.5     | 20.8      | 23.6       | 22.2    | 6.9   | 0   |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 47    | 19.1  | 6.4      | 6.4       | 25.5       | 34      | 8.5   | 0   |  |  |  |  |  |  |  |  |  |
| わからない                | 28    | 17.9  | 28.6     | 10.7      | 10.7       | 7.1     | 25    | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3  | 0        | 33.3      | 0          | 0       | 33.3  | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 338   | 10.7  | 15.4     | 21        | 23.1       | 18      | 11.8  | 0   |  |  |  |  |  |  |  |  |  |
| 事務                   | 166   | 7.8   | 17.5     | 18.1      | 24.1       | 18.1    | 14.5  | 0   |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 242   | 14.9  | 15.7     | 19        | 17.4       | 13.6    | 19.4  | 0   |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 150   | 18    | 20.7     | 14.7      | 19.3       | 11.3    | 16    | 0   |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 60    | 16.7  | 8.3      | 21.7      | 21.7       | 21.7    | 10    | 0   |  |  |  |  |  |  |  |  |  |
| 事務                   | 62    | 9.7   | 12.9     | 11.3      | 29         | 19.4    | 17.7  | 0   |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 73    | 19.2  | 16.4     | 12.3      | 20.5       | 16.4    | 15.1  | 0   |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 28    | 28.6  | 7.1      | 14.3      | 17.9       | 25      | 7.1   | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 0     | 100      | 0         | 0          | 0       | 0     | 0   |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |          |           |            |         |       |     |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 250   | 12    | 14.8     | 19.2      | 22.8       | 16      | 15.2  | 0   |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 647   | 12.7  | 17.6     | 18.7      | 20.4       | 15.6    | 15    | 0   |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 68    | 17.6  | 10.3     | 11.8      | 22.1       | 19.1    | 19.1  | 0   |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 155   | 16.8  | 12.9     | 16.1      | 23.2       | 20      | 11    | 0   |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0         | 0          | 0       | 0     | 0   |  |  |  |  |  |  |  |  |  |

付問21-2. 昨年度1年間の自己啓発費用の自己負担分

|                      | 該当者   | 1万円未満 | 1万円以上3万円未満 | 3万円以上5万円未満 | 5万円以上10万円未満 | 10万円以上 | 無回答  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|------------|------------|-------------|--------|------|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 1,120 | 40    | 23         | 12         | 9           | 10     | 8    |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 男性                   | 688   | 37.9  | 25.6       | 13.4       | 8.7         | 7.6    | 6.8  |  |  |  |  |  |  |  |  |
| 女性                   | 432   | 41.9  | 17.8       | 10         | 8.8         | 12.5   | 9    |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 29歳以下                | 293   | 44.4  | 21.5       | 7.2        | 7.8         | 13.7   | 5.5  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 313   | 39.9  | 19.5       | 13.4       | 9.9         | 8      | 9.3  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 242   | 36.8  | 28.1       | 12.4       | 8.7         | 6.6    | 7.4  |  |  |  |  |  |  |  |  |
| 40歳以上                | 272   | 36    | 22.4       | 15.4       | 8.5         | 9.2    | 8.5  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 正社員                  | 721   | 39.9  | 24.4       | 12.6       | 8           | 7.2    | 7.8  |  |  |  |  |  |  |  |  |
| パート、契約など             | 179   | 44.1  | 15.6       | 8.9        | 9.5         | 12.8   | 8.9  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 44    | 43.2  | 13.6       | 9.1        | 11.4        | 20.5   | 2.3  |  |  |  |  |  |  |  |  |
| 自営業など                | 176   | 31.8  | 24.4       | 13.6       | 10.2        | 12.5   | 7.4  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0          | 0          | 0           | 0      | 0    |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 中高卒                  | 291   | 49.5  | 18.9       | 9.6        | 7.9         | 5.8    | 8.2  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 364   | 40.1  | 22.5       | 10.2       | 6.6         | 11     | 9.6  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 465   | 32.7  | 24.9       | 15.1       | 11          | 10.5   | 5.8  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0          | 0          | 0           | 0      | 0    |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 29人以下                | 396   | 37.6  | 19.7       | 12.4       | 8.8         | 12.4   | 9.1  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 280   | 40.4  | 23.9       | 10.4       | 9.6         | 8.9    | 6.8  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 399   | 39.1  | 26.6       | 14.3       | 7.3         | 6.5    | 6.3  |  |  |  |  |  |  |  |  |
| わからない                | 42    | 52.4  | 4.8        | 0          | 16.7        | 11.9   | 14.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7  | 0          | 0          | 0           | 33.3   | 0    |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 398   | 34.2  | 25.6       | 14.1       | 9.8         | 9.8    | 6.5  |  |  |  |  |  |  |  |  |
| 事務                   | 228   | 34.2  | 22.8       | 15.8       | 8.8         | 9.6    | 8.8  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 315   | 43.2  | 21         | 8.9        | 8.6         | 9.2    | 9.2  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 178   | 51.1  | 18.5       | 8.4        | 6.7         | 9      | 6.2  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 100   | 0          | 0          | 0           | 0      | 0    |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 314   | 37.9  | 30.3       | 10.8       | 7.6         | 7      | 6.4  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 439   | 37.4  | 22.1       | 14.1       | 8           | 9.6    | 8.9  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 7     | 28.6  | 14.3       | 28.6       | 0           | 14.3   | 14.3 |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 74    | 47.3  | 14.9       | 5.4        | 12.2        | 14.9   | 5.4  |  |  |  |  |  |  |  |  |
| 正→非                  | 140   | 42.9  | 15.7       | 10         | 8.6         | 14.3   | 8.6  |  |  |  |  |  |  |  |  |
| 非→正                  | 136   | 40.4  | 18.4       | 14         | 12.5        | 7.4    | 7.4  |  |  |  |  |  |  |  |  |
| 無回答                  | 10    | 70    | 20         | 0          | 10          | 0      | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 639   | 37.9  | 26.1       | 13.3       | 8.8         | 7      | 6.9  |  |  |  |  |  |  |  |  |
| 29歳以下                | 138   | 43.5  | 25.4       | 7.2        | 10.9        | 10.1   | 2.9  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 182   | 40.7  | 20.9       | 13.7       | 7.7         | 6.6    | 10.4 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 153   | 34    | 31.4       | 11.8       | 8.5         | 6.5    | 7.8  |  |  |  |  |  |  |  |  |
| 40歳以上                | 166   | 33.7  | 27.7       | 19.3       | 8.4         | 5.4    | 5.4  |  |  |  |  |  |  |  |  |
| *女性(計)               | 258   | 39.5  | 20.2       | 11.6       | 7.8         | 11.2   | 9.7  |  |  |  |  |  |  |  |  |
| 29歳以下                | 93    | 44.1  | 17.2       | 8.6        | 5.4         | 14     | 10.8 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 68    | 36.8  | 17.6       | 16.2       | 10.3        | 10.3   | 8.8  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 45    | 37.8  | 31.1       | 15.6       | 4.4         | 6.7    | 4.4  |  |  |  |  |  |  |  |  |
| 40歳以上                | 52    | 36.5  | 19.2       | 7.7        | 11.5        | 11.5   | 13.5 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 49    | 38.8  | 18.4       | 14.3       | 8.2         | 14.3   | 6.1  |  |  |  |  |  |  |  |  |
| 29歳以下                | 25    | 40    | 24         | 8          | 4           | 20     | 4    |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 11    | 45.5  | 9.1        | 18.2       | 18.2        | 9.1    | 0    |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 7     | 28.6  | 14.3       | 14.3       | 14.3        | 0      | 28.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 6     | 33.3  | 16.7       | 33.3       | 0           | 16.7   | 0    |  |  |  |  |  |  |  |  |
| *女性(計)               | 174   | 45.4  | 14.4       | 7.5        | 10.3        | 14.4   | 8    |  |  |  |  |  |  |  |  |
| 29歳以下                | 37    | 51.4  | 16.2       | 2.7        | 5.4         | 21.6   | 2.7  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 52    | 40.4  | 19.2       | 7.7        | 15.4        | 9.6    | 7.7  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 37    | 48.6  | 13.5       | 10.8       | 13.5        | 8.1    | 5.4  |  |  |  |  |  |  |  |  |
| 40歳以上                | 48    | 43.8  | 8.3        | 8.3        | 6.3         | 18.8   | 14.6 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0          | 0          | 0           | 0      | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 322   | 36.6  | 19.9       | 13.4       | 9           | 12.1   | 9    |  |  |  |  |  |  |  |  |
| 30～299人以下            | 208   | 41.8  | 26         | 10.6       | 8.7         | 5.8    | 7.2  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 352   | 38.1  | 28.4       | 14.2       | 7.4         | 6      | 6    |  |  |  |  |  |  |  |  |
| わからない                | 14    | 35.7  | 7.1        | 0          | 21.4        | 7.1    | 28.6 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 74    | 41.9  | 18.9       | 8.1        | 8.1         | 13.5   | 9.5  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 72    | 36.1  | 18.1       | 9.7        | 12.5        | 18.1   | 5.6  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 47    | 46.8  | 12.8       | 14.9       | 6.4         | 10.6   | 8.5  |  |  |  |  |  |  |  |  |
| わからない                | 28    | 60.7  | 3.6        | 0          | 14.3        | 14.3   | 7.1  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7  | 0          | 0          | 0           | 33.3   | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 338   | 33.4  | 26.3       | 15.1       | 9.8         | 9.2    | 6.2  |  |  |  |  |  |  |  |  |
| 事務                   | 166   | 32.5  | 25.9       | 16.3       | 8.4         | 7.2    | 9.6  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 242   | 40.9  | 23.1       | 9.9        | 8.3         | 8.7    | 9.1  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 150   | 51.3  | 20.7       | 8.7        | 6           | 6.7    | 6.7  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 60    | 38.3  | 21.7       | 8.3        | 10          | 13.3   | 8.3  |  |  |  |  |  |  |  |  |
| 事務                   | 62    | 38.7  | 14.5       | 14.5       | 9.7         | 16.1   | 6.5  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 73    | 50.7  | 13.7       | 5.5        | 9.6         | 11     | 9.6  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 28    | 50    | 7.1        | 7.1        | 10.7        | 21.4   | 3.6  |  |  |  |  |  |  |  |  |
| 無回答                  | 1     | 100   | 0          | 0          | 0           | 0      | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |            |            |             |        |      |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 250   | 33.2  | 25.6       | 12         | 10.8        | 9.6    | 8.8  |  |  |  |  |  |  |  |  |
| その他の市町村              | 647   | 40.3  | 24         | 13.1       | 7.6         | 7.7    | 7.3  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 68    | 42.6  | 17.6       | 5.9        | 8.8         | 19.1   | 5.9  |  |  |  |  |  |  |  |  |
| その他の市町村              | 155   | 44.5  | 14.2       | 10.3       | 10.3        | 12.3   | 8.4  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0          | 0          | 0           | 0      | 0    |  |  |  |  |  |  |  |  |

問22. 自己啓発の意向

|                      | 全体    | はい   | いいえ  | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 29   | 71   | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 27.4 | 71.8 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 30.6 | 68.7 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 29.5 | 69.5 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 29.2 | 70.1 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 24.9 | 74.7 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 31.2 | 67.7 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 31.2 | 68.1 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 24.1 | 74.8 | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 34   | 65.3 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 24.8 | 74.4 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 17.3 | 81.8 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 30.2 | 69   | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 43.4 | 55.8 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7 | 33.3 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 26   | 73.3 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 27.7 | 71.4 | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 34.6 | 64.6 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 20.5 | 78.4 | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 29.4 | 70.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 48.3 | 50.4 | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 33.9 | 65.6 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 24.5 | 74.8 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 15.5 | 83.7 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 100  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 32.5 | 66.9 | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 28.9 | 70.2 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 24.1 | 75.9 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 28.5 | 70.2 | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 24   | 75.1 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 27.9 | 71.6 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 31.3 | 68.8 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 27.9 | 71.4 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 26.9 | 72.2 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 28.6 | 70.6 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 24.2 | 75.6 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 31.8 | 67   | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 35.5 | 63.7 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 36.3 | 63.3 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 38.4 | 61.1 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 31.1 | 67.7 | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 35.6 | 63.2 | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 21.8 | 76.2 | 1.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 25.3 | 71.3 | 3.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 20   | 80   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 17.9 | 79.5 | 2.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 20   | 80   | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 26.3 | 72.9 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 28.7 | 70.8 | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 25.5 | 73.6 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 23.2 | 76.4 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 28.2 | 70.6 | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 26.5 | 72.8 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 27.7 | 71.4 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 36.3 | 63   | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 15.5 | 84.5 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 24.6 | 74.9 | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 27.6 | 71.4 | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 26.9 | 71.7 | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 22.3 | 76.1 | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 29.4 | 70.6 | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 48.3 | 50.3 | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 35.9 | 63.9 | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 26.8 | 72.5 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 15.1 | 84.2 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 48.4 | 50.8 | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 30.2 | 68.8 | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 20.7 | 78.7 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 17   | 81.3 | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 100  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 31.9 | 67.8 | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 29.2 | 69.9 | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 30.6 | 68.8 | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 23.5 | 75.4 | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問23. 自己啓発の問題点

|                      | 全体    | 仕事<br>が忙しい | 家事・育児・介護など<br>仕事以外のことで忙しい | 費用を<br>負担できない | どこで学<br>べばよいかわ<br>からない | 信頼のおける教育訓練機<br>関がわからない | 身<br>につけたらよいかかわ<br>からない | 取<br>得すべき資格がわから<br>ない | 特<br>に困ったことはない | そ<br>もそも自己啓発に関心<br>がない | そ<br>の他 | 無<br>回<br>答 |
|----------------------|-------|------------|---------------------------|---------------|------------------------|------------------------|-------------------------|-----------------------|----------------|------------------------|---------|-------------|
| <b>全体</b>            | 4,026 | 44         | 29                        | 34            | 10                     | 9                      | 12                      | 6                     | 14             | 7                      | 2       | 3           |
| <b>【性別】</b>          |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 男性                   | 2360  | 54         | 16.2                      | 30.6          | 9.2                    | 8.3                    | 10.8                    | 5.5                   | 15             | 7.7                    | 1.1     | 2.5         |
| 女性                   | 1666  | 30.4       | 46.4                      | 38.2          | 10.7                   | 10.6                   | 14.4                    | 7.4                   | 11.7           | 5.2                    | 2       | 2.7         |
| <b>【年齢別】</b>         |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 29歳以下                | 951   | 42.9       | 21.1                      | 30.4          | 12.6                   | 11.3                   | 13.1                    | 8.6                   | 14             | 8                      | 1.8     | 3.6         |
| 30～34歳以下             | 1092  | 45.3       | 30.5                      | 32.2          | 10.5                   | 10.1                   | 12.5                    | 6.4                   | 13.5           | 6.7                    | 1.6     | 1.8         |
| 35～39歳以下             | 1006  | 45.2       | 33.5                      | 37.2          | 8.1                    | 7.6                    | 11.8                    | 5.3                   | 12.1           | 5.8                    | 1.2     | 2.4         |
| 40歳以上                | 977   | 43.3       | 29.1                      | 35.1          | 8                      | 8.3                    | 11.8                    | 4.9                   | 15             | 6.2                    | 1.3     | 2.6         |
| <b>【就業形態】</b>        |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 正社員                  | 2345  | 55.1       | 23                        | 31.6          | 9.8                    | 9.6                    | 11.8                    | 5.9                   | 12.8           | 5.7                    | 1.2     | 2.3         |
| パート・契約など             | 954   | 23.1       | 46.3                      | 43.2          | 9.7                    | 8.4                    | 15.1                    | 8.3                   | 11.3           | 7.4                    | 1.3     | 3           |
| 派遣社員                 | 150   | 27.3       | 18.7                      | 36            | 11.3                   | 16.7                   | 14                      | 6.7                   | 18.7           | 5.3                    | 5.3     | 4.7         |
| 自営業など                | 577   | 39.7       | 25.3                      | 26.2          | 9.4                    | 7.8                    | 9.4                     | 4.5                   | 19.4           | 9.5                    | 1.9     | 2.3         |
| 無回答                  | 0     | 0          | 0                         | 0             | 0                      | 0                      | 0                       | 0                     | 0              | 0                      | 0       | 0           |
| <b>【最終学歴】</b>        |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 中高卒                  | 1641  | 38.1       | 27.5                      | 36.1          | 11.2                   | 9                      | 14.7                    | 7.3                   | 13.5           | 9.1                    | 1       | 2.5         |
| 専門・短大・高専卒など          | 1247  | 41.3       | 34.6                      | 36.5          | 9.9                    | 10                     | 10.8                    | 5.8                   | 12.9           | 5.7                    | 1.8     | 3.2         |
| 大学・大学院卒              | 1135  | 56.5       | 23.9                      | 27.3          | 7.6                    | 8.9                    | 10.3                    | 5.4                   | 14.6           | 4.2                    | 1.8     | 1.9         |
| 無回答                  | 3     | 0          | 33.3                      | 33.3          | 0                      | 0                      | 33.3                    | 0                     | 33.3           | 0                      | 0       | 0           |
| <b>【企業規模】</b>        |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 29人以下                | 1497  | 38.8       | 28.8                      | 34.5          | 10.2                   | 8.6                    | 11.1                    | 5.2                   | 15.6           | 8.8                    | 1.2     | 2.7         |
| 30～299人以下            | 1034  | 48.4       | 27.2                      | 34.6          | 11.2                   | 10                     | 13.4                    | 7.8                   | 11.2           | 6.2                    | 1.7     | 2.5         |
| 300人以上・官公庁           | 1219  | 52.9       | 28.1                      | 30.8          | 8.7                    | 9.9                    | 12.3                    | 6.3                   | 12.4           | 3.9                    | 1.4     | 2.2         |
| わからない                | 259   | 20.1       | 36.7                      | 40.9          | 7.3                    | 8.1                    | 14.3                    | 6.6                   | 17.8           | 8.9                    | 1.9     | 3.5         |
| 無回答                  | 17    | 17.6       | 29.4                      | 11.8          | 0                      | 5.9                    | 17.6                    | 0                     | 17.6           | 11.8                   | 5.9     | 0           |
| <b>【職種】</b>          |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 専門・技術・管理             | 812   | 59         | 29.2                      | 27.3          | 6.4                    | 8.4                    | 6.2                     | 2.7                   | 14             | 3.2                    | 1.4     | 2.5         |
| 事務                   | 846   | 38.5       | 36.2                      | 35.2          | 9.8                    | 11.2                   | 15.5                    | 8.7                   | 13.2           | 4                      | 2.2     | 2.6         |
| 販売・サービス              | 1215  | 42.1       | 32.2                      | 38.4          | 11.4                   | 9.8                    | 13.5                    | 5.9                   | 11.9           | 7.3                    | 1       | 2.5         |
| 技能・生産・運輸・保安など        | 1150  | 40.4       | 19.1                      | 32.3          | 10.4                   | 8                      | 13                      | 7.4                   | 15.5           | 10.3                   | 1.5     | 2.6         |
| 無回答                  | 3     | 0          | 33.3                      | 0             | 0                      | 0                      | 0                       | 0                     | 0              | 33.3                   | 0       | 33.3        |
| <b>【キャリアパス】</b>      |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 正→正(転職なし)            | 972   | 58         | 24                        | 26.5          | 8.7                    | 8.1                    | 10.5                    | 6.2                   | 13.9           | 4.7                    | 1.2     | 1.9         |
| 正→正(転職あり)            | 1502  | 49         | 23.7                      | 32.5          | 10.3                   | 9.3                    | 11.9                    | 5.8                   | 13.8           | 7.6                    | 1.6     | 2.3         |
| 非→非(転職なし)            | 29    | 34.5       | 10.3                      | 24.1          | 6.9                    | 3.4                    | 6.9                     | 3.4                   | 13.8           | 13.8                   | 3.4     | 3.4         |
| 非→非(転職あり)            | 302   | 24.2       | 29.5                      | 37.7          | 9.6                    | 10.9                   | 13.9                    | 9.6                   | 17.5           | 9.9                    | 2       | 4           |
| 正→非                  | 766   | 22.8       | 48.8                      | 44.6          | 10.2                   | 9.3                    | 15.7                    | 7.7                   | 10.3           | 5.9                    | 1.7     | 3           |
| 非→正                  | 423   | 50.1       | 21.3                      | 33.3          | 10.4                   | 12.1                   | 10.9                    | 4                     | 14.9           | 6.6                    | 0.7     | 3.3         |
| 無回答                  | 32    | 34.4       | 31.3                      | 25            | 3.1                    | 0                      | 12.5                    | 0                     | 25             | 3.1                    | 0       | 3.1         |
| <b>【就業形態2×性別×年齢】</b> |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 正規社員*男性(計)           | 2154  | 55.7       | 16.8                      | 30.3          | 9.2                    | 8.5                    | 10.7                    | 5                     | 14.8           | 7.2                    | 1.1     | 2.4         |
| 29歳以下                | 442   | 53.2       | 12.2                      | 25.8          | 12.7                   | 10.4                   | 11.8                    | 7                     | 14.9           | 9                      | 0.9     | 3.4         |
| 30～34歳以下             | 612   | 57         | 19.9                      | 28.8          | 10.6                   | 10.1                   | 10.8                    | 5.9                   | 14.5           | 7.4                    | 1.3     | 1.3         |
| 35～39歳以下             | 566   | 56.9       | 18.9                      | 34.6          | 6.7                    | 5.7                    | 10.1                    | 4.1                   | 12.9           | 6.4                    | 1.2     | 2.3         |
| 40歳以上                | 534   | 54.9       | 14.6                      | 31.3          | 7.5                    | 8.1                    | 10.3                    | 3.4                   | 16.9           | 6.6                    | 0.7     | 2.8         |
| *女性(計)               | 768   | 41.8       | 42.2                      | 31.1          | 11.1                   | 11.2                   | 13                      | 7.3                   | 12.4           | 4.3                    | 2.1     | 2.1         |
| 29歳以下                | 251   | 41.4       | 27.9                      | 31.1          | 14.3                   | 12.7                   | 15.5                    | 10.8                  | 12.4           | 4.8                    | 2.4     | 2.8         |
| 30～34歳以下             | 190   | 43.7       | 43.7                      | 30.5          | 7.9                    | 10                     | 12.1                    | 6.8                   | 14.2           | 4.7                    | 2.6     | 1.6         |
| 35～39歳以下             | 164   | 39         | 55.5                      | 31.1          | 12.8                   | 10.4                   | 12.2                    | 5.5                   | 9.8            | 4.3                    | 0       | 1.8         |
| 40歳以上                | 163   | 42.9       | 49.1                      | 31.9          | 8                      | 11                     | 11                      | 4.3                   | 12.9           | 3.1                    | 3.1     | 1.8         |
| 非正規社員*男性(計)          | 206   | 36.9       | 10.2                      | 33            | 8.3                    | 6.8                    | 12.1                    | 10.2                  | 17.5           | 12.6                   | 1.5     | 3.4         |
| 29歳以下                | 87    | 36.8       | 11.5                      | 31            | 6.9                    | 5.7                    | 10.3                    | 10.3                  | 14.9           | 14.9                   | 1.1     | 3.4         |
| 30～34歳以下             | 55    | 34.5       | 1.8                       | 30.9          | 14.5                   | 10.9                   | 20                      | 14.5                  | 16.4           | 10.9                   | 1.8     | 5.5         |
| 35～39歳以下             | 39    | 41         | 20.5                      | 35.9          | 7.7                    | 7.7                    | 10.3                    | 10.3                  | 20.5           | 10.3                   | 0       | 0           |
| 40歳以上                | 25    | 36         | 8                         | 40            | 0                      | 0                      | 4                       | 0                     | 24             | 12                     | 4       | 4           |
| *女性(計)               | 898   | 20.6       | 50                        | 44.3          | 10.4                   | 10.1                   | 15.6                    | 7.6                   | 11.1           | 5.9                    | 1.9     | 3.2         |
| 29歳以下                | 171   | 21.6       | 39.2                      | 40.9          | 12.9                   | 14                     | 14.6                    | 8.8                   | 13.5           | 6.4                    | 3.5     | 5.3         |
| 30～34歳以下             | 235   | 18.7       | 54                        | 43            | 11.5                   | 9.8                    | 15.3                    | 5.5                   | 9.4            | 5.5                    | 1.3     | 2.6         |
| 35～39歳以下             | 237   | 22.4       | 55.3                      | 47.7          | 8                      | 10.1                   | 16                      | 7.2                   | 10.5           | 4.6                    | 2.1     | 3.4         |
| 40歳以上                | 255   | 20         | 48.6                      | 44.7          | 9.8                    | 7.8                    | 16.1                    | 9                     | 11.8           | 7.1                    | 1.2     | 2.4         |
| 無回答                  | 0     | 0          | 0                         | 0             | 0                      | 0                      | 0                       | 0                     | 0              | 0                      | 0       | 0           |
| <b>【就業形態2×企業規模】</b>  |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 正規社員*29人以下           | 1098  | 45.4       | 22.8                      | 31.7          | 10                     | 8.8                    | 10.7                    | 4.5                   | 16.4           | 8.9                    | 1.1     | 2.6         |
| 30～299人以下            | 744   | 56         | 21.2                      | 31.2          | 11.2                   | 9.9                    | 13.3                    | 6.9                   | 12.5           | 5.9                    | 1.6     | 2.6         |
| 300人以上・官公庁           | 996   | 58.2       | 26                        | 28.9          | 8.8                    | 9.4                    | 10.5                    | 6.1                   | 12.2           | 3.8                    | 1.3     | 1.9         |
| わからない                | 71    | 32.4       | 19.7                      | 32.4          | 4.2                    | 4.2                    | 8.5                     | 4.2                   | 21.1           | 11.3                   | 2.8     | 1.4         |
| 非正規社員*29人以下          | 399   | 20.8       | 45.4                      | 42.4          | 10.8                   | 7.8                    | 12.3                    | 7.3                   | 13.3           | 8.3                    | 1.5     | 3.3         |
| 30～299人以下            | 290   | 28.6       | 42.4                      | 43.4          | 11.4                   | 10                     | 13.8                    | 10.3                  | 7.9            | 6.9                    | 2.1     | 2.4         |
| 300人以上・官公庁           | 223   | 29.1       | 37.7                      | 39            | 8.1                    | 12.1                   | 20.2                    | 7.2                   | 13             | 4.5                    | 1.8     | 3.6         |
| わからない                | 188   | 15.4       | 43.1                      | 44.1          | 8.5                    | 9.6                    | 16.5                    | 7.4                   | 16.5           | 8                      | 1.6     | 4.3         |
| 無回答                  | 17    | 17.6       | 29.4                      | 11.8          | 0                      | 5.9                    | 17.6                    | 0                     | 17.6           | 11.8                   | 5.9     | 0           |
| <b>【就業形態2×職種】</b>    |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 正規社員*専門・技術・管理        | 690   | 62         | 25.9                      | 26.2          | 6.8                    | 8.7                    | 6.8                     | 3                     | 13.6           | 3.6                    | 1.3     | 2.5         |
| 事務                   | 551   | 47.2       | 32.1                      | 30.3          | 9.1                    | 9.8                    | 13.8                    | 8.3                   | 13.6           | 4.4                    | 1.8     | 2.2         |
| 販売・サービス              | 760   | 54.1       | 22.9                      | 34.6          | 11.4                   | 10.8                   | 12                      | 5.3                   | 13.3           | 6.4                    | 0.8     | 2           |
| 技能・生産・運輸・保安          | 920   | 45.8       | 16.7                      | 30.5          | 10.9                   | 7.9                    | 12.6                    | 6.2                   | 15.5           | 9.9                    | 1.5     | 2.5         |
| 非正規社員*専門・技術・管理       | 122   | 41.8       | 47.5                      | 33.6          | 4.1                    | 6.6                    | 2.5                     | 0.8                   | 16.4           | 0.8                    | 1.6     | 2.5         |
| 事務                   | 295   | 22.4       | 43.7                      | 44.4          | 11.2                   | 13.9                   | 18.6                    | 9.5                   | 12.5           | 3.4                    | 3.1     | 3.4         |
| 販売・サービス              | 455   | 22         | 47.7                      | 44.6          | 11.4                   | 8.1                    | 16                      | 7                     | 9.7            | 8.8                    | 1.3     | 3.3         |
| 技能・生産・運輸・保安          | 230   | 19.1       | 28.7                      | 39.6          | 8.7                    | 8.3                    | 14.8                    | 12.2                  | 15.2           | 11.7                   | 1.3     | 3           |
| 無回答                  | 3     | 0          | 33.3                      | 0             | 0                      | 0                      | 0                       | 0                     | 0              | 33.3                   | 0       | 33.3        |
| <b>【就業形態2×都市】</b>    |       |            |                           |               |                        |                        |                         |                       |                |                        |         |             |
| 正規社員*18大都市           | 796   | 53.3       | 23.4                      | 32            | 8.2                    | 8.8                    | 9.8                     | 4.9                   | 15.2           | 5.5                    | 1.3     | 1.5         |
| その他の市町村              | 2126  | 51.6       | 23.5                      | 30            | 10.3                   | 9.4                    | 11.9                    | 5.9                   | 13.7           | 6.8                    | 1.4     | 2.6         |
| 非正規社員*18大都市          | 304   | 24         | 44.7                      | 42.4          | 8.2                    | 8.9                    | 12.2                    | 6.6                   | 13.2           | 7.2                    | 2.3     | 3.9         |
| その他の市町村              | 800   | 23.5       | 41.8                      | 42.1          | 10.6                   | 9.8                    | 16                      | 8.6                   | 12             | 7.1                    | 1.6     | 3           |
| 無回答                  | 0     | 0          | 0                         | 0             | 0                      | 0                      | 0                       | 0                     | 0              | 0                      | 0       | 0           |

問24. 仕事の能力や知識の向上意向a今の仕事のために

|                      | 全体    | そう<br>思う | ある<br>程度<br>そう<br>思う | あ<br>ま<br>り<br>そ<br>う<br>思<br>わ<br>な<br>い | い<br>ま<br>っ<br>た<br>く<br>そ<br>う<br>思<br>わ<br>な<br>い | わ<br>か<br>ら<br>な<br>い | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|----------|----------------------|---|---|-----------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 33       | 42                   | 17  | 5   | 3                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 36.8     | 44                   | 13.1                                      | 3.1   | 2.6                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 27.1     | 40.2                 | 21.2                                      | 7.3   | 3.8                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 35.8     | 41.1                 | 14.7                                      | 5.4   | 2.6                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 34.1     | 41                   | 16.6                                      | 4.8   | 3.3                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 31.4     | 43.1                 | 17.5                                      | 4.3   | 3.4                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 29.9     | 44.5                 | 17.1                                      | 5.1   | 3.2                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 35.8     | 45.8                 | 13.5                                      | 3   | 1.7                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 19.4     | 38.7                 | 26.1                                      | 10.6  | 4.7                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 23.3     | 32                   | 24.7                                      | 13.3  | 5.3                   | 1.3         |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 45.2     | 37.6                 | 10.7                                      | 0.7   | 5.5                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0   | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 24.1     | 44.4                 | 19.7                                      | 6.9   | 4.6                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 34.9     | 40.3                 | 17.3                                      | 4.2   | 2.9                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 43       | 41.9                 | 10.9                                      | 2.7   | 1.2                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7     | 0                    | 33.3                                      | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 35.3     | 40.1                 | 15.2                                      | 4.3   | 4.7                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 31.4     | 43.4                 | 17.1                                      | 5.1   | 2.7                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 34       | 46.6                 | 14.3                                      | 3.9   | 1                     | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 18.5     | 32.4                 | 31.3                                      | 11.2  | 6.2                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6     | 35.3                 | 29.4                                      | 17.6  | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 52.5     | 37.8                 | 7.3                                       | 1.2   | 1.1                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 25.9     | 46.9                 | 18  | 6   | 3                     | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 29.6     | 42.8                 | 19.1                                      | 4.9   | 3.1                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 27.4     | 42.1                 | 19.1                                      | 6.6   | 4.5                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0        | 0                    | 33.3                                      | 0   | 66.7                  | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 33.8     | 48                   | 14.1                                      | 2.2   | 1.9                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 39.3     | 42.1                 | 13.2                                      | 2.6   | 2.5                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 27.6     | 31                   | 20.7                                      | 13.8  | 6.9                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 20.2     | 35.4                 | 28.1                                      | 10.3  | 5                     | 1           |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 19.5     | 38.8                 | 25.5                                      | 11.2  | 4.6                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 40.7     | 42.3                 | 9.2                                       | 3.5   | 4                     | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 31.3     | 53.1                 | 12.5                                      | 0   | 3.1                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 37.9     | 45.2                 | 12.2                                      | 2.6   | 2                     | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 40       | 43.4                 | 12.2                                      | 2.5   | 1.6                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 40.8     | 42.2                 | 11.3                                      | 3.1   | 2.5                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 35.7     | 47.3                 | 12.2                                      | 2.3   | 2.3                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 35       | 47.8                 | 13.1                                      | 2.2   | 1.7                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 37       | 41.4                 | 15.1                                      | 2.6   | 3.8                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 40.2     | 41.8                 | 11.2                                      | 3.2   | 3.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 34.2     | 43.2                 | 15.8                                      | 2.6   | 4.2                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 37.8     | 36.6                 | 20.1                                      | 2.4   | 3                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 34.4     | 43.6                 | 15.3                                      | 1.8   | 4.3                   | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 25.2     | 32                   | 23.3                                      | 9.2   | 8.7                   | 1.5         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 24.1     | 34.5                 | 21.8                                      | 11.5  | 5.7                   | 2.3         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 21.8     | 30.9                 | 30.9                                      | 9.1   | 5.5                   | 1.8         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 35.9     | 25.6                 | 17.9                                      | 5.1   | 15.4                  | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 20       | 36                   | 20  | 8   | 16                    | 0           |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 18.7     | 39.1                 | 26.5                                      | 11.4  | 3.9                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 24       | 37.4                 | 22.8                                      | 12.9  | 2.3                   | 0.6         |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 19.1     | 38.7                 | 27.7                                      | 9.8   | 4.3                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 16       | 40.5                 | 28.3                                      | 10.1  | 4.2                   | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 17.3     | 39.2                 | 26.3                                      | 12.9  | 4.3                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0   | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 41.3     | 40.7                 | 11.7                                      | 2   | 4.2                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 34.7     | 46                   | 13.8                                      | 3.6   | 1.7                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 37.2     | 47.9                 | 11.7                                      | 2   | 0.9                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 22.5     | 29.6                 | 36.6                                      | 4.2   | 7                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 19       | 38.6                 | 24.8                                      | 10.5  | 6                     | 1           |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 23.1     | 36.9                 | 25.5                                      | 9   | 5.2                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 19.7     | 40.8                 | 25.6                                      | 12.1  | 1.3                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 17       | 33.5                 | 29.3                                      | 13.8  | 5.9                   | 0.5         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6     | 35.3                 | 29.4                                      | 17.6  | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 53       | 38.3                 | 6.1                                       | 1.4   | 1                     | 0.1         |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 29.6     | 49                   | 15.4                                      | 2.9   | 3.1                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 37.1     | 44.7                 | 13  | 2.2   | 2.5                   | 0.4         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 31.4     | 45.3                 | 16.4                                      | 3.5   | 3.3                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 49.2     | 35.2                 | 13.9                                      | 0   | 1.6                   | 0           |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 19       | 43.1                 | 22.7                                      | 11.9  | 2.7                   | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 17.1     | 39.6                 | 29.2                                      | 9.2   | 4.2                   | 0.7         |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 11.3     | 29.1                 | 30  | 19.1  | 9.6                   | 0.9         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0        | 0                    | 33.3                                      | 0   | 66.7                  | 0           |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |          |                      |   |   |                       |             |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 39.1     | 43.6                 | 11.8                                      | 2.9   | 2.5                   | 0.1         |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 37.1     | 44.4                 | 13.4                                      | 2.4   | 2.5                   | 0.2         |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 20.1     | 36.8                 | 28  | 11.5  | 3.3                   | 0.3         |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 19.9     | 38.1                 | 25.1                                      | 10.8  | 5.4                   | 0.8         |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0   | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |



問24. 仕事の能力や知識の向上意向b将来の仕のため

|                      | 全体    | そう<br>思う | ある<br>程度<br>そう<br>思う | あ<br>まり<br>そ<br>う<br>思<br>わ<br>な<br>い | い<br>ま<br>っ<br>た<br>く<br>そ<br>う<br>思<br>わ<br>な<br>い | わ<br>か<br>ら<br>な<br>い | 無<br>回<br>答 |  |  |  |  |  |  |  |  |
|----------------------|-------|----------|----------------------|---------------------------------------|---|-----------------------|-------------|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 40       | 40                   | 13                                    | 2   | 5                     | 0           |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 42.3     | 40.9                 | 11.1                                  | 1.7   | 3.8                   | 0.2         |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 37.6     | 39.5                 | 14.5                                  | 2.3   | 5.8                   | 0.3         |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 45.8     | 37.5                 | 10.4                                  | 1.7   | 4.2                   | 0.3         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 41.8     | 40.2                 | 12.2                                  | 1.4   | 4.2                   | 0.3         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 39.3     | 42.2                 | 12.4                                  | 1.6   | 4.4                   | 0.1         |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 34.5     | 41.2                 | 15                                    | 3.1   | 5.8                   | 0.3         |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 42       | 41.5                 | 11.4                                  | 1.5   | 3.4                   | 0.2         |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 31.4     | 39.7                 | 18.8                                  | 3.5   | 6.3                   | 0.3         |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 48       | 36.7                 | 6.7                                   | 2   | 5.3                   | 1.3         |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 46.1     | 37.6                 | 8.1                                   | 1   | 6.9                   | 0.2         |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0                                     | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 31.4     | 41.8                 | 17.1                                  | 2.9   | 6.6                   | 0.2         |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 42.9     | 40.5                 | 10.7                                  | 1.4   | 4.1                   | 0.4         |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 50.4     | 38.1                 | 7.8                                   | 1.1   | 2.5                   | 0.1         |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7     | 0                    | 33.3                                  | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 42.8     | 37.1                 | 11.6                                  | 2   | 6.4                   | 0.2         |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 39.7     | 41                   | 13.6                                  | 1.9   | 3.6                   | 0.2         |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 40.9     | 43.2                 | 11.2                                  | 1.3   | 3                     | 0.3         |  |  |  |  |  |  |  |  |
| わからない                | 259   | 27.8     | 42.9                 | 18.5                                  | 3.5   | 6.9                   | 0.4         |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6     | 41.2                 | 29.4                                  | 11.8  | 0                     | 0           |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 56.8     | 32.6                 | 6.9                                   | 0.7   | 2.8                   | 0.1         |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 37.9     | 44.2                 | 12.1                                  | 1.9   | 3.7                   | 0.2         |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 38.4     | 40.1                 | 15                                    | 1.6   | 4.9                   | 0.2         |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 32.7     | 43.2                 | 14.2                                  | 3.1   | 6.3                   | 0.4         |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0        | 33.3                 | 33.3                                  | 0   | 33.3                  | 0           |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 39.4     | 43.8                 | 12.1                                  | 1.1   | 3.3                   | 0.2         |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 43.7     | 40.3                 | 10.1                                  | 1.5   | 4.2                   | 0.2         |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 24.1     | 55.2                 | 3.4                                   | 6.9   | 10.3                  | 0           |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 35.4     | 38.7                 | 18.5                                  | 2   | 4.6                   | 0.7         |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 33.2     | 39                   | 17.1                                  | 3.7   | 6.7                   | 0.4         |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 47.8     | 35.5                 | 9.7                                   | 1.7   | 5.4                   | 0           |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 46.9     | 34.4                 | 15.6                                  | 0   | 3.1                   | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 42.8     | 41.3                 | 11                                    | 1.5   | 3.3                   | 0.1         |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 45.7     | 41.4                 | 8.6                                   | 1.1   | 2.9                   | 0.2         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 46.2     | 38.1                 | 10.8                                  | 1.3   | 3.4                   | 0.2         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 41.2     | 43.6                 | 10.6                                  | 1.2   | 3.4                   | 0           |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 38       | 42.5                 | 13.5                                  | 2.2   | 3.6                   | 0.2         |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 43.1     | 39.1                 | 10.3                                  | 1.2   | 6.1                   | 0.3         |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 48.6     | 34.7                 | 10.4                                  | 1.2   | 5.2                   | 0           |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 42.1     | 44.7                 | 8.4                                   | 0.5   | 4.2                   | 0           |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 41.5     | 37.8                 | 12.2                                  | 2.4   | 6.1                   | 0           |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 37.4     | 40.5                 | 10.4                                  | 0.6   | 9.8                   | 1.2         |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 37.4     | 36.9                 | 12.6                                  | 3.4   | 8.7                   | 1           |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 41.4     | 35.6                 | 12.6                                  | 3.4   | 5.7                   | 1.1         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 30.9     | 41.8                 | 16.4                                  | 1.8   | 7.3                   | 1.8         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 43.6     | 33.3                 | 7.7                                   | 2.6   | 12.8                  | 0           |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 28       | 36                   | 12                                    | 8   | 16                    | 0           |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 32.9     | 39.9                 | 18.2                                  | 3.2   | 5.6                   | 0.3         |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 44.4     | 32.7                 | 14                                    | 2.9   | 5.3                   | 0.6         |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 32.3     | 41.7                 | 17.9                                  | 2.1   | 5.5                   | 0.4         |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 32.5     | 43.5                 | 17.7                                  | 1.7   | 4.2                   | 0.4         |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 25.9     | 39.6                 | 21.6                                  | 5.9   | 7.1                   | 0           |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0                                     | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 46.7     | 36.6                 | 8.8                                   | 1.5   | 6.2                   | 0.1         |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 39.7     | 42.9                 | 13                                    | 1.5   | 2.8                   | 0.1         |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 42.8     | 43.3                 | 10                                    | 0.9   | 2.7                   | 0.3         |  |  |  |  |  |  |  |  |
| わからない                | 71    | 22.5     | 43.7                 | 26.8                                  | 2.8   | 4.2                   | 0           |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 31.8     | 38.3                 | 19                                    | 3.3   | 7                     | 0.5         |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 39.7     | 36.2                 | 15.2                                  | 3.1   | 5.5                   | 0.3         |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 32.7     | 43                   | 16.6                                  | 3.1   | 4                     | 0.4         |  |  |  |  |  |  |  |  |
| わからない                | 188   | 29.8     | 42.6                 | 15.4                                  | 3.7   | 8                     | 0.5         |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6     | 41.2                 | 29.4                                  | 11.8  | 0                     | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 56.2     | 33.3                 | 6.4                                   | 0.7   | 3.2                   | 0.1         |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 38.5     | 44.1                 | 12.3                                  | 0.9   | 4.2                   | 0           |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 43.8     | 41.2                 | 10.4                                  | 1.1   | 3.4                   | 0.1         |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 34.7     | 43.9                 | 13.4                                  | 2.5   | 5.2                   | 0.3         |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 59.8     | 28.7                 | 9.8                                   | 0.8   | 0.8                   | 0           |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 36.9     | 44.4                 | 11.5                                  | 3.7   | 2.7                   | 0.7         |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 29.2     | 38.2                 | 22.6                                  | 2.4   | 7.3                   | 0.2         |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 24.8     | 40.4                 | 17.4                                  | 5.7   | 10.9                  | 0.9         |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0        | 33.3                 | 33.3                                  | 0   | 33.3                  | 0           |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |          |                      |                                       |   |                       |             |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 44.1     | 41                   | 9                                     | 1.6   | 4.1                   | 0.1         |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 42.4     | 40.6                 | 11.4                                  | 1.3   | 4                     | 0.2         |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 33.6     | 42.8                 | 15.5                                  | 2.3   | 5.6                   | 0.3         |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 33.8     | 38                   | 17.8                                  | 3.6   | 6.4                   | 0.5         |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0                                     | 0   | 0                     | 0           |  |  |  |  |  |  |  |  |

問24. 仕事の能力や知識の向上意向<sup>c</sup>今後、働き方を変えるため

|                      | 全体    | そう<br>思う | ある<br>程度<br>そう<br>思う | あ<br>まり<br>そう<br>思わ<br>ない | ま<br>った<br>く<br>そう<br>思わ<br>ない | わ<br>か<br>ら<br>な<br>い | 今<br>後、<br>働<br>き<br>方<br>を<br>変<br>え<br>る<br>つ<br>も<br>り<br>は<br>な<br>い | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|----------|----------------------|---------------------------|--------------------------------|-----------------------|--|-------------|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 25       | 35                   | 23                        | 4                              | 6                     | 7  | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 25.3     | 34.3                 | 23.2                      | 4.1                            | 5.5                   | 7.4  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 24.8     | 35.2                 | 22.3                      | 3.5                            | 6.8                   | 7  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 29.9     | 31                   | 22                        | 3.8                            | 6.6                   | 6.2  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 24.8     | 34.5                 | 23.6                      | 3.6                            | 6                     | 7.3  | 0.1         |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 25.1     | 35.8                 | 23.3                      | 2.9                            | 5.9                   | 6.8  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 20.8     | 37.3                 | 22.2                      | 5.1                            | 5.6                   | 8.5  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 24.6     | 35                   | 24.8                      | 3.6                            | 4.8                   | 7  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 23.8     | 37.1                 | 22.1                      | 4.3                            | 7.1                   | 5.1  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 47.3     | 32                   | 9.3                       | 1.3                            | 8                     | 0.7  | 1.3         |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 23.7     | 30.2                 | 19.2                      | 4.5                            | 8.7                   | 13.3   | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0                         | 0                              | 0                     | 0  | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 22       | 34.9                 | 24.6                      | 4.4                            | 6.9                   | 7.1  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 26.7     | 35.2                 | 21                        | 3.3                            | 6.3                   | 7.1  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 27.8     | 33.9                 | 22.2                      | 3.6                            | 4.6                   | 7.4  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7     | 0                    | 33.3                      | 0                              | 0                     | 0  | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 27.2     | 31.6                 | 20.8                      | 4                              | 7.7                   | 8.5  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 25.6     | 38                   | 22.1                      | 3.3                            | 5.6                   | 5.1  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 23.1     | 34.9                 | 25.7                      | 3.9                            | 4                     | 7.8  | 0.6         |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 21.2     | 38.2                 | 23.9                      | 4.2                            | 7.7                   | 4.2  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6     | 29.4                 | 23.5                      | 5.9                            | 0                     | 23.5   | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 28.3     | 30                   | 23.9                      | 2.8                            | 4.7                   | 9.9  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 25.2     | 37                   | 21.9                      | 3.3                            | 5.7                   | 6.4  | 0.6         |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 27.5     | 36                   | 21.4                      | 3.5                            | 5.2                   | 6.1  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 20.3     | 34.8                 | 24.2                      | 5.2                            | 8.1                   | 7.1  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0        | 33.3                 | 33.3                      | 0                              | 33.3                  | 0  | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 20.3     | 34.5                 | 27.4                      | 3.4                            | 5.5                   | 8.7  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 26.2     | 34.4                 | 21.6                      | 3.8                            | 5.7                   | 8  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 13.8     | 41.4                 | 20.7                      | 6.9                            | 10.3                  | 3.4  | 3.4         |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 30.1     | 33.8                 | 21.5                      | 3.3                            | 6.3                   | 4.3  | 0.7         |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 26       | 37.3                 | 20                        | 4                              | 7.6                   | 4.7  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 27.4     | 31.9                 | 22.2                      | 5                              | 5.4                   | 8  | 0           |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 31.3     | 28.1                 | 31.3                      | 0                              | 6.3                   | 3.1  | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 24.3     | 34.7                 | 24                        | 4                              | 4.9                   | 7.8  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 27.4     | 33.5                 | 22.9                      | 3.4                            | 6.6                   | 6.1  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 23.4     | 32.5                 | 25.8                      | 4.7                            | 5.7                   | 7.8  | 0           |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 26.1     | 36                   | 23.3                      | 3                              | 3.9                   | 7.4  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 21       | 36.9                 | 23.6                      | 4.7                            | 3.7                   | 9.7  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 24.6     | 32                   | 22.9                      | 3.3                            | 7.4                   | 9.2  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 27.1     | 29.1                 | 24.3                      | 4                              | 7.2                   | 8  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 25.3     | 36.3                 | 21.1                      | 1.1                            | 5.8                   | 10.5   | 0           |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 22       | 29.9                 | 26.8                      | 4.3                            | 7.3                   | 9.1  | 0.6         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 22.7     | 33.7                 | 19                        | 3.7                            | 9.8                   | 9.8  | 1.2         |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 35.9     | 29.6                 | 14.6                      | 4.9                            | 11.7                  | 2.4  | 1           |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 37.9     | 29.9                 | 13.8                      | 5.7                            | 8                     | 3.4  | 1.1         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 32.7     | 32.7                 | 18.2                      | 3.6                            | 10.9                  | 0  | 1.8         |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 41       | 28.2                 | 12.8                      | 2.6                            | 12.8                  | 2.6  | 0           |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 28       | 24                   | 12                        | 8                              | 24                    | 4  | 0           |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 24.9     | 38                   | 21.7                      | 3.7                            | 6.2                   | 5  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 36.3     | 28.1                 | 20.5                      | 3.5                            | 5.3                   | 5.3  | 1.2         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 26.4     | 38.7                 | 21.3                      | 2.6                            | 6                     | 5.1  | 0           |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 22.4     | 40.5                 | 22.4                      | 1.7                            | 8.4                   | 4.2  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 18.4     | 41.6                 | 22.4                      | 6.7                            | 5.1                   | 5.5  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0                         | 0                              | 0                     | 0  | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 27.3     | 30.2                 | 20.5                      | 4.1                            | 8                     | 9.7  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 24.5     | 39.1                 | 23.1                      | 3.2                            | 4.4                   | 5.5  | 0.1         |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 22       | 34.4                 | 26.7                      | 3.9                            | 3.8                   | 8.6  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 14.1     | 33.8                 | 38                        | 2.8                            | 5.6                   | 5.6  | 0           |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 26.8     | 35.3                 | 21.6                      | 3.8                            | 7                     | 5.3  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 28.6     | 35.2                 | 19.3                      | 3.4                            | 8.6                   | 4.1  | 0.7         |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 27.8     | 37.2                 | 21.1                      | 4                              | 4.9                   | 4  | 0.9         |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 23.9     | 39.9                 | 18.6                      | 4.8                            | 8.5                   | 3.7  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 17.6     | 29.4                 | 23.5                      | 5.9                            | 0                     | 23.5   | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 27.1     | 31.2                 | 24.1                      | 3                              | 4.3                   | 10   | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 21.6     | 34.7                 | 25.6                      | 3.4                            | 6                     | 8.3  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 30       | 34.7                 | 20.4                      | 3.4                            | 4.5                   | 6.7  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 19.5     | 35.2                 | 25                        | 4.9                            | 7.2                   | 8  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 35.2     | 23.8                 | 23                        | 1.6                            | 6.6                   | 9  | 0.8         |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 31.9     | 41.4                 | 14.9                      | 3.1                            | 5.1                   | 2.7  | 1           |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 23.3     | 38.2                 | 23.1                      | 3.7                            | 6.4                   | 5.1  | 0.2         |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 23.9     | 33                   | 20.9                      | 6.5                            | 11.7                  | 3.5  | 0.4         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0        | 33.3                 | 33.3                      | 0                              | 33.3                  | 0  | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |          |                      |                           |                                |                       |  |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 24.6     | 36.2                 | 21.6                      | 3.5                            | 5.2                   | 8.7  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 24.3     | 33.2                 | 24.5                      | 3.9                            | 5.7                   | 8  | 0.3         |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 27.6     | 36.5                 | 22                        | 2.6                            | 6.6                   | 3.9  | 0.7         |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 26.8     | 36.4                 | 19.8                      | 4.4                            | 7.5                   | 4.8  | 0.5         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0                    | 0                         | 0                              | 0                     | 0  | 0           |  |  |  |  |  |  |  |  |  |  |

問25. 身につける能力についての上司からの説明

|                      | 全体    | 十分に受けている | ある程度受けている | あまり受けていない | まったく受けていない | どちらとも言えない | 無回答  |  |  |  |  |  |  |  |  |
|----------------------|-------|----------|-----------|-----------|------------|-----------|------|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 9        | 32        | 27        | 23         | 9         | 1    |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 9.5      | 33.8      | 27.2      | 20.5       | 8.5       | 0.6  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 7.6      | 30.2      | 26.2      | 25.8       | 9.5       | 0.6  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 11.5     | 37.7      | 26.1      | 17.4       | 7.2       | 0.2  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 9.1      | 32.8      | 28.6      | 20.9       | 8.1       | 0.6  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 7.5      | 31.1      | 27.3      | 24.8       | 8.6       | 0.7  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 7.1      | 27.6      | 24.9      | 27.8       | 11.9      | 0.7  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 9.6      | 37.2      | 29.6      | 17.9       | 5.5       | 0.2  |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 6.5      | 29.5      | 27        | 28.2       | 8.5       | 0.3  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 9.3      | 15.3      | 25.3      | 38         | 12        | 0    |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 8.7      | 21.3      | 15.4      | 29.1       | 22.7      | 2.8  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0         | 0         | 0          | 0         | 0    |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 8.3      | 33        | 23.9      | 24.8       | 9.4       | 0.5  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 9.1      | 31.8      | 27.3      | 22.3       | 8.7       | 0.8  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 9        | 32        | 30.3      | 20.1       | 8.3       | 0.4  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3     | 0         | 0         | 33.3       | 33.3      | 0    |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 9.4      | 29.1      | 22        | 24.1       | 14        | 1.3  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 8.3      | 30.4      | 30.9      | 24         | 6.2       | 0.2  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 9        | 38.6      | 30.2      | 17.6       | 4.5       | 0.1  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 5.4      | 28.6      | 22.8      | 31.7       | 11.6      | 0    |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8     | 29.4      | 5.9       | 52.9       | 0         | 0    |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 9.1      | 31.7      | 30.9      | 17.9       | 9.6       | 0.9  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 7.2      | 30.6      | 29.7      | 26.5       | 5.8       | 0.2  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 9.7      | 33.3      | 24        | 22.5       | 9.8       | 0.8  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 8.5      | 33        | 24.8      | 23.7       | 9.8       | 0.3  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3     | 33.3      | 0         | 0          | 0         | 33.3 |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 9.5      | 37.9      | 28.8      | 17.7       | 6         | 0.2  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 9.7      | 31.9      | 25.2      | 22.2       | 10.2      | 0.9  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9      | 27.6      | 31        | 17.2       | 17.2      | 0    |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 8.6      | 26.8      | 27.5      | 25.8       | 10.9      | 0.3  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 6.3      | 28.1      | 26.2      | 31.2       | 8         | 0.3  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 9        | 32.4      | 27.9      | 18.4       | 11.3      | 0.9  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1      | 37.5      | 28.1      | 28.1       | 3.1       | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 9.6      | 34.6      | 27        | 19.8       | 8.4       | 0.6  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 13.8     | 40.7      | 24.9      | 13.8       | 6.8       | 0    |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 10       | 35.8      | 28.9      | 18.1       | 6.5       | 0.7  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 7.2      | 33.2      | 28.8      | 21.6       | 8.5       | 0.7  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 8.2      | 29.6      | 24.5      | 24.9       | 12        | 0.7  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 9        | 32.7      | 26.2      | 21         | 10.2      | 1    |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 8.8      | 38.6      | 29.1      | 17.5       | 6         | 0    |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 9.5      | 34.2      | 24.2      | 18.9       | 11.6      | 1.6  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 11       | 28.7      | 25.6      | 23.2       | 10.4      | 1.2  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 6.7      | 25.8      | 24.5      | 26.4       | 14.7      | 1.8  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 8.7      | 25.2      | 29.1      | 27.7       | 8.7       | 0.5  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 12.6     | 28.7      | 26.4      | 23         | 8         | 1.1  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 7.3      | 25.5      | 32.7      | 23.6       | 10.9      | 0    |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1      | 17.9      | 30.8      | 38.5       | 7.7       | 0    |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4        | 24        | 28        | 36         | 8         | 0    |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 6.5      | 28.1      | 26.3      | 30         | 9         | 0.2  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 8.8      | 33.3      | 24.6      | 23.4       | 9.4       | 0.6  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 6.8      | 25.5      | 30.2      | 28.9       | 8.5       | 0    |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 5.9      | 30        | 24.5      | 31.2       | 8         | 0.4  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 5.1      | 25.1      | 25.5      | 34.1       | 10.2      | 0    |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0         | 0         | 0          | 0         | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 10.1     | 28.9      | 21.1      | 22.5       | 15.8      | 1.6  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 9.4      | 32.4      | 31.9      | 20.7       | 5.4       | 0.3  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 9        | 41.1      | 29.7      | 16.3       | 3.9       | 0    |  |  |  |  |  |  |  |  |
| わからない                | 71    | 5.6      | 33.8      | 23.9      | 25.4       | 11.3      | 0    |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 7.3      | 29.8      | 24.6      | 28.6       | 9.3       | 0.5  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 5.5      | 25.2      | 28.6      | 32.4       | 8.3       | 0    |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 9        | 27.8      | 32.3      | 23.3       | 7.2       | 0.4  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 5.3      | 26.6      | 22.3      | 34         | 11.7      | 0    |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8     | 29.4      | 5.9       | 52.9       | 0         | 0    |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9.7      | 32.9      | 30.3      | 16.5       | 9.6       | 1    |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 8.2      | 32.7      | 30.3      | 22.3       | 6.4       | 0.2  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 10.4     | 34.1      | 24.2      | 19.9       | 10.3      | 1.2  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 9.1      | 35.9      | 24.1      | 21.7       | 8.8       | 0.3  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 5.7      | 24.6      | 34.4      | 25.4       | 9.8       | 0    |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 5.4      | 26.8      | 28.5      | 34.2       | 4.7       | 0.3  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 8.6      | 31.9      | 23.5      | 26.8       | 9         | 0.2  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 6.1      | 21.3      | 27.4      | 31.3       | 13.9      | 0    |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3     | 33.3      | 0         | 0          | 0         | 33.3 |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |          |           |           |            |           |      |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 9.7      | 32.2      | 26.9      | 20.7       | 9.8       | 0.8  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 9.4      | 34.8      | 26.7      | 19.9       | 8.6       | 0.7  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 5.6      | 28.9      | 24.7      | 31.9       | 8.6       | 0.3  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 7.4      | 27        | 27.6      | 28.6       | 9.1       | 0.3  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0        | 0         | 0         | 0          | 0         | 0    |  |  |  |  |  |  |  |  |

問26. 今後の仕事のしかた

|                      | 全体    | 会社としてマネジメントの仕事 | 専門的な仕事に活かせる | 社内での地位や仕事内容にこだわらず仕事をしたい | 家庭生活や社会貢献などを優先させながら仕事をしたい | 仕事をやめたい | なりゆきにまかせたい | わからない | 無回答  |  |  |  |  |  |  |
|----------------------|-------|----------------|-------------|-------------------------|---------------------------|---------|------------|-------|------|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 10             | 34          | 15                      | 22                        | 2       | 9          | 8     | 0    |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 男性                   | 2360  | 15             | 38.9        | 16.3                    | 12.2                      | 0.8     | 8.2        | 8.5   | 0.2  |  |  |  |  |  |  |
| 女性                   | 1666  | 1.7            | 27.1        | 13.7                    | 36.6                      | 2.3     | 10.3       | 7.7   | 0.5  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 29歳以下                | 951   | 8.5            | 38.5        | 13                      | 21.6                      | 1.9     | 10         | 6.2   | 0.3  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 9.3            | 34.7        | 14.3                    | 21.7                      | 1.5     | 9.8        | 8.7   | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 9              | 30.9        | 16.2                    | 24.3                      | 1.7     | 8.1        | 9.1   | 0.7  |  |  |  |  |  |  |
| 40歳以上                | 977   | 11.1           | 32          | 17.4                    | 21.5                      | 0.8     | 8.4        | 8.5   | 0.3  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 正社員                  | 2345  | 12.8           | 37.7        | 19.9                    | 15.4                      | 1.5     | 6.7        | 6     | 0.1  |  |  |  |  |  |  |
| パート・契約など             | 954   | 1.5            | 25.5        | 10.3                    | 39.5                      | 1.6     | 12.3       | 8.9   | 0.5  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 1.3            | 37.3        | 10.7                    | 26                        | 2       | 12.7       | 9.3   | 0.7  |  |  |  |  |  |  |
| 自営業など                | 577   | 11.6           | 32.4        | 5.7                     | 20.5                      | 1       | 12.5       | 15.4  | 0.9  |  |  |  |  |  |  |
| 無回答                  | 0     | 0              | 0           | 0                       | 0                         | 0       | 0          | 0     | 0    |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 中高卒                  | 1641  | 6.2            | 28.1        | 18.2                    | 22.1                      | 2.2     | 11.4       | 11.5  | 0.3  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 8              | 39          | 12                      | 25.2                      | 0.9     | 7.8        | 6.7   | 0.4  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 15.9           | 37.1        | 14.4                    | 19.2                      | 1.1     | 7.1        | 4.9   | 0.3  |  |  |  |  |  |  |
| 無回答                  | 3     | 0              | 33.3        | 33.3                    | 33.3                      | 0       | 0          | 0     | 0    |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 29人以下                | 1497  | 8.1            | 35.1        | 11                      | 22.4                      | 1.6     | 11         | 10.4  | 0.4  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 8.5            | 35.4        | 18.4                    | 20.7                      | 1.3     | 7.9        | 7.4   | 0.4  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 13.9           | 34.3        | 18.9                    | 20.1                      | 1.5     | 6.4        | 4.8   | 0.1  |  |  |  |  |  |  |
| わからない                | 259   | 1.2            | 21.6        | 10                      | 37.1                      | 1.5     | 14.3       | 13.5  | 0.8  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9            | 17.6        | 5.9                     | 35.3                      | 0       | 23.5       | 11.8  | 0    |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 13.5           | 52.7        | 8.9                     | 14.5                      | 0.5     | 5.3        | 4.1   | 0.5  |  |  |  |  |  |  |
| 事務                   | 846   | 6.6            | 25.4        | 20                      | 29.4                      | 2.4     | 8.7        | 7.3   | 0.1  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.9           | 25.8        | 14.2                    | 27.2                      | 1.6     | 9.7        | 9.1   | 0.4  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 6.1            | 35.8        | 17.4                    | 17.1                      | 1.3     | 11.3       | 10.8  | 0.2  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3           | 0           | 0                       | 33.3                      | 0       | 0          | 0     | 33.3 |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 13.3           | 36          | 19.8                    | 16.5                      | 1.1     | 7.3        | 6     | 0.1  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 12.3           | 37.6        | 16                      | 16.5                      | 1.7     | 7.3        | 8.3   | 0.3  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0              | 31          | 6.9                     | 17.2                      | 6.9     | 17.2       | 20.7  | 0    |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 1.7            | 31.8        | 9.3                     | 31.1                      | 2       | 14.9       | 8.6   | 0.7  |  |  |  |  |  |  |
| 正→非                  | 766   | 1.4            | 25.2        | 10.8                    | 40.9                      | 1.3     | 11.1       | 8.7   | 0.5  |  |  |  |  |  |  |
| 非→正                  | 423   | 12.3           | 34          | 14.7                    | 16.3                      | 1.2     | 10.9       | 10.4  | 0.2  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1            | 37.5        | 15.6                    | 21.9                      | 0       | 12.5       | 9.4   | 0    |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 15.9           | 38.3        | 16.7                    | 12.3                      | 0.8     | 7.6        | 8.2   | 0.1  |  |  |  |  |  |  |
| 29歳以下                | 442   | 15.8           | 43.9        | 12.9                    | 11.8                      | 0.9     | 8.4        | 6.3   | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 15.5           | 37.9        | 16.7                    | 10.6                      | 1.3     | 9          | 9     | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 14             | 36.6        | 17.7                    | 15.9                      | 0.7     | 6.2        | 8.5   | 0.5  |  |  |  |  |  |  |
| 40歳以上                | 534   | 18.5           | 36.1        | 18.9                    | 10.7                      | 0.4     | 6.7        | 8.6   | 0    |  |  |  |  |  |  |
| *女性(計)               | 768   | 3              | 31.8        | 18.1                    | 28.1                      | 3       | 8.6        | 6.9   | 0.5  |  |  |  |  |  |  |
| 29歳以下                | 251   | 2.8            | 34.3        | 17.1                    | 29.1                      | 2.4     | 10         | 4.4   | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 1.6            | 32.1        | 15.3                    | 32.1                      | 2.1     | 8.9        | 7.9   | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 5.5            | 26.2        | 18.9                    | 26.8                      | 6.1     | 7.3        | 7.9   | 1.2  |  |  |  |  |  |  |
| 40歳以上                | 163   | 2.5            | 33.1        | 22.1                    | 23.3                      | 1.8     | 7.4        | 8.6   | 1.2  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 4.9            | 44.2        | 11.7                    | 11.2                      | 1       | 14.6       | 11.7  | 1    |  |  |  |  |  |  |
| 29歳以下                | 87    | 3.4            | 44.8        | 10.3                    | 13.8                      | 1.1     | 13.8       | 10.3  | 2.3  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 3.6            | 45.5        | 10.9                    | 9.1                       | 1.8     | 18.2       | 10.9  | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1            | 41          | 12.8                    | 7.7                       | 0       | 15.4       | 17.9  | 0    |  |  |  |  |  |  |
| 40歳以上                | 25    | 12             | 44          | 16                      | 12                        | 0       | 8          | 8     | 0    |  |  |  |  |  |  |
| *女性(計)               | 898   | 0.7            | 23.2        | 10                      | 43.8                      | 1.8     | 11.8       | 8.4   | 0.4  |  |  |  |  |  |  |
| 29歳以下                | 171   | 0.6            | 27.5        | 8.8                     | 39.8                      | 4.1     | 12.3       | 6.4   | 0.6  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 0.9            | 26          | 8.1                     | 45.1                      | 1.3     | 10.6       | 8.1   | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0.4            | 19          | 11.4                    | 45.1                      | 1.3     | 11.8       | 10.1  | 0.8  |  |  |  |  |  |  |
| 40歳以上                | 255   | 0.8            | 21.6        | 11.4                    | 43.9                      | 1.2     | 12.5       | 8.2   | 0.4  |  |  |  |  |  |  |
| 無回答                  | 0     | 0              | 0           | 0                       | 0                         | 0       | 0          | 0     | 0    |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 10.8           | 39          | 11.6                    | 15.8                      | 1.5     | 9.7        | 11.2  | 0.4  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 11.3           | 35.8        | 21.4                    | 16.3                      | 1.3     | 6.6        | 7     | 0.4  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 16.2           | 35.5        | 20.6                    | 16.4                      | 1.2     | 5.7        | 4.4   | 0    |  |  |  |  |  |  |
| わからない                | 71    | 1.4            | 26.8        | 9.9                     | 25.4                      | 2.8     | 21.1       | 12.7  | 0    |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 0.5            | 24.6        | 9.5                     | 40.4                      | 1.8     | 14.5       | 8.3   | 0.5  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 1.4            | 34.5        | 10.7                    | 32.1                      | 1       | 11.4       | 8.6   | 0.3  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 3.6            | 28.7        | 11.7                    | 36.8                      | 2.7     | 9.4        | 6.7   | 0.4  |  |  |  |  |  |  |
| わからない                | 188   | 1.1            | 19.7        | 10.1                    | 41.5                      | 1.1     | 11.7       | 13.8  | 1.1  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9            | 17.6        | 5.9                     | 35.3                      | 0       | 23.5       | 11.8  | 0    |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 15.8           | 51.7        | 10.3                    | 12.6                      | 0.4     | 5.1        | 3.5   | 0.6  |  |  |  |  |  |  |
| 事務                   | 551   | 9.6            | 24          | 24.3                    | 24.1                      | 2.2     | 8.2        | 7.6   | 0    |  |  |  |  |  |  |
| 販売・サービス              | 760   | 18             | 28.9        | 16.6                    | 17.8                      | 1.6     | 7.8        | 9.1   | 0.3  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 7.2            | 39.2        | 18.3                    | 13.6                      | 1.5     | 9.8        | 10.3  | 0.1  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 0.8            | 58.2        | 0.8                     | 25.4                      | 0.8     | 6.6        | 7.4   | 0    |  |  |  |  |  |  |
| 事務                   | 295   | 1              | 28.1        | 11.9                    | 39.3                      | 2.7     | 9.8        | 6.8   | 0.3  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 1.8            | 20.7        | 10.1                    | 43.1                      | 1.8     | 13         | 9     | 0.7  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 1.7            | 22.2        | 13.9                    | 31.3                      | 0.4     | 17.4       | 12.6  | 0.4  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3           | 0           | 0                       | 33.3                      | 0       | 0          | 0     | 33.3 |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                |             |                         |                           |         |            |       |      |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 13.7           | 38.6        | 15.5                    | 16.5                      | 2       | 7          | 6.5   | 0.3  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 12.1           | 35.9        | 17.7                    | 16.4                      | 1.2     | 8.1        | 8.4   | 0.2  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 2              | 27.3        | 10.9                    | 38.2                      | 2.6     | 12.2       | 6.6   | 0.3  |  |  |  |  |  |  |
| その他の市町村              | 800   | 1.3            | 27          | 10.1                    | 37.5                      | 1.3     | 12.4       | 9.9   | 0.6  |  |  |  |  |  |  |
| 無回答                  | 0     | 0              | 0           | 0                       | 0                         | 0       | 0          | 0     | 0    |  |  |  |  |  |  |

問27. 生活の中での充実感

|                      | 全体    | 十分充実感を感じている | まあ充実感を感じている | あまり充実感を感じていない | ほとんど充実感を感じていない | どちらともいえない | 無回答 |  |  |  |  |  |  |  |
|----------------------|-------|-------------|-------------|---------------|----------------|-----------|-----|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 11          | 56          | 19            | 6              | 8         | 0   |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 男性                   | 2360  | 10.1        | 54.7        | 20.6          | 6.1            | 8.2       | 0.2 |  |  |  |  |  |  |  |
| 女性                   | 1666  | 12.4        | 56.9        | 17.1          | 5.4            | 7.8       | 0.4 |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 12.6        | 52.9        | 20.3          | 5.8            | 8.2       | 0.2 |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 10.6        | 59.2        | 16.9          | 5.4            | 7.4       | 0.4 |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 10          | 56.8        | 18.5          | 6.6            | 8.1       | 0.1 |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 11.2        | 53.1        | 21.3          | 5.5            | 8.6       | 0.3 |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 10          | 57.4        | 19.6          | 6              | 7         | 0.1 |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 11.9        | 54          | 19.8          | 5.1            | 8.6       | 0.5 |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 8.7         | 43.3        | 27.3          | 12             | 8.7       | 0   |  |  |  |  |  |  |  |
| 自営業など                | 577   | 14.7        | 54.6        | 14.4          | 4.5            | 11.3      | 0.5 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0             | 0              | 0         | 0   |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 10.7        | 51.2        | 20.5          | 7.1            | 10.1      | 0.3 |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 10.9        | 58.1        | 18.4          | 5.3            | 6.8       | 0.4 |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 11.9        | 59.2        | 18            | 4.5            | 6.4       | 0   |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0           | 66.7        | 33.3          | 0              | 0         | 0   |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 12.3        | 53          | 19            | 6.1            | 9.1       | 0.5 |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 9.6         | 56.1        | 20.6          | 6.1            | 7.5       | 0.1 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 10.6        | 59.4        | 18.3          | 5.3            | 6.3       | 0.1 |  |  |  |  |  |  |  |
| わからない                | 259   | 13.1        | 50.6        | 18.9          | 5.4            | 12        | 0   |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0           | 64.7        | 17.6          | 0              | 11.8      | 5.9 |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 12.8        | 62.9        | 14.3          | 4.2            | 5.5       | 0.2 |  |  |  |  |  |  |  |
| 事務                   | 846   | 9.5         | 57.1        | 18.7          | 6              | 8.6       | 0.1 |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.4        | 54.2        | 20.2          | 5.8            | 8.1       | 0.3 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 10.7        | 50.9        | 21.9          | 6.9            | 9.4       | 0.3 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0           | 66.7        | 33.3          | 0              | 0         | 0   |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 8.7         | 61.3        | 18.4          | 4.8            | 6.7       | 0   |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 12.3        | 55          | 18.3          | 5.9            | 8.3       | 0.2 |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 10.3        | 48.3        | 17.2          | 6.9            | 17.2      | 0   |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 11.9        | 47          | 23.8          | 6.3            | 10.3      | 0.7 |  |  |  |  |  |  |  |
| 正→非                  | 766   | 11.4        | 55.2        | 19.5          | 5.9            | 7.7       | 0.4 |  |  |  |  |  |  |  |
| 非→正                  | 423   | 11.1        | 53          | 19.6          | 7.3            | 8.5       | 0.5 |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4         | 46.9        | 28.1          | 3.1            | 12.5      | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 10.4        | 56.4        | 19.3          | 5.9            | 7.8       | 0.1 |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 13.6        | 50          | 21.5          | 6.6            | 8.4       | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 10          | 60.3        | 16.7          | 5.4            | 7.4       | 0.3 |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 9.4         | 58.7        | 18.4          | 6.4            | 7.2       | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 9.6         | 54.9        | 21.5          | 5.4            | 8.4       | 0.2 |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 12.2        | 57.9        | 16.4          | 5.2            | 7.9       | 0.3 |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 10.4        | 60.6        | 19.1          | 2.8            | 7.2       | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 12.1        | 62.1        | 15.3          | 4.7            | 5.8       | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 13.4        | 56.7        | 14            | 7.3            | 8.5       | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 14.1        | 50.3        | 16            | 7.4            | 11        | 1.2 |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.8         | 37.4        | 34.5          | 8.3            | 12.6      | 0.5 |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 5.7         | 43.7        | 31            | 8              | 10.3      | 1.1 |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 7.3         | 34.5        | 34.5          | 7.3            | 16.4      | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1         | 30.8        | 41            | 7.7            | 15.4      | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 12          | 32          | 36            | 12             | 8         | 0   |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 12.6        | 56          | 17.7          | 5.6            | 7.7       | 0.4 |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 17          | 53.8        | 13.5          | 7              | 8.2       | 0.6 |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 11.9        | 60          | 14.9          | 5.5            | 6.8       | 0.9 |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 10.1        | 56.5        | 18.1          | 6.3            | 8.4       | 0.4 |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 12.5        | 53.3        | 22.7          | 3.9            | 7.5       | 0   |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0             | 0              | 0         | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 12.9        | 53.2        | 18.1          | 6.6            | 8.9       | 0.3 |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 9.3         | 57.7        | 21            | 5.2            | 6.7       | 0.1 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 10.1        | 60          | 17.8          | 5.3            | 6.7       | 0   |  |  |  |  |  |  |  |
| わからない                | 71    | 9.9         | 56.3        | 12.7          | 4.2            | 16.9      | 0   |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 10.5        | 52.6        | 21.3          | 5              | 9.5       | 1   |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 10.3        | 52.1        | 19.7          | 8.3            | 9.7       | 0   |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 12.6        | 56.5        | 20.6          | 5.4            | 4.5       | 0.4 |  |  |  |  |  |  |  |
| わからない                | 188   | 14.4        | 48.4        | 21.3          | 5.9            | 10.1      | 0   |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0           | 64.7        | 17.6          | 0              | 11.8      | 5.9 |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 13          | 63          | 14.2          | 4.1            | 5.5       | 0.1 |  |  |  |  |  |  |  |
| 事務                   | 551   | 8.5         | 57.9        | 18.9          | 6.4            | 8.3       | 0   |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 10.5        | 54.3        | 20.3          | 6.2            | 8.4       | 0.3 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 11.1        | 53.5        | 20.2          | 6.2            | 8.8       | 0.2 |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 11.5        | 62.3        | 14.8          | 4.9            | 5.7       | 0.8 |  |  |  |  |  |  |  |
| 事務                   | 295   | 11.2        | 55.6        | 18.3          | 5.4            | 9.2       | 0.3 |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 13          | 54.1        | 20            | 5.1            | 7.5       | 0.4 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 9.1         | 40.4        | 28.7          | 9.6            | 11.7      | 0.4 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0           | 66.7        | 33.3          | 0              | 0         | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |             |             |               |                |           |     |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 12.6        | 56.3        | 18.7          | 5.5            | 6.9       | 0   |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 10.3        | 57          | 18.5          | 5.8            | 8.2       | 0.2 |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 10.5        | 58.9        | 19.4          | 4.9            | 5.9       | 0.3 |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 11.9        | 50.1        | 21.4          | 6.5            | 9.6       | 0.5 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0             | 0              | 0         | 0   |  |  |  |  |  |  |  |

付問27-1. 充実感 a日ごろの仕事

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | ほとんど感じていない | どちらともいえない | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 11      | 55      | 24        | 7          | 3         | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 11      | 53.7    | 24.2      | 7.8        | 3.1       | 0.3 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 11.5    | 55.8    | 22.8      | 5.9        | 3.3       | 0.7 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 11.6    | 53.8    | 22.6      | 8.6        | 3         | 0.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 10.5    | 57.4    | 22.3      | 6.3        | 3.3       | 0.2 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 11      | 53.8    | 23.7      | 7.8        | 3.2       | 0.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 11.8    | 52.9    | 26.1      | 5.3        | 3.1       | 0.8 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 10.4    | 55.2    | 24.2      | 7.5        | 2.4       | 0.3 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 11      | 54.8    | 23.4      | 6.3        | 3.9       | 0.6 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 5.3     | 42      | 32        | 16         | 3.3       | 1.3 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 16.3    | 54.8    | 19.6      | 3.8        | 5         | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 10.4    | 52.2    | 24.6      | 7.7        | 4.5       | 0.5 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 11.1    | 56.7    | 23.4      | 5.8        | 2.5       | 0.5 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 12.5    | 55.6    | 22.4      | 7.2        | 1.9       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 12.8    | 54.8    | 21.8      | 5.7        | 4.2       | 0.7 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 10.5    | 53.2    | 25.8      | 7.4        | 2.7       | 0.4 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 10.4    | 56.1    | 23.5      | 7.9        | 1.9       | 0.2 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 8.5     | 51.7    | 25.5      | 8.9        | 4.2       | 1.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 52.9    | 29.4      | 0          | 11.8      | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 15.1    | 61.5    | 17.1      | 4.3        | 1.6       | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 8.3     | 53      | 27.5      | 8.3        | 2.6       | 0.4 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.4    | 55.1    | 22.6      | 7          | 3.1       | 0.8 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 10.3    | 50.3    | 26.5      | 7.9        | 4.7       | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 100     | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 10.3    | 57.2    | 23.6      | 6.3        | 2.4       | 0.3 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 12.9    | 53.9    | 23        | 6.7        | 2.9       | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 17.2    | 48.3    | 20.7      | 6.9        | 6.9       | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 9.9     | 49      | 27.5      | 9.3        | 3.3       | 1   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 9.9     | 55.2    | 23.4      | 6.9        | 3.9       | 0.7 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 9.7     | 54.8    | 23.4      | 8.3        | 3.8       | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 15.6    | 43.8    | 28.1      | 6.3        | 6.3       | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 11.5    | 54.9    | 23.3      | 7.3        | 2.7       | 0.2 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 12.2    | 55      | 20.6      | 9.7        | 2.5       | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 11.1    | 56.4    | 22.9      | 6.9        | 2.8       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 11.3    | 54.9    | 21.7      | 8.3        | 3.5       | 0.2 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 11.6    | 53      | 27.7      | 4.9        | 2.1       | 0.7 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 11.7    | 55.9    | 23.2      | 5.1        | 3.4       | 0.8 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 11.2    | 55.4    | 25.5      | 5.2        | 2.8       | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 10      | 62.6    | 18.4      | 4.2        | 3.7       | 1.1 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 13.4    | 56.1    | 23.2      | 5.5        | 1.2       | 0.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 12.9    | 48.5    | 25.2      | 5.5        | 6.1       | 1.8 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 5.8     | 41.3    | 33.5      | 12.1       | 6.3       | 1   |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 3.4     | 51.7    | 27.6      | 11.5       | 3.4       | 2.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 7.3     | 36.4    | 32.7      | 12.7       | 10.9      | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 7.7     | 25.6    | 43.6      | 12.8       | 10.3      | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8       | 40      | 40        | 12         | 0         | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 11.2    | 55.8    | 22.5      | 6.6        | 3.2       | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 14.6    | 49.7    | 21.1      | 9.4        | 4.7       | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 10.2    | 60.9    | 21.3      | 5.1        | 2.6       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 9.3     | 54      | 25.3      | 7.2        | 2.5       | 1.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 11.8    | 56.9    | 22        | 5.5        | 3.5       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 13.9    | 54.3    | 20.9      | 6.3        | 4.1       | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 10.3    | 54.2    | 26.1      | 6.9        | 2.2       | 0.4 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 10.4    | 56.8    | 23.4      | 7.3        | 1.9       | 0.1 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 5.6     | 54.9    | 28.2      | 5.6        | 4.2       | 1.4 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 9.8     | 56.1    | 24.3      | 4.3        | 4.5       | 1   |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 11      | 50.7    | 25.2      | 8.6        | 4.1       | 0.3 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 10.3    | 52.9    | 24.2      | 10.3       | 1.8       | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 9.6     | 50.5    | 24.5      | 10.1       | 4.3       | 1.1 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 52.9    | 29.4      | 0          | 11.8      | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 14.6    | 61.4    | 17.8      | 4.1        | 1.6       | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 8       | 53.7    | 27.4      | 8.2        | 2.5       | 0.2 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 11.7    | 54.1    | 23.2      | 7.9        | 2.5       | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 11.3    | 52.1    | 25        | 7          | 4.5       | 0.2 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 18      | 61.5    | 13.1      | 5.7        | 1.6       | 0   |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 8.8     | 51.5    | 27.8      | 8.5        | 2.7       | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 11      | 56.7    | 21.5      | 5.5        | 4.2       | 1.1 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 6.5     | 43      | 32.6      | 11.7       | 5.7       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 100     | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 12.7    | 54.9    | 22.9      | 6.8        | 2.5       | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 11.1    | 55.2    | 23.4      | 6.7        | 3.1       | 0.4 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 11.2    | 55.6    | 22.7      | 7.2        | 3         | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 9.9     | 52.1    | 25.3      | 7.8        | 4.1       | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |

## 付問27-1. 充実感 b今や将来の仕のための勉強

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | いほとんど感じている | どちらともいえない | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 4       | 26      | 43        | 20         | 7         | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 3.8     | 27.5    | 43.7      | 17.7       | 6.8       | 0.5 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 4.2     | 23      | 41.1      | 23.7       | 7.3       | 0.7 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 4.7     | 30.1    | 38.8      | 18.9       | 7.2       | 0.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 4.4     | 26.1    | 43.6      | 18.7       | 7.1       | 0.2 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 3       | 24      | 43.8      | 20.9       | 7.6       | 0.8 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 3.7     | 22.6    | 44.1      | 22.4       | 6.2       | 0.9 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 3.4     | 27.3    | 44.2      | 18.7       | 6         | 0.5 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 4.1     | 19.4    | 41.3      | 26.9       | 7.7       | 0.6 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 6       | 20      | 39.3      | 25.3       | 7.3       | 2   |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 5.4     | 30.8    | 39.5      | 13.9       | 10.1      | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 2.9     | 20.7    | 43.1      | 22.9       | 9.6       | 0.7 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 3.8     | 28.6    | 43.1      | 18.7       | 5.3       | 0.6 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 5.7     | 29.4    | 41.6      | 17.9       | 5.1       | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 0         | 33.3       | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 4.3     | 27.6    | 42        | 17.3       | 8.2       | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 3.3     | 23.6    | 44.2      | 21         | 7.4       | 0.5 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 3.9     | 27.2    | 42.8      | 21.3       | 4.4       | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 4.6     | 16.2    | 39.4      | 27.8       | 10.4      | 1.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 17.6    | 41.2      | 29.4       | 5.9       | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 6.2     | 35.6    | 39.9      | 14.3       | 3.9       | 0.1 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 4.1     | 22      | 42.1      | 24.6       | 6.6       | 0.6 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 4       | 24.9    | 43.5      | 20.3       | 6.6       | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 2.3     | 22.1    | 44.1      | 21         | 9.9       | 0.7 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3    | 33.3      | 33.3       | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 3.1     | 28.4    | 43.9      | 19.1       | 5         | 0.4 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 4.2     | 27.1    | 44.4      | 16.7       | 7         | 0.6 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 10.3    | 31      | 34.5      | 17.2       | 6.9       | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 7       | 20.5    | 44        | 20.5       | 7.3       | 0.7 |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 3.1     | 18.7    | 40.1      | 29.4       | 7.8       | 0.9 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 4       | 29.8    | 37.6      | 18.9       | 9.7       | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1     | 31.3    | 43.8      | 12.5       | 9.4       | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 3.7     | 28.2    | 44        | 17.2       | 6.6       | 0.4 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 5.7     | 33.7    | 38.2      | 14.9       | 7.2       | 0.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 3.6     | 28.6    | 44        | 17.3       | 6.5       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 2.5     | 27      | 45.1      | 18.7       | 6.4       | 0.4 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 3.6     | 24.3    | 47.6      | 17.2       | 6.4       | 0.9 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 4       | 27.5    | 41.3      | 19.3       | 7.3       | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 2.8     | 26.7    | 41.4      | 22.7       | 6.4       | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 4.2     | 28.9    | 41.6      | 17.4       | 7.4       | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 4.3     | 26.2    | 43.9      | 15.9       | 9.1       | 0.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 5.5     | 28.2    | 38        | 19.6       | 6.7       | 1.8 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 4.4     | 20.4    | 41.3      | 23.3       | 9.2       | 1.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 4.6     | 27.6    | 42.5      | 16.1       | 8         | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 5.5     | 10.9    | 45.5      | 25.5       | 10.9      | 1.8 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 2.6     | 15.4    | 35.9      | 30.8       | 12.8      | 2.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4       | 24      | 36        | 32         | 4         | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 4.3     | 19.3    | 41        | 27.5       | 7.2       | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 5.3     | 26.9    | 34.5      | 25.1       | 7.6       | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 6.4     | 20.9    | 43.8      | 21.7       | 7.2       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 3.4     | 16.5    | 42.2      | 27.8       | 8.4       | 1.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 2.7     | 15.3    | 41.6      | 34.1       | 5.9       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 4.4     | 30.4    | 41.3      | 15.1       | 8.3       | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 3.4     | 24.1    | 45.6      | 19.2       | 7.4       | 0.4 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 3.4     | 28.8    | 43.5      | 19.5       | 4.4       | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 4.2     | 22.5    | 46.5      | 15.5       | 9.9       | 1.4 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 4.3     | 19.8    | 43.9      | 23.3       | 8         | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 3.1     | 22.4    | 40.7      | 25.5       | 7.6       | 0.7 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 5.8     | 19.7    | 39.9      | 29.6       | 4.5       | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 4.8     | 13.8    | 36.7      | 32.4       | 10.6      | 1.6 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 17.6    | 41.2      | 29.4       | 5.9       | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 5.7     | 35.2    | 41.3      | 13.8       | 3.9       | 0.1 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 3.8     | 24.1    | 43        | 22         | 6.5       | 0.5 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 3.8     | 28.9    | 43.7      | 17.2       | 5.7       | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 2.4     | 24      | 44.6      | 18.6       | 10        | 0.4 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 9       | 37.7    | 32        | 17.2       | 4.1       | 0   |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 4.7     | 18      | 40.3      | 29.5       | 6.8       | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 4.2     | 18.2    | 43.3      | 25.5       | 8.1       | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 1.7     | 14.3    | 42.2      | 30.4       | 9.6       | 1.7 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3    | 33.3      | 33.3       | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 3.6     | 29.4    | 43.5      | 18.3       | 5         | 0.1 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 3.9     | 27.5    | 43.2      | 17.5       | 7.4       | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 3.3     | 21.4    | 40.1      | 27.6       | 7.2       | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 4.8     | 18.8    | 41.4      | 26.4       | 7.8       | 1   |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |

付問27-1. 充実感 c趣味やスポーツ

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | ほとんど感じていない | どちらともいえない | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 13      | 36      | 30        | 17         | 4         | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 12.5    | 39.2    | 29.9      | 14.8       | 3.3       | 0.3 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 12.5    | 31.7    | 30.1      | 20.5       | 4.3       | 0.9 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 16.3    | 39.3    | 26.9      | 13.9       | 3.2       | 0.4 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 14.3    | 36.3    | 30.4      | 15.9       | 3         | 0.1 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 9.5     | 35.4    | 30.4      | 18.8       | 4.9       | 1   |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 9.9     | 33.4    | 32        | 20.1       | 3.9       | 0.7 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 13.3    | 37.3    | 30.1      | 15.7       | 3.2       | 0.3 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 11.8    | 32.4    | 29.8      | 21.3       | 3.9       | 0.8 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 8.7     | 33.3    | 32        | 20.7       | 4.7       | 0.7 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 11.4    | 37.8    | 29.1      | 15.6       | 5.2       | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 11.7    | 33.2    | 31.6      | 17.9       | 4.9       | 0.7 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 11.9    | 35.8    | 30.3      | 18         | 3.5       | 0.5 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 14.4    | 40.4    | 27.4      | 15.2       | 2.3       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3    | 33.3    | 0         | 33.3       | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 12.4    | 34      | 31        | 17.6       | 4.3       | 0.7 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 11.3    | 35.5    | 30        | 18.8       | 3.8       | 0.7 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 13.2    | 39.1    | 29.3      | 15.7       | 2.6       | 0.1 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 14.7    | 35.5    | 27.8      | 15.8       | 5         | 1.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8    | 41.2    | 23.5      | 11.8       | 11.8      | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 11.6    | 39.4    | 29.2      | 17.1       | 2.6       | 0.1 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 14.5    | 36.3    | 28.1      | 17.8       | 2.4       | 0.8 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.3    | 33.5    | 32.1      | 17.9       | 4.4       | 0.8 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 13      | 36.2    | 29.7      | 15.9       | 4.9       | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 13.8    | 40.4    | 28.9      | 14         | 2.7       | 0.2 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 13.6    | 35.3    | 29.9      | 16.5       | 4         | 0.7 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 17.2    | 51.7    | 20.7      | 6.9        | 3.4       | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 15.2    | 37.1    | 28.5      | 16.2       | 2.3       | 0.7 |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 9.8     | 29.9    | 31.2      | 23.5       | 4.7       | 0.9 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 9       | 37.4    | 33.1      | 16.3       | 4.3       | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 6.3     | 46.9    | 18.8      | 21.9       | 6.3       | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 12.8    | 39.2    | 30.1      | 14.6       | 3.1       | 0.3 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 16.5    | 43.7    | 24.7      | 12.9       | 2.3       | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 15      | 36.6    | 32.5      | 12.9       | 2.9       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 9.9     | 40.1    | 29.5      | 16.1       | 3.7       | 0.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 10.1    | 37.5    | 32.6      | 16.3       | 3.2       | 0.4 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 13.4    | 32.4    | 29.4      | 18.6       | 5.2       | 0.9 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 16.3    | 35.9    | 29.1      | 13.1       | 5.2       | 0.4 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 14.2    | 35.3    | 28.4      | 17.9       | 3.7       | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 10.4    | 28.7    | 31.7      | 21.3       | 6.7       | 1.2 |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 11      | 27.6    | 28.8      | 25.2       | 5.5       | 1.8 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 10.2    | 38.8    | 27.7      | 17         | 5.8       | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 14.9    | 40.2    | 28.7      | 11.5       | 3.4       | 1.1 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 10.9    | 47.3    | 25.5      | 12.7       | 3.6       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0       | 33.3    | 23.1      | 28.2       | 15.4      | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8       | 24      | 36        | 28         | 4         | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 11.7    | 31.1    | 30.6      | 22.2       | 3.6       | 0.9 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 16.4    | 32.7    | 28.7      | 18.7       | 2.3       | 1.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 13.2    | 33.6    | 27.7      | 23         | 2.6       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 9.7     | 29.1    | 32.9      | 21.9       | 4.6       | 1.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 9       | 29.4    | 32.5      | 23.9       | 4.3       | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 12.5    | 35.9    | 29.6      | 16.7       | 4.6       | 0.7 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 12.1    | 36.8    | 30.5      | 16.7       | 3.4       | 0.5 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 13.9    | 39.1    | 30.2      | 14.4       | 2.5       | 0   |  |  |  |  |  |  |  |  |
| わからない                | 71    | 15.5    | 45.1    | 26.8      | 7          | 4.2       | 1.4 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 12.3    | 28.8    | 34.8      | 20.1       | 3.3       | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 9.3     | 32.1    | 28.6      | 24.1       | 4.8       | 1   |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 10.3    | 39.5    | 25.1      | 21.5       | 3.1       | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 14.4    | 31.9    | 28.2      | 19.1       | 5.3       | 1.1 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8    | 41.2    | 23.5      | 11.8       | 11.8      | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 11.6    | 39      | 29.9      | 16.8       | 2.6       | 0.1 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 15.6    | 36.7    | 29.2      | 15.1       | 2.7       | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 10.4    | 36.7    | 31.2      | 17.1       | 3.8       | 0.8 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 14.5    | 37.2    | 29.5      | 13.9       | 4.8       | 0.2 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 11.5    | 41.8    | 25.4      | 18.9       | 2.5       | 0   |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 12.5    | 35.6    | 26.1      | 23.1       | 1.7       | 1   |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 12.7    | 28.1    | 33.6      | 19.3       | 5.3       | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 7.4     | 32.2    | 30.4      | 23.9       | 5.2       | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 12.7    | 36.9    | 31        | 16.3       | 2.9       | 0.1 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 13      | 37.6    | 29.5      | 15.4       | 3.9       | 0.6 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 9.9     | 33.6    | 29.3      | 23         | 3.9       | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 12      | 32.1    | 30.4      | 20.5       | 4         | 1   |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |



## 付問27-1. 充実感 d職場の仲間や先輩との付き合い

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | いほとんど感じている | どちらともいえない | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 10      | 43      | 29        | 12         | 5         | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 8.2     | 42.8    | 31.2      | 12.5       | 5         | 0.3 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 11.6    | 43.7    | 26.2      | 11.8       | 5.7       | 1   |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 14.7    | 46      | 23.7      | 11         | 4         | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 9.2     | 46      | 28.4      | 11.6       | 4.5       | 0.4 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 7.6     | 42.5    | 29.8      | 12.9       | 6.4       | 0.8 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 7.3     | 38.1    | 34.5      | 13.2       | 6.4       | 0.5 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 9.1     | 45.3    | 29.7      | 12.1       | 3.4       | 0.4 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 10.5    | 43.3    | 27.9      | 11.5       | 6.1       | 0.7 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 10.7    | 32      | 31.3      | 20.7       | 4.7       | 0.7 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 9.9     | 37.4    | 28.1      | 11.6       | 12        | 1   |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 9.6     | 43.4    | 29.6      | 10.4       | 6.5       | 0.5 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 10.1    | 44.4    | 26.2      | 13.6       | 4.9       | 0.8 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 9.2     | 41.6    | 31.5      | 13.3       | 4.1       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3    | 33.3      | 0          | 33.3      | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 10.1    | 39.9    | 28.8      | 13.7       | 6.7       | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 8.3     | 43.7    | 31.4      | 11.4       | 4.5       | 0.6 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 10      | 47.3    | 28.3      | 10.8       | 3.4       | 0.2 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 10.4    | 40.2    | 26.6      | 13.1       | 8.9       | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 52.9    | 11.8      | 11.8       | 17.6      | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 9.1     | 44      | 31.4      | 11.6       | 3.7       | 0.2 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 11.1    | 41.4    | 29.3      | 13         | 4.5       | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 9.7     | 43.5    | 28.3      | 11.6       | 6         | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 8.8     | 43.7    | 28.2      | 12.7       | 6.3       | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 9.3     | 47.1    | 28.4      | 10.8       | 4.2       | 0.2 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 9.2     | 41.3    | 30.5      | 12.8       | 5.5       | 0.7 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 17.2    | 37.9    | 31        | 6.9        | 6.9       | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 10.6    | 42.1    | 26.5      | 13.9       | 6         | 1   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 10.3    | 42      | 29        | 12.3       | 5.7       | 0.7 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 9.7     | 45.2    | 27.7      | 11.3       | 5.7       | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 6.3     | 31.3    | 31.3      | 25         | 6.3       | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 8.3     | 43.5    | 31.2      | 12.1       | 4.8       | 0.2 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 12.7    | 48.9    | 24.4      | 10.2       | 3.6       | 0.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 9.2     | 46.7    | 28.6      | 11.3       | 4.1       | 0.2 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 6.4     | 42      | 32.5      | 13.1       | 5.8       | 0.2 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 5.8     | 36.7    | 38.2      | 13.5       | 5.4       | 0.4 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 12      | 44.5    | 24.5      | 11.7       | 6         | 1.3 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 15.9    | 47.8    | 20.7      | 11.2       | 3.6       | 0.8 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 9.5     | 50.5    | 24.2      | 8.9        | 5.3       | 1.6 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 10.4    | 42.7    | 24.4      | 12.2       | 8.5       | 1.8 |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 10.4    | 34.4    | 30.7      | 15.3       | 8         | 1.2 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.8     | 36.4    | 31.6      | 16.5       | 7.8       | 1   |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 9.2     | 39.1    | 29.9      | 12.6       | 6.9       | 2.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 5.5     | 40      | 32.7      | 16.4       | 5.5       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1     | 28.2    | 30.8      | 25.6       | 10.3      | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4       | 32      | 36        | 16         | 12        | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 11.4    | 43      | 27.6      | 11.9       | 5.5       | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 21.1    | 39.2    | 22.8      | 12.3       | 4.1       | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 9.8     | 41.7    | 30.2      | 13.6       | 4.7       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 8.9     | 46      | 27        | 11         | 5.5       | 1.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 8.6     | 43.9    | 29        | 11         | 7.1       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 9.9     | 38.9    | 29.2      | 13.7       | 7.5       | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 8.2     | 45      | 32        | 11         | 3.4       | 0.4 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 9.4     | 47.3    | 28.4      | 11         | 3.6       | 0.2 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 9.9     | 52.1    | 22.5      | 8.5        | 5.6       | 1.4 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 10.5    | 42.9    | 27.6      | 13.8       | 4.5       | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 8.6     | 40.3    | 30        | 12.4       | 7.6       | 1   |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 12.6    | 47.1    | 27.8      | 9.9        | 2.2       | 0.4 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 10.6    | 35.6    | 28.2      | 14.9       | 10.1      | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 52.9    | 11.8      | 11.8       | 17.6      | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9       | 43      | 32.2      | 11.6       | 3.9       | 0.3 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 9.6     | 43.4    | 30.9      | 11.1       | 4.4       | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 9.1     | 43.3    | 28.6      | 12.8       | 5.4       | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 9.5     | 44.8    | 27.2      | 12.2       | 6.2       | 0.2 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 9.8     | 49.2    | 27        | 11.5       | 2.5       | 0   |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 13.9    | 37.6    | 26.4      | 16.6       | 4.7       | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 10.8    | 43.7    | 27.9      | 9.7        | 7         | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 6.1     | 39.1    | 32.2      | 14.8       | 7         | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 8.8     | 41.8    | 29.5      | 14.9       | 4.4       | 0.5 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 9.5     | 44.4    | 29.4      | 10.9       | 5.4       | 0.5 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 8.6     | 42.8    | 30.3      | 12.2       | 5.9       | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 11.3    | 41.4    | 27.6      | 13         | 5.9       | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |

## 付問27-1. 充実感 e仕事外の友人や知人との付き合い

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | ほとんど感じていない | どちらともいえない | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 17      | 47      | 22        | 10         | 3         | 0   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 男性                   | 2,360 | 13.4    | 43.6    | 26.8      | 12.4       | 3.5       | 0.3 |  |  |  |  |  |  |  |  |
| 女性                   | 1,666 | 22.6    | 50.6    | 16.2      | 7          | 3         | 0.6 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 23.7    | 50.3    | 16.5      | 7          | 2.2       | 0.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,092 | 16.4    | 47      | 22.8      | 10.2       | 3.5       | 0.2 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1,006 | 14.9    | 44.4    | 24.4      | 12.1       | 3.5       | 0.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 14.3    | 44.4    | 25.7      | 11.2       | 3.9       | 0.5 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2,345 | 14.7    | 44.3    | 25.7      | 12.2       | 2.9       | 0.3 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 22      | 51      | 16.7      | 6.4        | 3.2       | 0.6 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 17.3    | 44.7    | 22.7      | 9.3        | 4.7       | 1.3 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 19.6    | 48.4    | 18.5      | 8.5        | 4.5       | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 17      | 45      | 23.3      | 10.1       | 4.2       | 0.5 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 18.8    | 48.4    | 20.7      | 8.8        | 2.7       | 0.5 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 15.9    | 46.6    | 23        | 11.7       | 2.6       | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3    | 33.3      | 33.3       | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1,497 | 19.8    | 47.1    | 20        | 9          | 3.5       | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,034 | 15.3    | 45.1    | 25        | 10.8       | 3.4       | 0.5 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 15.1    | 45.4    | 24.8      | 11.7       | 2.8       | 0.2 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 20.8    | 53.3    | 14.7      | 6.9        | 3.5       | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 52.9    | 23.5      | 5.9        | 11.8      | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 12.7    | 47.3    | 24.9      | 12.8       | 2.1       | 0.2 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 21.3    | 46.6    | 19.9      | 9.7        | 2.2       | 0.4 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 18.9    | 46.8    | 21.6      | 8          | 4         | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 15.7    | 45.5    | 23.5      | 11         | 4.2       | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3    | 66.7    | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 14.3    | 46.3    | 23.6      | 12.7       | 3.1       | 0.1 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 16.9    | 43.9    | 24.4      | 10.9       | 3.3       | 0.5 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 24.1    | 51.7    | 10.3      | 6.9        | 6.9       | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 23.2    | 45.7    | 19.9      | 7.3        | 3         | 1   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 20.8    | 51.8    | 16.7      | 6.7        | 3.4       | 0.7 |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 14.9    | 46.1    | 25.5      | 10.4       | 3.1       | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 6.3     | 56.3    | 21.9      | 9.4        | 6.3       | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154 | 13.4    | 43.8    | 27.1      | 12.2       | 3.3       | 0.2 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 20.1    | 50.2    | 19.5      | 8.6        | 1.6       | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 13.7    | 43      | 27.5      | 11.9       | 3.8       | 0.2 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 10.6    | 42.8    | 29.3      | 14         | 3         | 0.4 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 10.5    | 40.4    | 30.7      | 13.5       | 4.5       | 0.4 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 22      | 48.8    | 16.3      | 9.4        | 3         | 0.5 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 28.7    | 53.8    | 11.2      | 4.4        | 2         | 0   |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 17.4    | 50.5    | 18.9      | 8.9        | 3.7       | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 18.9    | 45.7    | 17.1      | 13.4       | 4.3       | 0.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 20.2    | 42.3    | 20.2      | 13.5       | 2.5       | 1.2 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 13.6    | 41.7    | 23.3      | 15         | 5.3       | 1   |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 13.8    | 47.1    | 23        | 9.2        | 4.6       | 2.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 20      | 45.5    | 14.5      | 16.4       | 3.6       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 10.3    | 35.9    | 25.6      | 20.5       | 7.7       | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 4       | 24      | 40        | 24         | 8         | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 23.2    | 52.1    | 16.1      | 4.9        | 3         | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 30.4    | 46.8    | 13.5      | 5.8        | 2.9       | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 21.7    | 54.9    | 15.7      | 5.1        | 2.6       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 23.2    | 48.9    | 17.3      | 5.5        | 3.4       | 1.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 19.6    | 56.1    | 17.3      | 3.5        | 3.1       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098 | 19.2    | 45.2    | 21.2      | 10.5       | 3.5       | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 12.4    | 45.4    | 27.3      | 11.8       | 2.7       | 0.4 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 14.1    | 44.1    | 25.9      | 12.8       | 3.2       | 0   |  |  |  |  |  |  |  |  |
| わからない                | 71    | 21.1    | 52.1    | 16.9      | 4.2        | 4.2       | 1.4 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 21.6    | 52.4    | 16.8      | 5          | 3.5       | 0.8 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 22.8    | 44.1    | 19        | 8.3        | 5.2       | 0.7 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 19.7    | 51.6    | 19.7      | 7.2        | 0.9       | 0.9 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 20.7    | 53.7    | 13.8      | 8          | 3.2       | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 52.9    | 23.5      | 5.9        | 11.8      | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 11.7    | 46.1    | 26.4      | 13.5       | 2.2       | 0.1 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 18      | 46.8    | 22        | 11.1       | 2         | 0.2 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 16.8    | 44.7    | 23.4      | 10.4       | 3.9       | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 16.3    | 43.6    | 24.8      | 11         | 4.1       | 0.2 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 18      | 54.1    | 16.4      | 9          | 1.6       | 0.8 |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 27.5    | 46.1    | 15.9      | 7.1        | 2.7       | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 22.4    | 50.3    | 18.5      | 4          | 4         | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 13      | 53      | 18.3      | 10.9       | 4.3       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3    | 66.7    | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 15.3    | 44      | 24        | 14.1       | 2.4       | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,126 | 15.8    | 45.5    | 24.4      | 10.4       | 3.5       | 0.3 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 22.4    | 51.3    | 17.1      | 6.9        | 2         | 0.3 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 21      | 49.8    | 17.6      | 6.8        | 4         | 0.9 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |

## 付問27-1. 充実感（家族との会話や交流）

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | ほとんど感じていない | どちらともいえない | 無回答 |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 29      | 52      | 13        | 3          | 2         | 1   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 25      | 52.9    | 15        | 3.8        | 3         | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 33.6    | 50.7    | 10.4      | 2.9        | 1.4       | 1   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 30.1    | 47.4    | 15.8      | 3.7        | 2.6       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 29.3    | 53.1    | 11.8      | 3.3        | 2.1       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 29.3    | 52.3    | 12        | 3.2        | 2.4       | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 25.4    | 55      | 13.1      | 3.5        | 2.3       | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 26.4    | 53.4    | 14.1      | 3.4        | 2.2       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 31.8    | 51      | 10.9      | 3.1        | 2.3       | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 24.7    | 48      | 15.3      | 8.7        | 1.3       | 2   |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 32.8    | 48.9    | 12.3      | 2.4        | 3.1       | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 27.4    | 51.6    | 13.5      | 4.1        | 2.7       | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 30.5    | 51.6    | 13        | 2.4        | 1.9       | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 28.1    | 53      | 12.8      | 3.4        | 2.2       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3    | 66.7    | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 30.8    | 48.9    | 13.2      | 3.4        | 3         | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 25.8    | 53      | 15.4      | 3.6        | 1.6       | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 27.5    | 55      | 11.9      | 3.3        | 2.1       | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 31.7    | 51.7    | 9.7       | 3.1        | 2.3       | 1.5 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 23.5    | 52.9    | 11.8      | 5.9        | 5.9       | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 28.4    | 54.7    | 11.6      | 3.3        | 1.5       | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 31.8    | 50.9    | 12.6      | 2.6        | 1.4       | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 28.1    | 51.8    | 13.7      | 3.3        | 2.1       | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 26.6    | 51.1    | 13.9      | 4.2        | 3.9       | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3    | 66.7    | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 正→正（転職なし）            | 972   | 25.8    | 55.7    | 13.6      | 2.9        | 2         | 0.1 |  |  |  |  |  |  |  |  |  |  |  |
| 正→正（転職あり）            | 1502  | 28.6    | 51.7    | 13.1      | 3.4        | 2.7       | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 非→非（転職なし）            | 29    | 17.2    | 55.2    | 17.2      | 3.4        | 6.9       | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 非→非（転職あり）            | 302   | 27.2    | 50      | 16.2      | 3.6        | 2         | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 32.8    | 50.5    | 9.5       | 4          | 2.1       | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 29.3    | 47.5    | 16.3      | 3.5        | 2.6       | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 21.9    | 68.8    | 9.4       | 0          | 0         | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 25.6    | 53.6    | 14.6      | 3.4        | 2.6       | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 25.8    | 50.2    | 17.9      | 3.2        | 2.9       | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 27.3    | 52.5    | 14.2      | 3.6        | 2.3       | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 26.3    | 56      | 12.4      | 2.5        | 2.5       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 22.8    | 55.1    | 14.8      | 4.3        | 2.6       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 33.5    | 49.6    | 11.2      | 2.7        | 2         | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 37.8    | 45.4    | 11.2      | 3.6        | 1.6       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 28.4    | 58.4    | 8.9       | 1.1        | 2.1       | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 34.8    | 45.7    | 12.2      | 3.7        | 3         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 31.3    | 49.7    | 12.9      | 2.5        | 1.2       | 2.5 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 18.4    | 46.1    | 18.9      | 7.8        | 7.8       | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 16.1    | 48.3    | 21.8      | 3.4        | 8         | 2.3 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 23.6    | 45.5    | 18.2      | 7.3        | 5.5       | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 15.4    | 43.6    | 17.9      | 12.8       | 10.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 20      | 44      | 12        | 16         | 8         | 0   |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 33.6    | 51.7    | 9.8       | 3          | 0.9       | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 36.8    | 42.7    | 14        | 5.3        | 0.6       | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 36.6    | 52.3    | 6.4       | 3.4        | 0.9       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 35      | 49.4    | 10.1      | 3          | 0.4       | 2.1 |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 27.5    | 59.2    | 9.8       | 1.2        | 1.6       | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 30.2    | 48.8    | 13.8      | 3.5        | 3.1       | 0.6 |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 23.5    | 54.8    | 16        | 3.5        | 1.6       | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 27.5    | 55.1    | 12.1      | 2.9        | 2.2       | 0.1 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 33.8    | 49.3    | 12.7      | 1.4        | 1.4       | 1.4 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 32.3    | 49.1    | 11.5      | 3.3        | 2.8       | 1   |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 31.7    | 48.3    | 13.8      | 3.8        | 1.7       | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 27.4    | 54.7    | 10.8      | 4.9        | 1.3       | 0.9 |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 30.9    | 52.7    | 8.5       | 3.7        | 2.7       | 1.6 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 23.5    | 52.9    | 11.8      | 5.9        | 5.9       | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 28.1    | 55.2    | 11.4      | 3.5        | 1.4       | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 30.5    | 50.6    | 14.5      | 2          | 1.8       | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 26.7    | 52.9    | 14.2      | 3.6        | 1.8       | 0.8 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 26.5    | 51.3    | 14.6      | 3.5        | 3.9       | 0.2 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 30.3    | 51.6    | 12.3      | 2.5        | 1.6       | 1.6 |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 34.2    | 51.5    | 9.2       | 3.7        | 0.7       | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 30.5    | 49.9    | 13        | 2.9        | 2.4       | 1.3 |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 27      | 50.4    | 11.3      | 7          | 3.9       | 0.4 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3    | 66.7    | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 28.6    | 52.5    | 13.7      | 3.3        | 1.6       | 0.3 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 27.3    | 52.5    | 13.7      | 3.2        | 2.7       | 0.5 |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 31.9    | 48      | 13.5      | 3.3        | 2.6       | 0.7 |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 30.4    | 51.6    | 10.8      | 4.1        | 2         | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |  |  |  |

## 付問27-1. 充実感

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | ほとんど感じていない | どちらともいえない | 無回答 |  |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 12      | 40      | 30        | 14         | 4         | 1   |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 10.7    | 37.8    | 32.4      | 14.5       | 4.2       | 0.3 |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 14.4    | 42.2    | 26.6      | 13.3       | 2.6       | 0.8 |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 16.9    | 39.9    | 26.6      | 13.5       | 2.6       | 0.5 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 11.9    | 41.8    | 29.7      | 13.2       | 3.1       | 0.3 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 10.7    | 39.7    | 30.8      | 13.8       | 4.4       | 0.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 9.6     | 36.9    | 32.8      | 15.8       | 4.1       | 0.8 |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 11.9    | 39.1    | 31.1      | 14.2       | 3.2       | 0.4 |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 13      | 42.5    | 26.8      | 13.5       | 3.2       | 0.9 |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 10.7    | 49.3    | 24        | 10         | 4.7       | 1.3 |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 12.8    | 34.5    | 32.2      | 15.1       | 5         | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 12.4    | 39      | 29.1      | 14.4       | 4.6       | 0.5 |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 12.3    | 40.5    | 30.3      | 13.6       | 2.6       | 0.6 |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 12      | 39.6    | 30.9      | 14.1       | 3         | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 12.4    | 36.7    | 31.7      | 14.5       | 4         | 0.7 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 12.4    | 37.3    | 30.3      | 15.9       | 3.6       | 0.6 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 11.7    | 43.9    | 28.5      | 12.7       | 2.8       | 0.3 |  |  |  |  |  |  |  |  |
| わからない                | 259   | 13.5    | 44.4    | 25.5      | 11.2       | 4.6       | 0.8 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 64.7    | 29.4      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 9.2     | 36.9    | 34.4      | 16         | 2.8       | 0.6 |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 16.1    | 43      | 26.2      | 11         | 3         | 0.7 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 11.4    | 39.4    | 29.1      | 16.2       | 3.2       | 0.7 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 12.4    | 39.2    | 30.6      | 12.6       | 4.9       | 0.3 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 11.9    | 41.4    | 29.7      | 13.8       | 3.1       | 0.1 |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 12.7    | 37      | 31.5      | 14.4       | 3.7       | 0.7 |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 13.8    | 41.4    | 31        | 6.9        | 6.9       | 0   |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 12.6    | 44.4    | 26.2      | 13.6       | 2.3       | 1   |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 12.7    | 43      | 26.4      | 13.2       | 3.8       | 1   |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 10.4    | 35.2    | 33.8      | 15.8       | 4.7       | 0   |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4     | 43.8    | 37.5      | 9.4        | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 11.1    | 37.4    | 32.7      | 14.6       | 3.9       | 0.3 |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 14      | 37.3    | 30.5      | 14.7       | 3.2       | 0.2 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 10.5    | 39.1    | 32.8      | 14.1       | 3.4       | 0.2 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 11.8    | 37.1    | 31.6      | 14.5       | 4.8       | 0.2 |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 8.6     | 35.8    | 35.4      | 15.4       | 4.3       | 0.6 |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 14.8    | 40.6    | 27.5      | 13.8       | 2.6       | 0.7 |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 23.1    | 41.4    | 24.3      | 10         | 0.8       | 0.4 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 13.7    | 43.7    | 24.2      | 14.7       | 3.2       | 0.5 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 7.9     | 40.9    | 33.5      | 13.4       | 3.7       | 0.6 |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 10.4    | 35.6    | 30.1      | 19         | 3.7       | 1.2 |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 6.8     | 42.7    | 29.1      | 13.6       | 6.8       | 1   |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 3.4     | 44.8    | 27.6      | 16.1       | 5.7       | 2.3 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 10.9    | 40      | 30.9      | 12.7       | 5.5       | 0   |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 5.1     | 53.8    | 20.5      | 12.8       | 7.7       | 0   |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 12      | 24      | 44        | 8          | 12        | 0   |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 14      | 43.5    | 25.8      | 12.9       | 2.7       | 1   |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 22.2    | 41.5    | 19.3      | 14         | 2.3       | 0.6 |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 14.5    | 48.1    | 25.5      | 9.8        | 1.7       | 0.4 |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 11      | 42.6    | 28.7      | 12.7       | 3.4       | 1.7 |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 11      | 41.6    | 27.8      | 15.3       | 3.1       | 1.2 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 12.4    | 34.8    | 33.1      | 14.7       | 4.6       | 0.5 |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 11.3    | 37      | 31.2      | 16.9       | 3.2       | 0.4 |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 12.1    | 42.6    | 29.5      | 12.8       | 2.9       | 0.1 |  |  |  |  |  |  |  |  |
| わからない                | 71    | 15.5    | 39.4    | 31        | 9.9        | 2.8       | 1.4 |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 12.5    | 41.9    | 28.1      | 14         | 2.5       | 1   |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 15.2    | 38.3    | 27.9      | 13.1       | 4.5       | 1   |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 9.9     | 49.8    | 24.2      | 12.6       | 2.2       | 1.3 |  |  |  |  |  |  |  |  |
| わからない                | 188   | 12.8    | 46.3    | 23.4      | 11.7       | 5.3       | 0.5 |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 64.7    | 29.4      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9.3     | 36.5    | 35.1      | 15.5       | 3.2       | 0.4 |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 16.2    | 41.7    | 27.6      | 11.3       | 2.9       | 0.4 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 10.7    | 37.9    | 31.1      | 16.6       | 3.3       | 0.5 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 12.9    | 37.6    | 31        | 13.7       | 4.6       | 0.2 |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 9       | 39.3    | 30.3      | 18.9       | 0.8       | 1.6 |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 15.9    | 45.4    | 23.7      | 10.5       | 3.1       | 1.4 |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 12.7    | 42      | 25.7      | 15.6       | 3.1       | 0.9 |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 10.4    | 45.7    | 29.1      | 8.3        | 6.1       | 0.4 |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 66.7    | 33.3      | 0          | 0         | 0   |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 11.4    | 35.9    | 33.7      | 16.1       | 2.4       | 0.5 |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 12.3    | 39.1    | 30.4      | 13.8       | 4         | 0.3 |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 8.9     | 46.7    | 26        | 13.8       | 3.9       | 0.7 |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 14.1    | 42.1    | 26.6      | 12.8       | 3.3       | 1.1 |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |  |

付問27-1. 充実感 h地域活動やボランティア

|                      | 全体    | 十分感じている | まあ感じている | あまり感じていない | ほとんど感じていない | どちらともいえない | 無回答 |  |  |  |  |  |  |  |
|----------------------|-------|---------|---------|-----------|------------|-----------|-----|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 4       | 14      | 31        | 38         | 14        | 1   |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 男性                   | 2360  | 3.3     | 12.9    | 30.2      | 40.1       | 13.1      | 0.3 |  |  |  |  |  |  |  |
| 女性                   | 1666  | 4.3     | 14.6    | 32.1      | 34.3       | 14        | 0.7 |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 2.4     | 8.5     | 29.8      | 42.7       | 16.2      | 0.4 |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 3.5     | 12      | 30.1      | 40.2       | 14        | 0.2 |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 4.1     | 15.6    | 31.9      | 36.4       | 11.4      | 0.6 |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 4.9     | 18.2    | 32.2      | 31.3       | 12.5      | 0.8 |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 2.4     | 11.1    | 31.7      | 41.6       | 12.9      | 0.3 |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 4.7     | 16.9    | 30.5      | 33.6       | 13.3      | 0.9 |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 0       | 8       | 31.3      | 38.7       | 20.7      | 1.3 |  |  |  |  |  |  |  |
| 自営業など                | 577   | 8.3     | 19.8    | 28.8      | 28.2       | 14.6      | 0.3 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 3.6     | 12.1    | 32.1      | 36.4       | 15.2      | 0.6 |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 3.7     | 16.3    | 30.7      | 36         | 12.8      | 0.5 |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 4       | 12.7    | 29.9      | 41.2       | 11.9      | 0.4 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3    | 0         | 66.7       | 0         | 0   |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 5.5     | 16.8    | 30.1      | 33         | 14        | 0.6 |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 2.1     | 10.2    | 31.5      | 41.9       | 13.8      | 0.5 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 2.6     | 12      | 32.3      | 40.9       | 11.9      | 0.3 |  |  |  |  |  |  |  |
| わからない                | 259   | 4.6     | 16.6    | 27.8      | 34.4       | 15.8      | 0.8 |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 11.8    | 35.3      | 17.6       | 29.4      | 0   |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 3.6     | 14.8    | 30.2      | 39.9       | 11.2      | 0.4 |  |  |  |  |  |  |  |
| 事務                   | 846   | 3.9     | 12.3    | 31.6      | 38.4       | 13.1      | 0.7 |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 4.2     | 14.7    | 30.1      | 36.9       | 13.5      | 0.7 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 3.2     | 12.5    | 32.1      | 36.4       | 15.5      | 0.3 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3    | 33.3      | 33.3       | 0         | 0   |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 2.4     | 10.2    | 32.1      | 42.4       | 12.9      | 0.1 |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 4.6     | 14.6    | 30.4      | 36.8       | 13        | 0.5 |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9     | 10.3    | 31        | 34.5       | 17.2      | 0   |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 5.6     | 10.9    | 29.8      | 36.4       | 16.2      | 1   |  |  |  |  |  |  |  |
| 正→非                  | 766   | 3.4     | 17.8    | 30.8      | 33.4       | 13.6      | 1   |  |  |  |  |  |  |  |
| 非→正                  | 423   | 2.8     | 12.5    | 31.2      | 38.8       | 14.7      | 0   |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1     | 9.4     | 37.5      | 37.5       | 12.5      | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 3.5     | 13.4    | 30.7      | 39.8       | 12.4      | 0.2 |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 1.1     | 11.1    | 31.2      | 40.5       | 16.1      | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 3.4     | 11.3    | 28.4      | 44         | 12.7      | 0.2 |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 3.9     | 14.1    | 32.2      | 39.8       | 9.9       | 0.2 |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 5.1     | 16.9    | 31.3      | 34.6       | 11.6      | 0.6 |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 3.9     | 11.2    | 32.4      | 36.5       | 15.5      | 0.5 |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 2.8     | 6       | 29.5      | 45.4       | 16.3      | 0   |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 3.7     | 7.4     | 37.4      | 34.2       | 16.8      | 0.5 |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 4.3     | 18.3    | 28        | 37.2       | 11.6      | 0.6 |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 5.5     | 16.6    | 35.6      | 24.5       | 16.6      | 1.2 |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 1.9     | 7.8     | 25.2      | 42.7       | 20.9      | 1.5 |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 3.4     | 6.9     | 27.6      | 43.7       | 14.9      | 3.4 |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 1.8     | 3.6     | 23.6      | 43.6       | 27.3      | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0       | 12.8    | 25.6      | 43.6       | 17.9      | 0   |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 0       | 12      | 20        | 36         | 32        | 0   |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 4.6     | 17.5    | 31.8      | 32.4       | 12.8      | 0.9 |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 4.7     | 6.4     | 27.5      | 43.9       | 17        | 0.6 |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 3.8     | 19.6    | 30.2      | 34.5       | 11.9      | 0   |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 5.1     | 17.7    | 35        | 26.6       | 13.9      | 1.7 |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 4.7     | 22.7    | 33.3      | 28.2       | 9.8       | 1.2 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 6.1     | 16.1    | 29.1      | 34.4       | 13.8      | 0.5 |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 1.5     | 9.4     | 30.9      | 44.9       | 13        | 0.3 |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 2.5     | 11.5    | 33.3      | 40.2       | 12.3      | 0.1 |  |  |  |  |  |  |  |
| わからない                | 71    | 2.8     | 15.5    | 33.8      | 33.8       | 12.7      | 1.4 |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 4       | 18.5    | 32.8      | 29.1       | 14.5      | 1   |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 3.8     | 12.1    | 33.1      | 34.1       | 15.9      | 1   |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 3.1     | 13.9    | 27.8      | 43.9       | 9.9       | 1.3 |  |  |  |  |  |  |  |
| わからない                | 188   | 5.3     | 17      | 25.5      | 34.6       | 17        | 0.5 |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9     | 11.8    | 35.3      | 17.6       | 29.4      | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 3.8     | 13.3    | 29.9      | 41.2       | 11.6      | 0.3 |  |  |  |  |  |  |  |
| 事務                   | 551   | 3.8     | 11.8    | 32.7      | 37.7       | 13.6      | 0.4 |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 3.3     | 13.2    | 29.6      | 40.5       | 12.9      | 0.5 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 3.6     | 12.6    | 32.5      | 36.7       | 14.5      | 0.1 |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 2.5     | 23      | 32        | 32.8       | 9         | 0.8 |  |  |  |  |  |  |  |
| 事務                   | 295   | 4.1     | 13.2    | 29.5      | 39.7       | 12.2      | 1.4 |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 5.7     | 17.1    | 31        | 30.8       | 14.5      | 0.9 |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 1.7     | 12.2    | 30.4      | 35.2       | 19.6      | 0.9 |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0       | 33.3    | 33.3      | 33.3       | 0         | 0   |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |         |         |           |            |           |     |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 4.6     | 10.1    | 29.6      | 43.7       | 11.6      | 0.4 |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 3.2     | 13.8    | 31.7      | 37.2       | 13.8      | 0.3 |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 3.3     | 16.4    | 30.9      | 36.2       | 12.8      | 0.3 |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 4.4     | 15.4    | 30.5      | 33.6       | 14.9      | 1.3 |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0       | 0       | 0         | 0          | 0         | 0   |  |  |  |  |  |  |  |

問28. 初めて仕事についた時期

|                      | 全体    | 学校卒業後（中退後）、すぐについた | 3ヵ月未満で仕事についた | 3ヵ月以上かつ中退後、からつ | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------------------|--------------|----------------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 85                | 6            | 8              | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 84.4              | 5.5          | 8.6            | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 85.8              | 6.1          | 6.7            | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 79.4              | 8.6          | 10.3           | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 82                | 7            | 9.3            | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 89.9              | 3.3          | 5.8            | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 88.8              | 4.1          | 5.9            | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 87                | 5.1          | 6.4            | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 82.8              | 7            | 8.9            | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 78.7              | 9.3          | 10.7           | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 82                | 5.2          | 11.1           | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                 | 0            | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 85.3              | 5.9          | 7.6            | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 83.2              | 7.1          | 8.2            | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 86.4              | 4.1          | 7.8            | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100               | 0            | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 82.8              | 6.4          | 9.1            | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 83.2              | 7.1          | 8.7            | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 89.9              | 3.3          | 5.3            | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 83                | 8.1          | 8.1            | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 70.6              | 5.9          | 23.5           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 90                | 2.7          | 5.9            | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 86.5              | 5.7          | 6              | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 83                | 6.2          | 9.5            | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 82.5              | 7.5          | 8.7            | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7              | 0            | 33.3           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正（転職なし）            | 972   | 93.4              | 2.8          | 2.5            | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正（転職あり）            | 1502  | 87.7              | 4.5          | 6.9            | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非（転職なし）            | 29    | 79.3              | 13.8         | 6.9            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非（転職あり）            | 302   | 58.9              | 13.6         | 24.8           | 2.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 91.6              | 4.6          | 3              | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 63.4              | 13.2         | 19.9           | 3.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 81.3              | 3.1          | 12.5           | 3.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 85.6              | 5.1          | 7.9            | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 79.2              | 8.4          | 10.9           | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 83.5              | 5.2          | 9.3            | 2   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 90.3              | 3            | 5.7            | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 88.2              | 4.5          | 6.2            | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 87.4              | 5.2          | 5.9            | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 86.5              | 5.2          | 6.4            | 2   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 84.7              | 7.9          | 6.3            | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 87.8              | 4.3          | 6.1            | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 91.4              | 3.1          | 4.3            | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 72.8              | 9.2          | 16.5           | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 67.8              | 12.6         | 19.5           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 69.1              | 10.9         | 18.2           | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 76.9              | 2.6          | 17.9           | 2.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 92                | 4            | 0              | 4   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 84.4              | 6.9          | 7.5            | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 75.4              | 12.3         | 9.9            | 2.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 78.7              | 9.8          | 9.8            | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 92.4              | 3.4          | 3.8            | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 88.2              | 3.9          | 7.1            | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                 | 0            | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 82.9              | 6.1          | 9.2            | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 84.3              | 6.6          | 8.3            | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 90.9              | 3.1          | 4.5            | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 87.3              | 2.8          | 7              | 2.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 82.5              | 7.3          | 8.8            | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 80.3              | 8.3          | 9.7            | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 85.7              | 4            | 9              | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 81.4              | 10.1         | 8.5            | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 70.6              | 5.9          | 23.5           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 91.3              | 2.2          | 5.1            | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 86.9              | 5.1          | 5.8            | 2.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 84.5              | 5.4          | 8.9            | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 82.9              | 7.2          | 8.6            | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 82.8              | 5.7          | 10.7           | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 85.8              | 6.8          | 6.4            | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 80.4              | 7.5          | 10.5           | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 80.9              | 8.7          | 9.1            | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7              | 0            | 33.3           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                   |              |                |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 85.3              | 4.4          | 8.8            | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 86.3              | 5.4          | 6.8            | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 79.9              | 9.2          | 9.5            | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 83.1              | 6.6          | 9              | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                 | 0            | 0              | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問28. 初めて仕事についた時期(年齢)

|                      | 全体    | 19歳  | 20歳  | 25歳  | 30歳 | 35歳 | 40歳 | 無回答 |  |  |  |  |  |  |
|----------------------|-------|------|------|------|-----|-----|-----|-----|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 47   | 51   | 2    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 男性                   | 2,360 | 46.4 | 50.7 | 2.6  | 0.3 | 0   | 0   | 0   |  |  |  |  |  |  |
| 女性                   | 1,666 | 48.4 | 50.4 | 1    | 0.1 | 0.1 | 0   | 0   |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 29歳以下                | 951   | 42.9 | 55.1 | 2    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 1,092 | 45.1 | 52.6 | 2.1  | 0.3 | 0   | 0   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 1,006 | 50.2 | 47.3 | 2.2  | 0.2 | 0.1 | 0   | 0   |  |  |  |  |  |  |
| 40歳以上                | 977   | 50.9 | 47.3 | 1.5  | 0.2 | 0.1 | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 正社員                  | 2,345 | 42.3 | 55.3 | 2.2  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| パート、契約など             | 954   | 55.7 | 42.3 | 1.6  | 0.2 | 0.2 | 0   | 0   |  |  |  |  |  |  |
| 派遣社員                 | 150   | 47.3 | 49.3 | 3.3  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 自営業など                | 577   | 53.4 | 45.2 | 1.2  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 97.8 | 1.8  | 0.2  | 0.1 | 0.1 | 0   | 0   |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 22.1 | 77.1 | 0.6  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 1.9  | 91.9 | 5.9  | 0.4 | 0   | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 29人以下                | 1,497 | 54.9 | 43.6 | 1.3  | 0.2 | 0.1 | 0   | 0   |  |  |  |  |  |  |
| 30～299人以下            | 1,034 | 47.2 | 50.6 | 2    | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 35.6 | 61.2 | 3    | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| わからない                | 259   | 57.1 | 41.7 | 0.8  | 0   | 0.4 | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 17    | 58.8 | 41.2 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 17.5 | 76.2 | 5.7  | 0.5 | 0.1 | 0   | 0   |  |  |  |  |  |  |
| 事務                   | 846   | 36.6 | 62.3 | 0.9  | 0.1 | 0   | 0   | 0   |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 52.2 | 46.6 | 1.1  | 0.1 | 0.1 | 0   | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 70.9 | 28   | 1    | 0.1 | 0   | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 32.9 | 64.4 | 2.6  | 0.1 | 0   | 0   | 0   |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 49.6 | 48.4 | 1.8  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 31   | 55.2 | 13.8 | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 52.6 | 42.7 | 3.3  | 0.7 | 0.7 | 0   | 0   |  |  |  |  |  |  |
| 正→非                  | 766   | 56.1 | 43.1 | 0.8  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 非→正                  | 423   | 52.5 | 45.6 | 1.7  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 32    | 53.1 | 46.9 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154 | 45.7 | 51.8 | 2.3  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 29歳以下                | 442   | 44.8 | 52.9 | 2.3  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 43.6 | 54.1 | 2    | 0.3 | 0   | 0   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 47.3 | 50.2 | 2.5  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 40歳以上                | 534   | 47.2 | 50   | 2.4  | 0.4 | 0   | 0   | 0   |  |  |  |  |  |  |
| *女性(計)               | 768   | 41   | 57.6 | 1.3  | 0.1 | 0   | 0   | 0   |  |  |  |  |  |  |
| 29歳以下                | 251   | 29.1 | 69.7 | 1.2  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 38.4 | 59.5 | 2.1  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 52.4 | 45.1 | 1.8  | 0.6 | 0   | 0   | 0   |  |  |  |  |  |  |
| 40歳以上                | 163   | 50.9 | 49.1 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 53.4 | 39.3 | 6.3  | 1   | 0   | 0   | 0   |  |  |  |  |  |  |
| 29歳以下                | 87    | 54   | 40.2 | 5.7  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 50.9 | 40   | 7.3  | 1.8 | 0   | 0   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 53.8 | 35.9 | 7.7  | 2.6 | 0   | 0   | 0   |  |  |  |  |  |  |
| 40歳以上                | 25    | 56   | 40   | 4    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| *女性(計)               | 898   | 54.8 | 44.2 | 0.8  | 0   | 0.2 | 0   | 0   |  |  |  |  |  |  |
| 29歳以下                | 171   | 52.6 | 46.8 | 0.6  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 52.8 | 46   | 1.3  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 54.9 | 43.9 | 0.8  | 0   | 0.4 | 0   | 0   |  |  |  |  |  |  |
| 40歳以上                | 255   | 58   | 41.2 | 0.4  | 0   | 0.4 | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098 | 53.6 | 45   | 1.2  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 30～299人以下            | 744   | 45.2 | 52.6 | 2.2  | 0.1 | 0   | 0   | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 32.8 | 64   | 3    | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| わからない                | 71    | 57.7 | 42.3 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 58.4 | 39.6 | 1.5  | 0.3 | 0.3 | 0   | 0   |  |  |  |  |  |  |
| 30～299人以下            | 290   | 52.4 | 45.5 | 1.7  | 0.3 | 0   | 0   | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 48   | 48.9 | 3.1  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| わからない                | 188   | 56.9 | 41.5 | 1.1  | 0   | 0.5 | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 17    | 58.8 | 41.2 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 17.2 | 76.7 | 5.8  | 0.3 | 0   | 0   | 0   |  |  |  |  |  |  |
| 事務                   | 551   | 32.5 | 66.2 | 1.1  | 0.2 | 0   | 0   | 0   |  |  |  |  |  |  |
| 販売・サービス              | 760   | 46.3 | 52.8 | 0.8  | 0.1 | 0   | 0   | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 70.7 | 28.5 | 0.8  | 0.1 | 0   | 0   | 0   |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 18.9 | 73.8 | 4.9  | 1.6 | 0.8 | 0   | 0   |  |  |  |  |  |  |
| 事務                   | 295   | 44.4 | 54.9 | 0.7  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 販売・サービス              | 455   | 62   | 36.3 | 1.5  | 0   | 0.2 | 0   | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 71.7 | 26.1 | 2.2  | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |      |     |     |     |     |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 38.8 | 58.7 | 2    | 0.5 | 0   | 0   | 0   |  |  |  |  |  |  |
| その他の市町村              | 2126  | 46.6 | 51.3 | 2    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 49   | 48.4 | 2.3  | 0.3 | 0   | 0   | 0   |  |  |  |  |  |  |
| その他の市町村              | 800   | 56.6 | 41.4 | 1.6  | 0.1 | 0.3 | 0   | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0   | 0   | 0   |  |  |  |  |  |  |

問28. 初めて仕事についた時期(西暦)

|                      | 全<br>体 | 1<br>9<br>7<br>9<br>年 | 1<br>9<br>8<br>0<br>年 | 1<br>9<br>8<br>5<br>年 | 1<br>9<br>9<br>0<br>年 | 1<br>9<br>9<br>5<br>年 | 2<br>0<br>0<br>0<br>年 | 2<br>0<br>0<br>5<br>年 | 無<br>回<br>答 |  |  |  |  |  |  |
|----------------------|--------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------|--|--|--|--|--|--|
| <b>全体</b>            | 4,026  | 0                     | 7                     | 22                    | 26                    | 25                    | 18                    | 4                     | 0           |  |  |  |  |  |  |
| <b>【性別】</b>          |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 男性                   | 2,360  | 0                     | 6.2                   | 19.9                  | 26.9                  | 26                    | 17.1                  | 3.9                   | 0           |  |  |  |  |  |  |
| 女性                   | 1,666  | 0                     | 7.2                   | 24.2                  | 23.4                  | 23.5                  | 18.4                  | 3.2                   | 0           |  |  |  |  |  |  |
| <b>【年齢別】</b>         |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 29歳以下                | 951    | 0                     | 0                     | 0                     | 0.2                   | 25.2                  | 60                    | 14.5                  | 0           |  |  |  |  |  |  |
| 30～34歳以下             | 1,092  | 0                     | 0                     | 0.4                   | 27.5                  | 59.2                  | 12.4                  | 0.5                   | 0           |  |  |  |  |  |  |
| 35～39歳以下             | 1,006  | 0                     | 0.1                   | 28.1                  | 59.7                  | 11.5                  | 0.4                   | 0.1                   | 0           |  |  |  |  |  |  |
| 40歳以上                | 977    | 0.1                   | 27.1                  | 60                    | 12.5                  | 0.2                   | 0.1                   | 0                     | 0           |  |  |  |  |  |  |
| <b>【就業形態】</b>        |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 正社員                  | 2,345  | 0                     | 5.4                   | 18.6                  | 24.3                  | 26.7                  | 20.2                  | 4.8                   | 0           |  |  |  |  |  |  |
| パート・契約など             | 954    | 0                     | 8.4                   | 26.4                  | 25.9                  | 21.9                  | 15.1                  | 2.3                   | 0           |  |  |  |  |  |  |
| 派遣社員                 | 150    | 0                     | 2                     | 14.7                  | 26.7                  | 26                    | 27.3                  | 3.3                   | 0           |  |  |  |  |  |  |
| 自営業など                | 577    | 0                     | 9.9                   | 28.4                  | 28.9                  | 22.7                  | 9.2                   | 0.9                   | 0           |  |  |  |  |  |  |
| 無回答                  | 0      | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 中高卒                  | 1,641  | 0                     | 13.4                  | 27.6                  | 27.1                  | 22.2                  | 9.4                   | 0.2                   | 0           |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247  | 0                     | 3.6                   | 22.2                  | 25.8                  | 27.3                  | 20.3                  | 0.7                   | 0           |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135  | 0                     | 0.1                   | 12.6                  | 22.6                  | 26.4                  | 26.6                  | 11.6                  | 0           |  |  |  |  |  |  |
| 無回答                  | 3      | 33.3                  | 0                     | 0                     | 33.3                  | 0                     | 33.3                  | 0                     | 0           |  |  |  |  |  |  |
| <b>【企業規模】</b>        |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 29人以下                | 1,497  | 0                     | 8.8                   | 23.8                  | 26.9                  | 24.8                  | 13.6                  | 2                     | 0           |  |  |  |  |  |  |
| 30～299人以下            | 1,034  | 0.1                   | 5.7                   | 21.2                  | 23.3                  | 25.3                  | 20.3                  | 4.1                   | 0           |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219  | 0                     | 5.4                   | 19.1                  | 25.5                  | 24.7                  | 19.8                  | 5.5                   | 0           |  |  |  |  |  |  |
| わからない                | 259    | 0                     | 3.9                   | 22.4                  | 25.1                  | 26.3                  | 20.5                  | 1.9                   | 0           |  |  |  |  |  |  |
| 無回答                  | 17     | 0                     | 0                     | 35.3                  | 29.4                  | 11.8                  | 17.6                  | 5.9                   | 0           |  |  |  |  |  |  |
| <b>【職種】</b>          |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 専門・技術・管理             | 812    | 0                     | 4.3                   | 22.3                  | 25.1                  | 23.3                  | 19.7                  | 5.3                   | 0           |  |  |  |  |  |  |
| 事務                   | 846    | 0                     | 5.6                   | 20.6                  | 24.7                  | 22.7                  | 21.6                  | 4.8                   | 0           |  |  |  |  |  |  |
| 販売・サービス              | 1,215  | 0                     | 6.3                   | 22.1                  | 25.6                  | 25.3                  | 17.3                  | 3.5                   | 0           |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150  | 0.1                   | 9.4                   | 21.7                  | 26                    | 27.5                  | 13.7                  | 1.7                   | 0           |  |  |  |  |  |  |
| 無回答                  | 3      | 0                     | 0                     | 33.3                  | 66.7                  | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 正→正(転職なし)            | 972    | 0.1                   | 3.7                   | 16.5                  | 25                    | 25.7                  | 21.2                  | 7.8                   | 0           |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502  | 0                     | 8.4                   | 24.2                  | 26.6                  | 24.8                  | 14.1                  | 1.9                   | 0           |  |  |  |  |  |  |
| 非→非(転職なし)            | 29     | 0                     | 0                     | 3.4                   | 6.9                   | 24.1                  | 58.6                  | 6.9                   | 0           |  |  |  |  |  |  |
| 非→非(転職あり)            | 302    | 0                     | 3.3                   | 13.9                  | 17.2                  | 30.1                  | 29.8                  | 5.6                   | 0           |  |  |  |  |  |  |
| 正→非                  | 766    | 0                     | 9.5                   | 30                    | 30.2                  | 19.3                  | 9.9                   | 1                     | 0           |  |  |  |  |  |  |
| 非→正                  | 423    | 0                     | 4.7                   | 16.5                  | 21                    | 29.6                  | 25.1                  | 3.1                   | 0           |  |  |  |  |  |  |
| 無回答                  | 32     | 0                     | 3.1                   | 18.8                  | 28.1                  | 37.5                  | 12.5                  | 0                     | 0           |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154  | 0                     | 6.5                   | 20.7                  | 27.3                  | 26                    | 15.9                  | 3.6                   | 0           |  |  |  |  |  |  |
| 29歳以下                | 442    | 0                     | 0                     | 0                     | 0.2                   | 26.5                  | 56.3                  | 17                    | 0           |  |  |  |  |  |  |
| 30～34歳以下             | 612    | 0                     | 0                     | 0.5                   | 26.3                  | 57.5                  | 15.2                  | 0.5                   | 0           |  |  |  |  |  |  |
| 35～39歳以下             | 566    | 0                     | 0.2                   | 25.1                  | 58.7                  | 15.9                  | 0.2                   | 0                     | 0           |  |  |  |  |  |  |
| 40歳以上                | 534    | 0.2                   | 25.8                  | 56.2                  | 17.4                  | 0.4                   | 0                     | 0                     | 0           |  |  |  |  |  |  |
| *女性(計)               | 768    | 0                     | 5.7                   | 20.1                  | 19.7                  | 25.5                  | 23.8                  | 5.2                   | 0           |  |  |  |  |  |  |
| 29歳以下                | 251    | 0                     | 0                     | 0                     | 0                     | 17.5                  | 66.9                  | 15.5                  | 0           |  |  |  |  |  |  |
| 30～34歳以下             | 190    | 0                     | 0                     | 0                     | 21.1                  | 71.1                  | 7.4                   | 0.5                   | 0           |  |  |  |  |  |  |
| 35～39歳以下             | 164    | 0                     | 0                     | 28.7                  | 60.4                  | 10.4                  | 0.6                   | 0                     | 0           |  |  |  |  |  |  |
| 40歳以上                | 163    | 0                     | 27                    | 65.6                  | 7.4                   | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206    | 0                     | 3.4                   | 12.1                  | 23.3                  | 25.2                  | 29.6                  | 6.3                   | 0           |  |  |  |  |  |  |
| 29歳以下                | 87     | 0                     | 0                     | 0                     | 1.1                   | 31                    | 55.2                  | 12.6                  | 0           |  |  |  |  |  |  |
| 30～34歳以下             | 55     | 0                     | 0                     | 1.8                   | 34.5                  | 40                    | 20                    | 3.6                   | 0           |  |  |  |  |  |  |
| 35～39歳以下             | 39     | 0                     | 0                     | 28.2                  | 59                    | 7.7                   | 5.1                   | 0                     | 0           |  |  |  |  |  |  |
| 40歳以上                | 25     | 0                     | 28                    | 52                    | 20                    | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |  |
| *女性(計)               | 898    | 0                     | 8.5                   | 27.7                  | 26.6                  | 21.8                  | 13.8                  | 1.6                   | 0           |  |  |  |  |  |  |
| 29歳以下                | 171    | 0                     | 0                     | 0                     | 0                     | 30.4                  | 62                    | 7.6                   | 0           |  |  |  |  |  |  |
| 30～34歳以下             | 235    | 0                     | 0                     | 0                     | 34                    | 58.7                  | 7.2                   | 0                     | 0           |  |  |  |  |  |  |
| 35～39歳以下             | 237    | 0                     | 0                     | 35                    | 62                    | 2.5                   | 0                     | 0.4                   | 0           |  |  |  |  |  |  |
| 40歳以上                | 255    | 0                     | 29.8                  | 65.1                  | 4.7                   | 0                     | 0.4                   | 0                     | 0           |  |  |  |  |  |  |
| 無回答                  | 0      | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098  | 0                     | 8.7                   | 22.6                  | 26.7                  | 26.1                  | 13.9                  | 2                     | 0           |  |  |  |  |  |  |
| 30～299人以下            | 744    | 0.1                   | 5.1                   | 18.8                  | 23.1                  | 26.1                  | 22.2                  | 4.6                   | 0           |  |  |  |  |  |  |
| 300人以上・官公庁           | 996    | 0                     | 4.9                   | 19.2                  | 25.7                  | 25.4                  | 19                    | 5.8                   | 0           |  |  |  |  |  |  |
| わからない                | 71     | 0                     | 1.4                   | 21.1                  | 21.1                  | 29.6                  | 22.5                  | 4.2                   | 0           |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399    | 0                     | 9                     | 27.3                  | 27.6                  | 21.3                  | 12.8                  | 2                     | 0           |  |  |  |  |  |  |
| 30～299人以下            | 290    | 0                     | 7.2                   | 27.2                  | 23.8                  | 23.4                  | 15.5                  | 2.8                   | 0           |  |  |  |  |  |  |
| 300人以上・官公庁           | 223    | 0                     | 7.6                   | 18.8                  | 24.7                  | 21.5                  | 23.3                  | 4                     | 0           |  |  |  |  |  |  |
| わからない                | 188    | 0                     | 4.8                   | 22.9                  | 26.6                  | 25                    | 19.7                  | 1.1                   | 0           |  |  |  |  |  |  |
| 無回答                  | 17     | 0                     | 0                     | 35.3                  | 29.4                  | 11.8                  | 17.6                  | 5.9                   | 0           |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690    | 0                     | 4.3                   | 21.7                  | 25.4                  | 24.3                  | 19.3                  | 4.9                   | 0           |  |  |  |  |  |  |
| 事務                   | 551    | 0                     | 4.9                   | 19.6                  | 23.4                  | 23.6                  | 22.7                  | 5.8                   | 0           |  |  |  |  |  |  |
| 販売・サービス              | 760    | 0                     | 5.3                   | 20.9                  | 24.9                  | 25.7                  | 18.6                  | 4.7                   | 0           |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920    | 0.1                   | 9.3                   | 19.8                  | 26.5                  | 28.7                  | 13.8                  | 1.7                   | 0           |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122    | 0                     | 4.1                   | 25.4                  | 23.8                  | 17.2                  | 22.1                  | 7.4                   | 0           |  |  |  |  |  |  |
| 事務                   | 295    | 0                     | 6.8                   | 22.4                  | 27.1                  | 21                    | 19.7                  | 3.1                   | 0           |  |  |  |  |  |  |
| 販売・サービス              | 455    | 0                     | 7.9                   | 24                    | 26.8                  | 24.8                  | 15.2                  | 1.3                   | 0           |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230    | 0                     | 9.6                   | 29.1                  | 23.9                  | 22.6                  | 13.5                  | 1.3                   | 0           |  |  |  |  |  |  |
| 無回答                  | 3      | 0                     | 0                     | 33.3                  | 66.7                  | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |        |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |  |
| 正規社員*18大都市           | 796    | 0                     | 5.2                   | 20                    | 25.8                  | 25.1                  | 19.1                  | 4.9                   | 0           |  |  |  |  |  |  |
| その他の市町村              | 2,126  | 0                     | 6.7                   | 20.7                  | 25.1                  | 26.2                  | 17.6                  | 3.7                   | 0           |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304    | 0                     | 6.6                   | 23                    | 24.7                  | 23.4                  | 18.8                  | 3.6                   | 0           |  |  |  |  |  |  |
| その他の市町村              | 800    | 0                     | 7.9                   | 25.5                  | 26.5                  | 22.1                  | 16                    | 2                     | 0           |  |  |  |  |  |  |
| 無回答                  | 0      | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |  |



問29. 初職の就職経路

|                      | 全体    | 学校の就職指導・紹介で | 公共職業安定所（ハローワーク）の紹介で | 民間の職業紹介機関の紹介で | 人材派遣企業に登録して | 新卒採用の求人広告や説明会で | 一般の求人広告や説明会で | その会社から誘われて | 家業についた | 自分で事業をはじめた | 在学中からの仕事を続けた | 家族・親戚の紹介で | 友人・知人の紹介で | わからない |
|----------------------|-------|-------------|---------------------|---------------|-------------|----------------|--------------|------------|--------|------------|--------------|-----------|-----------|-------|
| <b>【性別】</b>          | 4,026 | 46          | 3                   | 1             | 0           | 10             | 9            | 2          | 3      | 0          | 2            | 9         | 9         | 1     |
| 男性                   | 2360  | 43          | 2.4                 | 1.3           | 0.3         | 11.3           | 8.9          | 2.4        | 4.4    | 0.1        | 1.9          | 10.5      | 9.3       | 1.2   |
| 女性                   | 1666  | 50.8        | 3.9                 | 0.5           | 0.4         | 8              | 9.9          | 1.8        | 1.6    | 0.3        | 2.5          | 7.9       | 8         | 0.5   |
| <b>【年齢別】</b>         |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 29歳以下                | 951   | 35.6        | 4.8                 | 1.4           | 0.9         | 12.8           | 14.2         | 2.6        | 2.7    | 0.1        | 3.2          | 7.8       | 8.7       | 1.2   |
| 30～34歳以下             | 1092  | 40.9        | 3.6                 | 0.5           | 0.2         | 11.4           | 11.6         | 2.2        | 3.8    | 0.3        | 2.7          | 9.2       | 9.1       | 0.8   |
| 35～39歳以下             | 1006  | 54.1        | 1.5                 | 1.3           | 0.3         | 7.4            | 6.4          | 1.9        | 2.6    | 0.2        | 1.6          | 10.2      | 8.8       | 0.7   |
| 40歳以上                | 977   | 54.5        | 2.3                 | 0.6           | 0           | 8.1            | 4.9          | 1.8        | 3.6    | 0.1        | 1.1          | 10.4      | 8.3       | 0.9   |
| <b>【就業形態】</b>        |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 正社員                  | 2345  | 47.7        | 2.7                 | 1.2           | 0.2         | 13.5           | 8.3          | 2.4        | 1.1    | 0          | 1.8          | 9.3       | 7.4       | 0.8   |
| パート・契約など             | 954   | 50.9        | 3                   | 0.8           | 0.4         | 4.9            | 12.2         | 1.8        | 1      | 0          | 2.2          | 8.1       | 10.5      | 0.7   |
| 派遣社員                 | 150   | 42          | 9.3                 | 0             | 2           | 7.3            | 18           | 1.3        | 0      | 0          | 3.3          | 7.3       | 5.3       | 0.7   |
| 自営業など                | 577   | 33.6        | 2.8                 | 0.2           | 0.5         | 4.5            | 6.2          | 1.9        | 16.1   | 1          | 3.1          | 12.8      | 12.1      | 1.6   |
| 無回答                  | 0     | 0           | 0                   | 0             | 0           | 0              | 0            | 0          | 0      | 0          | 0            | 0         | 0         | 0     |
| <b>【最終学歴】</b>        |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 中高卒                  | 1641  | 56.4        | 3.2                 | 0.6           | 0.2         | 0.7            | 7.3          | 1.8        | 3.7    | 0.1        | 2.1          | 10.5      | 10.7      | 0.9   |
| 専門・短大・高専卒など          | 1247  | 49          | 4                   | 1             | 0.3         | 6.1            | 10.2         | 2.1        | 3.4    | 0.1        | 2.4          | 8.8       | 7.6       | 0.7   |
| 大学・大学院卒              | 1135  | 28.5        | 1.8                 | 1.3           | 0.5         | 27.6           | 11.2         | 2.7        | 2.1    | 0.4        | 1.9          | 8.5       | 7.2       | 1.1   |
| 無回答                  | 3     | 66.7        | 0                   | 0             | 0           | 0              | 0            | 0          | 33.3   | 0          | 0            | 0         | 0         | 0     |
| <b>【企業規模】</b>        |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 29人以下                | 1497  | 42          | 3.4                 | 1             | 0.3         | 4.4            | 8.4          | 2.4        | 7.5    | 0.3        | 3            | 11.2      | 11.6      | 1.1   |
| 30～299人以下            | 1034  | 49.2        | 3.5                 | 0.6           | 0.1         | 10.1           | 9.9          | 2          | 1      | 0          | 1.5          | 9.1       | 8.4       | 0.8   |
| 300人以上・官公庁           | 1219  | 48.3        | 2                   | 1.4           | 0.4         | 17.6           | 9            | 1.9        | 0.3    | 0.1        | 1.1          | 8.3       | 6         | 0.6   |
| わからない                | 259   | 49.8        | 3.9                 | 0             | 1.5         | 5              | 12.7         | 2.3        | 0.8    | 0.4        | 5            | 5.8       | 6.6       | 1.9   |
| 無回答                  | 17    | 35.3        | 5.9                 | 0             | 0           | 11.8           | 17.6         | 0          | 0      | 0          | 0            | 5.9       | 11.8      | 0     |
| <b>【職種】</b>          |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 専門・技術・管理             | 812   | 48.6        | 2.1                 | 0.9           | 0.2         | 13.3           | 6.8          | 2.5        | 2.3    | 0.5        | 1.7          | 8.1       | 6.2       | 0.9   |
| 事務                   | 846   | 46.8        | 3.4                 | 0.9           | 0.7         | 14.7           | 11           | 2.4        | 0.7    | 0          | 1.7          | 8.3       | 5.8       | 1.1   |
| 販売・サービス              | 1215  | 42          | 3.4                 | 1.3           | 0.2         | 10             | 10.1         | 1.8        | 3.6    | 0.2        | 2.7          | 9.6       | 10.6      | 1     |
| 技能・生産・運輸・保安など        | 1150  | 48.7        | 3                   | 0.6           | 0.3         | 4              | 9            | 2.1        | 5.2    | 0.1        | 2.3          | 10.9      | 10.8      | 0.7   |
| 無回答                  | 3     | 33.3        | 0                   | 0             | 0           | 33.3           | 0            | 0          | 0      | 0          | 0            | 33.3      | 0         | 0     |
| <b>【キャリアパス】</b>      |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 正→正（転職なし）            | 972   | 52.1        | 0.7                 | 1             | 0           | 17.6           | 2.5          | 1.6        | 5.9    | 0.4        | 0.7          | 9.4       | 3.3       | 0.9   |
| 正→正（転職あり）            | 1502  | 51          | 3.5                 | 0.7           | 0           | 10.9           | 5.6          | 2.5        | 3.9    | 0.1        | 1.1          | 10.3      | 7.2       | 0.7   |
| 非→非（転職なし）            | 29    | 24.1        | 0                   | 0             | 0           | 10.3           | 13.8         | 6.9        | 0      | 0          | 6.9          | 10.3      | 10.3      | 3.4   |
| 非→非（転職あり）            | 302   | 9.6         | 5.3                 | 1.3           | 2           | 1.7            | 33.1         | 1.7        | 0.3    | 0          | 6            | 10.6      | 22.2      | 1.7   |
| 正→非                  | 766   | 66.4        | 3.5                 | 0.5           | 0.1         | 6.5            | 5            | 1.6        | 1      | 0          | 0.8          | 6.9       | 4.8       | 0.3   |
| 非→正                  | 423   | 7.3         | 4                   | 2.1           | 1.7         | 1.4            | 27.9         | 3.1        | 0.5    | 0.2        | 9            | 10.4      | 24.1      | 1.7   |
| 無回答                  | 32    | 43.8        | 6.3                 | 0             | 0           | 3.1            | 18.8         | 3.1        | 6.3    | 0          | 0            | 6.3       | 9.4       | 3.1   |
| <b>【就業形態2×性別×年齢】</b> |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 正規社員*男性(計)           | 2154  | 44.1        | 2.4                 | 1.2           | 0.3         | 11.9           | 7.9          | 2.4        | 4.6    | 0.1        | 1.8          | 10.5      | 8.5       | 1.1   |
| 29歳以下                | 442   | 32.8        | 4.1                 | 1.6           | 1.1         | 15.4           | 12.4         | 2.9        | 3.6    | 0          | 2            | 9.3       | 9.7       | 1.6   |
| 30～34歳以下             | 612   | 40.2        | 3.3                 | 0.5           | 0.2         | 13.6           | 9.8          | 2          | 5.4    | 0.3        | 2.6          | 10.8      | 7.2       | 1.1   |
| 35～39歳以下             | 566   | 50.5        | 0.9                 | 1.8           | 0.2         | 9              | 5.1          | 2.5        | 4.1    | 0          | 1.8          | 10.8      | 9.5       | 0.5   |
| 40歳以上                | 534   | 50.9        | 1.7                 | 1.1           | 0           | 10.1           | 4.9          | 2.2        | 5.1    | 0          | 0.7          | 10.9      | 8.1       | 1.3   |
| *女性(計)               | 768   | 47.4        | 3.5                 | 0.5           | 0           | 11.2           | 7.9          | 2.1        | 2.6    | 0.7        | 2.9          | 8.5       | 7.8       | 0.5   |
| 29歳以下                | 251   | 43.8        | 5.2                 | 0.8           | 0           | 16.7           | 7.6          | 2.8        | 2      | 0.4        | 4.8          | 6.4       | 5.2       | 0.4   |
| 30～34歳以下             | 190   | 42.1        | 3.7                 | 0.5           | 0           | 13.7           | 11.6         | 3.2        | 3.2    | 0.5        | 2.1          | 6.3       | 9.5       | 0     |
| 35～39歳以下             | 164   | 55.5        | 1.8                 | 0.6           | 0           | 4.3            | 6.1          | 0.6        | 1.8    | 1.2        | 1.2          | 12.2      | 7.9       | 1.2   |
| 40歳以上                | 163   | 50.9        | 2.5                 | 0             | 0           | 6.7            | 6.1          | 1.2        | 3.7    | 0.6        | 2.5          | 10.4      | 9.8       | 0.6   |
| 非正規社員*男性(計)          | 206   | 32          | 2.4                 | 1.9           | 0           | 4.9            | 18.9         | 2.4        | 1.9    | 0          | 2.9          | 10.7      | 17        | 1.9   |
| 29歳以下                | 87    | 18.4        | 3.4                 | 3.4           | 0           | 3.4            | 27.6         | 2.3        | 3.4    | 0          | 4.6          | 9.2       | 19.5      | 2.3   |
| 30～34歳以下             | 55    | 29.1        | 1.8                 | 1.8           | 0           | 7.3            | 14.5         | 5.5        | 1.8    | 0          | 3.6          | 12.7      | 16.4      | 1.8   |
| 35～39歳以下             | 39    | 59          | 0                   | 0             | 0           | 2.6            | 15.4         | 0          | 0      | 0          | 0            | 7.7       | 12.8      | 2.6   |
| 40歳以上                | 25    | 44          | 4                   | 0             | 0           | 8              | 4            | 0          | 0      | 0          | 0            | 16        | 16        | 0     |
| *女性(計)               | 898   | 53.8        | 4.2                 | 0.4           | 0.8         | 5.3            | 11.6         | 1.6        | 0.7    | 0          | 2.2          | 7.3       | 8.1       | 0.4   |
| 29歳以下                | 171   | 39.8        | 7                   | 0.6           | 2.3         | 5.3            | 21.6         | 1.8        | 1.2    | 0          | 2.9          | 5.3       | 5.8       | 0.6   |
| 30～34歳以下             | 235   | 44.7        | 4.7                 | 0.4           | 0.4         | 5.1            | 15.7         | 1.3        | 0.9    | 0          | 3.4          | 6.4       | 11.9      | 0.4   |
| 35～39歳以下             | 237   | 60.8        | 3                   | 0.8           | 0.8         | 6.3            | 8            | 1.7        | 0      | 0          | 1.7          | 8         | 7.2       | 0.4   |
| 40歳以上                | 255   | 65.1        | 3.1                 | 0             | 0           | 4.7            | 4.3          | 1.6        | 0.8    | 0          | 1.2          | 9         | 7.1       | 0.4   |
| 無回答                  | 0     | 0           | 0                   | 0             | 0           | 0              | 0            | 0          | 0      | 0          | 0            | 0         | 0         | 0     |
| <b>【就業形態2×企業規模】</b>  |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 正規社員*29人以下           | 1098  | 38.1        | 3.9                 | 0.8           | 0.3         | 4.7            | 7.5          | 2.6        | 9.7    | 0.5        | 3.4          | 12.6      | 11.3      | 1.2   |
| 30～299人以下            | 744   | 48.1        | 2.4                 | 0.5           | 0           | 12.1           | 9.1          | 2.6        | 1.1    | 0          | 1.5          | 9.1       | 8.5       | 1.1   |
| 300人以上・官公庁           | 996   | 49.4        | 1.4                 | 1.7           | 0.3         | 19.7           | 7.4          | 1.8        | 0.4    | 0.1        | 1            | 8         | 5         | 0.7   |
| わからない                | 71    | 56.3        | 4.2                 | 0             | 1.4         | 2.8            | 7            | 2.8        | 0      | 1.4        | 4.2          | 5.6       | 7         | 0     |
| 非正規社員*29人以下          | 399   | 52.9        | 2                   | 1.5           | 0.3         | 3.5            | 11           | 2          | 1.5    | 0          | 2            | 7.5       | 12.3      | 0.8   |
| 30～299人以下            | 290   | 52.1        | 6.2                 | 0.7           | 0.3         | 4.8            | 11.7         | 0.7        | 0.7    | 0          | 1.4          | 9         | 8.3       | 0     |
| 300人以上・官公庁           | 223   | 43.5        | 4.5                 | 0             | 0.9         | 8.5            | 16.1         | 2.2        | 0      | 0          | 1.8          | 9.4       | 10.3      | 0     |
| わからない                | 188   | 47.3        | 3.7                 | 0             | 1.6         | 5.9            | 14.9         | 2.1        | 1.1    | 0          | 5.3          | 5.9       | 6.4       | 2.7   |
| 無回答                  | 17    | 35.3        | 5.9                 | 0             | 0           | 11.8           | 17.6         | 0          | 0      | 0          | 0            | 5.9       | 11.8      | 0     |
| <b>【就業形態2×職種】</b>    |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 正規社員*専門・技術・管理        | 690   | 49          | 1.9                 | 1             | 0.1         | 14.3           | 6.4          | 2.6        | 2.6    | 0.6        | 1.7          | 8         | 5.8       | 0.7   |
| 事務                   | 551   | 45          | 2.5                 | 1.3           | 0.4         | 19.2           | 9.3          | 2.4        | 0.9    | 0          | 1.3          | 8.7       | 4.7       | 1.5   |
| 販売・サービス              | 760   | 36.2        | 3.4                 | 1.4           | 0.3         | 12.8           | 8.7          | 2.4        | 5      | 0.3        | 3            | 11.6      | 10.4      | 1.1   |
| 技能・生産・運輸・保安          | 920   | 49.1        | 2.8                 | 0.5           | 0.2         | 4.2            | 7.6          | 2          | 6.3    | 0.1        | 2.1          | 10.9      | 10.8      | 0.8   |
| 非正規社員*専門・技術・管理       | 122   | 46.7        | 3.3                 | 0             | 0.8         | 7.4            | 9            | 1.6        | 0.8    | 0          | 1.6          | 9         | 8.2       | 1.6   |
| 事務                   | 295   | 50.2        | 5.1                 | 0.3           | 1.4         | 6.1            | 14.2         | 2.4        | 0.3    | 0          | 2.4          | 7.5       | 7.8       | 0.3   |
| 販売・サービス              | 455   | 51.6        | 3.3                 | 1.1           | 0.2         | 5.3            | 12.5         | 0.9        | 1.3    | 0          | 2.2          | 6.4       | 11        | 0.9   |
| 技能・生産・運輸・保安          | 230   | 47          | 3.9                 | 0.9           | 0.4         | 3              | 14.3         | 2.6        | 0.9    | 0          | 3            | 10.9      | 10.9      | 0.4   |
| 無回答                  | 3     | 33.3        | 0                   | 0             | 0           | 33.3           | 0            | 0          | 0      | 0          | 0            | 33.3      | 0         | 0     |
| <b>【就業形態2×都市】</b>    |       |             |                     |               |             |                |              |            |        |            |              |           |           |       |
| 正規社員*18大都市           | 796   | 41.5        | 1.6                 | 0.5           | 0.3         | 14.8           | 9.3          | 1.6        | 4      | 0.4        | 3.3          | 9.4       | 9.2       | 1.6   |
| その他の市町村              | 2126  | 46.2        | 3.1                 | 1.2           | 0.2         | 10.5           | 7.4          | 2.5        | 4.1    | 0.2        | 1.6          | 10.2      | 8         | 0.7   |
| 非正規社員*18大都市          | 304   | 46.4        | 1.6                 | 0.3           | 0.7         | 5.9            | 18.4         | 2          | 0.7    | 0          | 2.6          | 7.6       | 8.6       | 1     |
| その他の市町村              | 800   | 51          | 4.8                 | 0.9           | 0.6         | 5              | 10.9         | 1.6        | 1      | 0          | 2.3          | 8.1       | 10.3      | 0.6   |
| 無回答                  | 0     | 0           | 0                   | 0             | 0           | 0              | 0            | 0          | 0      | 0          | 0            | 0         | 0         | 0     |

問29. 初職の就職経路

|                      | 全体    | その他  | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 3    | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 2.2  | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 3    | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 2.9  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 2.3  | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 2    | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 2.9  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 2.6  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 2.4  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 2    | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 2.4  | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 1.3  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 2.6  | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 4.1  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 2.3  | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 2.8  | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 2.5  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 2.3  | 1.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 5.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 5.3  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 1.9  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 2    | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 1.6  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 3.1  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 1.6  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 10.3 | 3.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 2.3  | 2.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 2.1  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 5    | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 2.1  | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 2.5  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 2    | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 1.9  | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 2.2  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 3.8  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 3.2  | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 3.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 4.3  | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 4.3  | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 2.4  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 2.3  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 1.8  | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 8    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 2.3  | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 4.1  | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 2.1  | 2.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0.8  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 2.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 2.6  | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 2.6  | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 2.5  | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 4.2  | 2.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 1.8  | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 3.4  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 2.2  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 1.6  | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 5.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 4.8  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 2.2  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 2.1  | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 1.5  | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 8.2  | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 1.4  | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 1.8  | 1.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 1.7  | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 2.1  | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 2.7  | 1.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 3    | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 2.1  | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問30. 初職の雇用形態

|                      | 全体    | 経営者・役員 | 職自営業主・自由業者・内 | 家族従業員 | 正規の社員・職員 | パート・アルバイト・契約・嘱託・臨時 | 派遣社員 | その他 | 無回答 |  |  |  |  |  |  |
|----------------------|-------|--------|--------------|-------|----------|--------------------|------|-----|-----|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 0      | 1            | 3     | 77       | 17                 | 1    | 0   | 0   |  |  |  |  |  |  |
| <b>【性別】</b>          |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 男性                   | 2360  | 0.1    | 0.6          | 3.9   | 78.7     | 15.1               | 1.1  | 0.4 | 0   |  |  |  |  |  |  |
| 女性                   | 1666  | 0.1    | 0.6          | 1.7   | 75.5     | 20.6               | 1    | 0.5 | 0   |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 29歳以下                | 951   | 0.2    | 0.5          | 2.6   | 66.9     | 27.4               | 2.1  | 0.2 | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 0.2    | 0.6          | 3.3   | 72.8     | 21.2               | 1.5  | 0.4 | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 0      | 0.7          | 2.7   | 85.4     | 10.1               | 0.5  | 0.6 | 0   |  |  |  |  |  |  |
| 40歳以上                | 977   | 0      | 0.6          | 3.3   | 84.4     | 10.7               | 0.3  | 0.6 | 0   |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 正社員                  | 2345  | 0      | 0.3          | 0.7   | 85.4     | 12.7               | 0.7  | 0.2 | 0   |  |  |  |  |  |  |
| パート・契約など             | 954   | 0      | 0            | 1.2   | 69.2     | 27.9               | 0.6  | 1.2 | 0   |  |  |  |  |  |  |
| 派遣社員                 | 150   | 0      | 0            | 1.3   | 64.7     | 26.7               | 6.7  | 0.7 | 0   |  |  |  |  |  |  |
| 自営業など                | 577   | 0.5    | 3.3          | 15.6  | 61.5     | 16.8               | 1.9  | 0.3 | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0      | 0            | 0     | 0        | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 中高卒                  | 1641  | 0.1    | 0.5          | 3.8   | 75.9     | 18.5               | 0.9  | 0.4 | 0   |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 0.1    | 0.7          | 2.6   | 77.5     | 17.3               | 1    | 0.7 | 0   |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 0.2    | 0.6          | 2.1   | 79.4     | 15.9               | 1.6  | 0.2 | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 0      | 33.3         | 0     | 66.7     | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 29人以下                | 1497  | 0.1    | 1.5          | 6.6   | 69.7     | 20.5               | 1    | 0.6 | 0   |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 0.1    | 0.2          | 1.3   | 80.3     | 16.4               | 1.4  | 0.4 | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 0.1    | 0.1          | 0.2   | 86.5     | 12                 | 0.9  | 0.2 | 0   |  |  |  |  |  |  |
| わからない                | 259   | 0      | 0            | 1.9   | 69.1     | 27                 | 1.2  | 0.8 | 0   |  |  |  |  |  |  |
| 無回答                  | 17    | 0      | 0            | 0     | 52.9     | 41.2               | 5.9  | 0   | 0   |  |  |  |  |  |  |
| <b>【職種】</b>          |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 0.4    | 1.4          | 2     | 81.4     | 13.3               | 1    | 0.6 | 0   |  |  |  |  |  |  |
| 事務                   | 846   | 0      | 0.1          | 0.9   | 81.6     | 16                 | 1.1  | 0.4 | 0   |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 0.1    | 0.4          | 3.1   | 73.5     | 21.3               | 1.2  | 0.4 | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 0      | 0.7          | 5     | 75.5     | 17.2               | 1.1  | 0.4 | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 0      | 0            | 0     | 100      | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 0.2    | 1.1          | 5.2   | 93.4     | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 0.1    | 0.9          | 3.7   | 95.3     | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0      | 0            | 0     | 0        | 96.6               | 0    | 3.4 | 0   |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 0      | 0            | 0     | 0        | 91.1               | 5.3  | 3.6 | 0   |  |  |  |  |  |  |
| 正→非                  | 766   | 0      | 0            | 1.6   | 98.4     | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| 非→正                  | 423   | 0      | 0            | 0     | 0        | 92                 | 6.6  | 1.4 | 0   |  |  |  |  |  |  |
| 無回答                  | 32    | 0      | 0            | 6.3   | 68.8     | 25                 | 0    | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 0.1    | 0.7          | 4     | 81.5     | 12.4               | 0.9  | 0.3 | 0   |  |  |  |  |  |  |
| 29歳以下                | 442   | 0.2    | 0.9          | 3.4   | 74.9     | 18.3               | 2.3  | 0   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 0.3    | 0.8          | 4.2   | 77.9     | 15.4               | 1.1  | 0.2 | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 0      | 0.5          | 3.9   | 86.2     | 8.7                | 0.4  | 0.4 | 0   |  |  |  |  |  |  |
| 40歳以上                | 534   | 0      | 0.6          | 4.5   | 86.1     | 8.1                | 0.2  | 0.6 | 0   |  |  |  |  |  |  |
| *女性(計)               | 768   | 0.1    | 1.3          | 2.6   | 78.4     | 16.5               | 1    | 0   | 0   |  |  |  |  |  |  |
| 29歳以下                | 251   | 0.4    | 0.4          | 2.4   | 76.5     | 19.1               | 1.2  | 0   | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 0      | 1.1          | 2.6   | 74.7     | 20                 | 1.6  | 0   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 0      | 2.4          | 1.8   | 85.4     | 9.8                | 0.6  | 0   | 0   |  |  |  |  |  |  |
| 40歳以上                | 163   | 0      | 1.8          | 3.7   | 78.5     | 15.3               | 0.6  | 0   | 0   |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 0      | 0            | 2.4   | 49.5     | 43.2               | 3.4  | 1.5 | 0   |  |  |  |  |  |  |
| 29歳以下                | 87    | 0      | 0            | 2.3   | 29.9     | 63.2               | 3.4  | 1.1 | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 0      | 0            | 5.5   | 47.3     | 40                 | 7.3  | 0   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0      | 0            | 0     | 79.5     | 15.4               | 0    | 5.1 | 0   |  |  |  |  |  |  |
| 40歳以上                | 25    | 0      | 0            | 0     | 76       | 24                 | 0    | 0   | 0   |  |  |  |  |  |  |
| *女性(計)               | 898   | 0      | 0            | 0.9   | 72.9     | 24.2               | 1    | 1   | 0   |  |  |  |  |  |  |
| 29歳以下                | 171   | 0      | 0            | 1.2   | 50.9     | 45                 | 2.3  | 0.6 | 0   |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 0      | 0            | 0.9   | 63.8     | 33.2               | 0.9  | 1.3 | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0      | 0            | 0.8   | 84.4     | 13.1               | 0.8  | 0.8 | 0   |  |  |  |  |  |  |
| 40歳以上                | 255   | 0      | 0            | 0.8   | 85.5     | 12.2               | 0.4  | 1.2 | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0      | 0            | 0     | 0        | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 0.2    | 2            | 8.6   | 70.1     | 17.7               | 1.2  | 0.3 | 0   |  |  |  |  |  |  |
| 30～299人以下            | 744   | 0.1    | 0.3          | 1.2   | 83.9     | 13.3               | 1.1  | 0.1 | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 0.1    | 0.1          | 0.3   | 90.5     | 8.3                | 0.5  | 0.2 | 0   |  |  |  |  |  |  |
| わからない                | 71    | 0      | 0            | 1.4   | 77.5     | 19.7               | 1.4  | 0   | 0   |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 0      | 0            | 1.3   | 68.4     | 28.3               | 0.5  | 1.5 | 0   |  |  |  |  |  |  |
| 30～299人以下            | 290   | 0      | 0            | 1.4   | 71       | 24.5               | 2.1  | 1   | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 0      | 0            | 0     | 68.6     | 28.3               | 2.7  | 0.4 | 0   |  |  |  |  |  |  |
| わからない                | 188   | 0      | 0            | 2.1   | 66       | 29.8               | 1.1  | 1.1 | 0   |  |  |  |  |  |  |
| 無回答                  | 17    | 0      | 0            | 0     | 52.9     | 41.2               | 5.9  | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 0.4    | 1.6          | 2.2   | 84.9     | 10.1               | 0.7  | 0   | 0   |  |  |  |  |  |  |
| 事務                   | 551   | 0      | 0.2          | 0.9   | 85.3     | 12.7               | 0.5  | 0.4 | 0   |  |  |  |  |  |  |
| 販売・サービス              | 760   | 0.1    | 0.7          | 4.2   | 77.1     | 15.9               | 1.6  | 0.4 | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 0      | 0.9          | 6     | 77.7     | 14.5               | 0.9  | 0.1 | 0   |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 0      | 0            | 0.8   | 61.5     | 31.1               | 2.5  | 4.1 | 0   |  |  |  |  |  |  |
| 事務                   | 295   | 0      | 0            | 1     | 74.6     | 22                 | 2    | 0.3 | 0   |  |  |  |  |  |  |
| 販売・サービス              | 455   | 0      | 0            | 1.3   | 67.5     | 30.3               | 0.4  | 0.4 | 0   |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 0      | 0            | 1.3   | 66.5     | 28.3               | 2.2  | 1.7 | 0   |  |  |  |  |  |  |
| 無回答                  | 3     | 0      | 0            | 0     | 100      | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |        |              |       |          |                    |      |     |     |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 0      | 1.4          | 3.3   | 80.3     | 14.1               | 0.8  | 0.3 | 0   |  |  |  |  |  |  |
| その他の市町村              | 2126  | 0.2    | 0.7          | 3.8   | 80.9     | 13.3               | 1    | 0.2 | 0   |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 0      | 0            | 0.7   | 63.2     | 33.2               | 1.3  | 1.6 | 0   |  |  |  |  |  |  |
| その他の市町村              | 800   | 0      | 0            | 1.4   | 70.6     | 25.6               | 1.5  | 0.9 | 0   |  |  |  |  |  |  |
| 無回答                  | 0     | 0      | 0            | 0     | 0        | 0                  | 0    | 0   | 0   |  |  |  |  |  |  |

問31. 初職の職種

|                      | 全体    | 専門・技術的職業 | 管理的職業 | 事務的職業 | 販売的職業 | サービスの職業 | 技能工・生産工程に関わる職業 | 運輸・通信的職業 | 保安的職業 | 農・林・漁業に関わる職業 | その他 | 無回答 |  |  |
|----------------------|-------|----------|-------|-------|-------|---------|----------------|----------|-------|--------------|-----|-----|--|--|
| <b>全体</b>            | 4,026 | 18       | 0     | 22    | 19    | 15      | 22             | 3        | 1     | 1            | 1   | 0   |  |  |
| <b>【性別】</b>          |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 男性                   | 2360  | 15.2     | 0.1   | 11.7  | 20.1  | 12.2    | 31.9           | 4.4      | 2.2   | 0.8          | 1.3 | 0.1 |  |  |
| 女性                   | 1666  | 20.9     | 0     | 36.3  | 16.6  | 17.9    | 7              | 0.3      | 0.3   | 0.1          | 0.6 | 0   |  |  |
| <b>【年齢別】</b>         |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 29歳以下                | 951   | 15.5     | 0     | 19.6  | 20    | 18      | 21.5           | 2.8      | 1.5   | 0.3          | 0.9 | 0   |  |  |
| 30～34歳以下             | 1092  | 16.7     | 0.2   | 18.3  | 21.1  | 15.6    | 22             | 3.4      | 1.6   | 0.3          | 1   | 0   |  |  |
| 35～39歳以下             | 1006  | 16.7     | 0     | 23.2  | 18.9  | 14.4    | 21.3           | 2.1      | 1.5   | 0.5          | 1.3 | 0.2 |  |  |
| 40歳以上                | 977   | 21.4     | 0.1   | 26.6  | 14.5  | 10.3    | 21.8           | 2.4      | 1.2   | 0.8          | 0.8 | 0   |  |  |
| <b>【就業形態】</b>        |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 正社員                  | 2345  | 19       | 0     | 19    | 19.3  | 11      | 24.3           | 3.6      | 1.9   | 0.5          | 1.4 | 0.1 |  |  |
| パート・契約など             | 954   | 17.8     | 0     | 31.9  | 19.3  | 17.8    | 10.7           | 1.4      | 0.7   | 0.1          | 0.3 | 0   |  |  |
| 派遣社員                 | 150   | 12.7     | 0     | 32.7  | 16.7  | 14.7    | 19.3           | 2        | 0.7   | 0            | 1.3 | 0   |  |  |
| 自営業など                | 577   | 12.5     | 0.3   | 14    | 15.8  | 23.9    | 29.5           | 1.4      | 0.9   | 1            | 0.7 | 0   |  |  |
| 無回答                  | 0     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0   | 0   |  |  |
| <b>【最終学歴】</b>        |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 中高卒                  | 1641  | 3.1      | 0.1   | 19    | 17.9  | 15.8    | 36.1           | 4.1      | 2.4   | 0.8          | 0.8 | 0   |  |  |
| 専門・短大・高専卒など          | 1247  | 26.1     | 0.1   | 21.5  | 14    | 19.7    | 15.1           | 1.4      | 0.6   | 0.2          | 1.2 | 0.1 |  |  |
| 大学・大学院卒              | 1135  | 29.1     | 0.1   | 26.3  | 25    | 7.2     | 7.9            | 1.9      | 1     | 0.3          | 1.1 | 0.1 |  |  |
| 無回答                  | 3     | 0        | 0     | 33.3  | 33.3  | 0       | 33.3           | 0        | 0     | 0            | 0   | 0   |  |  |
| <b>【企業規模】</b>        |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 29人以下                | 1497  | 14.5     | 0.1   | 18    | 17.4  | 19.4    | 25.3           | 2.5      | 0.9   | 0.7          | 1.2 | 0.1 |  |  |
| 30～299人以下            | 1034  | 18.2     | 0.1   | 19.7  | 19.1  | 13.2    | 23.9           | 3.3      | 1.2   | 0.6          | 0.7 | 0.1 |  |  |
| 300人以上・官公庁           | 1219  | 22.3     | 0     | 26.4  | 19.5  | 9.1     | 16.6           | 2.5      | 2.2   | 0.2          | 1.1 | 0   |  |  |
| わからない                | 259   | 9.7      | 0     | 31.3  | 21.2  | 17.4    | 15.4           | 2.3      | 1.9   | 0            | 0.8 | 0   |  |  |
| 無回答                  | 17    | 23.5     | 0     | 17.6  | 11.8  | 17.6    | 23.5           | 5.9      | 0     | 0            | 0   | 0   |  |  |
| <b>【職種】</b>          |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 専門・技術・管理             | 812   | 64.2     | 0.4   | 9.4   | 10.5  | 6.3     | 6.5            | 0.9      | 0.2   | 0.6          | 1.1 | 0   |  |  |
| 事務                   | 846   | 7.7      | 0     | 63.1  | 12.5  | 9.8     | 4.8            | 0.8      | 0.4   | 0            | 0.7 | 0.1 |  |  |
| 販売・サービス              | 1215  | 5.8      | 0     | 16.5  | 35.3  | 28.5    | 10.9           | 1.2      | 0.9   | 0.2          | 0.6 | 0.1 |  |  |
| 技能・生産・運輸・保安など        | 1150  | 4.3      | 0     | 5.9   | 11.5  | 9.3     | 55.8           | 6.9      | 3.7   | 1            | 1.7 | 0   |  |  |
| 無回答                  | 3     | 0        | 0     | 33.3  | 0     | 0       | 66.7           | 0        | 0     | 0            | 0   | 0   |  |  |
| <b>【キャリアパス】</b>      |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 正→正(転職なし)            | 972   | 23.4     | 0.1   | 25.5  | 16.7  | 4.4     | 22.9           | 3.2      | 2.3   | 0.6          | 0.9 | 0   |  |  |
| 正→正(転職あり)            | 1502  | 16.2     | 0.1   | 15.6  | 19.5  | 14.6    | 28.4           | 2.4      | 1.5   | 0.6          | 1   | 0.1 |  |  |
| 非→非(転職なし)            | 29    | 24.1     | 0     | 24.1  | 24.1  | 3.4     | 13.8           | 10.3     | 0     | 0            | 0   | 0   |  |  |
| 非→非(転職あり)            | 302   | 14.2     | 0     | 12.6  | 25.2  | 32.5    | 11.9           | 1.7      | 0.7   | 0.3          | 1   | 0   |  |  |
| 正→非                  | 766   | 18       | 0     | 39.9  | 16.2  | 12      | 11.7           | 1        | 0.8   | 0            | 0.3 | 0   |  |  |
| 非→正                  | 423   | 9.7      | 0     | 9.7   | 20.1  | 30      | 20.1           | 5.9      | 1.2   | 0.7          | 2.6 | 0   |  |  |
| 無回答                  | 32    | 18.8     | 0     | 15.6  | 15.6  | 18.8    | 21.9           | 0        | 3.1   | 0            | 3.1 | 3.1 |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 正規社員*男性(計)           | 2154  | 15.4     | 0.1   | 12.2  | 20.1  | 11.7    | 32.1           | 4.1      | 2.1   | 0.8          | 1.3 | 0.1 |  |  |
| 29歳以下                | 442   | 12.2     | 0     | 10    | 22.4  | 13.6    | 33.7           | 4.3      | 2.3   | 0.7          | 0.9 | 0   |  |  |
| 30～34歳以下             | 612   | 14.5     | 0.3   | 11.1  | 20.9  | 12.4    | 31.9           | 4.7      | 2.1   | 0.3          | 1.6 | 0   |  |  |
| 35～39歳以下             | 566   | 13.8     | 0     | 12    | 20.7  | 13.1    | 32             | 3.4      | 2.3   | 0.9          | 1.6 | 0.4 |  |  |
| 40歳以上                | 534   | 20.8     | 0.2   | 15.4  | 16.5  | 7.7     | 31.3           | 3.9      | 1.7   | 1.5          | 1.1 | 0   |  |  |
| *女性(計)               | 768   | 24.1     | 0     | 34.4  | 14.5  | 18.8    | 6.3            | 0.5      | 0.7   | 0            | 0.9 | 0   |  |  |
| 29歳以下                | 251   | 25.5     | 0     | 33.1  | 15.1  | 17.9    | 6              | 0.4      | 0.8   | 0            | 1.2 | 0   |  |  |
| 30～34歳以下             | 190   | 23.2     | 0     | 30.5  | 18.4  | 20      | 5.3            | 1.6      | 1.1   | 0            | 0   | 0   |  |  |
| 35～39歳以下             | 164   | 23.2     | 0     | 36.6  | 12.8  | 20.1    | 4.9            | 0        | 0.6   | 0            | 1.8 | 0   |  |  |
| 40歳以上                | 163   | 23.9     | 0     | 38.7  | 10.4  | 17.2    | 9.2            | 0        | 0     | 0            | 0.6 | 0   |  |  |
| 非正規社員*男性(計)          | 206   | 12.6     | 0     | 6.3   | 20.9  | 18      | 30.1           | 7.3      | 3.9   | 0            | 1   | 0   |  |  |
| 29歳以下                | 87    | 10.3     | 0     | 3.4   | 19.5  | 27.6    | 26.4           | 8        | 2.3   | 0            | 2.3 | 0   |  |  |
| 30～34歳以下             | 55    | 12.7     | 0     | 5.5   | 23.6  | 9.1     | 38.2           | 7.3      | 3.6   | 0            | 0   | 0   |  |  |
| 35～39歳以下             | 39    | 10.3     | 0     | 15.4  | 17.9  | 20.5    | 28.2           | 5.1      | 2.6   | 0            | 0   | 0   |  |  |
| 40歳以上                | 25    | 24       | 0     | 4     | 24    | 0       | 28             | 8        | 12    | 0            | 0   | 0   |  |  |
| *女性(計)               | 898   | 18.2     | 0     | 37.9  | 18.5  | 17.3    | 7.7            | 0.1      | 0     | 0.1          | 0.3 | 0   |  |  |
| 29歳以下                | 171   | 11.7     | 0     | 32.7  | 21.1  | 24.6    | 9.9            | 0        | 0     | 0            | 0   | 0   |  |  |
| 30～34歳以下             | 235   | 17.9     | 0     | 30.2  | 23    | 21.7    | 6              | 0.4      | 0     | 0.4          | 0.4 | 0   |  |  |
| 35～39歳以下             | 237   | 20.3     | 0     | 41.8  | 19    | 12.7    | 5.9            | 0        | 0     | 0            | 0.4 | 0   |  |  |
| 40歳以上                | 255   | 20.8     | 0     | 44.7  | 12.2  | 12.5    | 9.4            | 0        | 0     | 0            | 0.4 | 0   |  |  |
| 無回答                  | 0     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0   | 0   |  |  |
| <b>【就業形態2×企業規模】</b>  |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 正規社員*29人以下           | 1098  | 13.6     | 0.2   | 12.8  | 17.6  | 19.3    | 30.3           | 2.9      | 0.9   | 0.9          | 1.5 | 0.1 |  |  |
| 30～299人以下            | 744   | 16.7     | 0.1   | 17.1  | 19.8  | 11.2    | 27.8           | 4.3      | 1.5   | 0.7          | 0.8 | 0.1 |  |  |
| 300人以上・官公庁           | 996   | 23.7     | 0     | 23.9  | 19.6  | 8.4     | 17.6           | 2.5      | 2.7   | 0.3          | 1.3 | 0   |  |  |
| わからない                | 71    | 5.6      | 0     | 26.8  | 11.3  | 19.7    | 29.6           | 2.8      | 2.8   | 0            | 1.4 | 0   |  |  |
| 非正規社員*29人以下          | 399   | 17       | 0     | 32.3  | 16.8  | 19.8    | 11.3           | 1.3      | 1     | 0            | 0.5 | 0   |  |  |
| 30～299人以下            | 290   | 22.1     | 0     | 26.6  | 17.2  | 18.6    | 13.8           | 0.7      | 0.3   | 0.3          | 0.3 | 0   |  |  |
| 300人以上・官公庁           | 223   | 16.1     | 0     | 37.7  | 19.3  | 12.1    | 12.1           | 2.2      | 0     | 0            | 0.4 | 0   |  |  |
| わからない                | 188   | 11.2     | 0     | 33    | 25    | 16.5    | 10.1           | 2.1      | 1.6   | 0            | 0.5 | 0   |  |  |
| 無回答                  | 17    | 23.5     | 0     | 17.6  | 11.8  | 17.6    | 23.5           | 5.9      | 0     | 0            | 0   | 0   |  |  |
| <b>【就業形態2×職種】</b>    |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 正規社員*専門・技術・管理        | 690   | 62.3     | 0.4   | 9.3   | 11.9  | 5.9     | 7              | 1        | 0.1   | 0.7          | 1.3 | 0   |  |  |
| 事務                   | 551   | 5.4      | 0     | 65.3  | 12.9  | 8.7     | 5.3            | 1.1      | 0.5   | 0            | 0.5 | 0.2 |  |  |
| 販売・サービス              | 760   | 3.7      | 0     | 10    | 40.1  | 30.1    | 12.2           | 1.3      | 1.2   | 0.3          | 0.9 | 0.1 |  |  |
| 技能・生産・運輸・保安          | 920   | 3.2      | 0     | 2.8   | 9.2   | 8.4     | 61.8           | 7.5      | 4     | 1.2          | 1.8 | 0   |  |  |
| 非正規社員*専門・技術・管理       | 122   | 74.6     | 0     | 9.8   | 2.5   | 8.2     | 4.1            | 0        | 0.8   | 0            | 0   | 0   |  |  |
| 事務                   | 295   | 11.9     | 0     | 59    | 11.9  | 11.9    | 4.1            | 0.3      | 0     | 0            | 1   | 0   |  |  |
| 販売・サービス              | 455   | 9.5      | 0     | 27.3  | 27.3  | 25.7    | 8.8            | 1.1      | 0.4   | 0            | 0   | 0   |  |  |
| 技能・生産・運輸・保安          | 230   | 8.7      | 0     | 18.3  | 20.4  | 13      | 31.7           | 4.3      | 2.2   | 0.4          | 0.9 | 0   |  |  |
| 無回答                  | 3     | 0        | 0     | 33.3  | 0     | 0       | 66.7           | 0        | 0     | 0            | 0   | 0   |  |  |
| <b>【就業形態2×都市】</b>    |       |          |       |       |       |         |                |          |       |              |     |     |  |  |
| 正規社員*18大都市           | 796   | 18       | 0.1   | 18.5  | 21.7  | 15.6    | 18.3           | 4.1      | 1.6   | 0.4          | 1.6 | 0   |  |  |
| その他の市町村              | 2126  | 17.6     | 0.1   | 17.8  | 17.4  | 12.7    | 27.9           | 2.8      | 1.7   | 0.7          | 1.1 | 0.1 |  |  |
| 非正規社員*18大都市          | 304   | 17.8     | 0     | 31.9  | 23.7  | 18.8    | 5.3            | 1.6      | 0.7   | 0            | 0.3 | 0   |  |  |
| その他の市町村              | 800   | 16.9     | 0     | 32    | 17.1  | 16.9    | 14.4           | 1.4      | 0.8   | 0.1          | 0.5 | 0   |  |  |
| 無回答                  | 0     | 0        | 0     | 0     | 0     | 0       | 0              | 0        | 0     | 0            | 0   | 0   |  |  |

問32. 初職の従業員数

|                      | 全体    | 4人以下 | 5～9人 | 10～29人 | 30～99人 | 100～299人 | 300～499人 | 500～999人 | 1000人以上 | 官公庁（公務員） | わからない | 無回答 |  |  |
|----------------------|-------|------|------|--------|--------|----------|----------|----------|---------|----------|-------|-----|--|--|
| <b>全体</b>            | 4,026 | 5    | 10   | 14     | 15     | 16       | 6        | 6        | 17      | 4        | 7     | 1   |  |  |
| <b>【性別】</b>          |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 男性                   | 2360  | 5.7  | 9.9  | 14     | 14     | 16.7     | 5.9      | 5.9      | 18.3    | 3.9      | 5.3   | 0.4 |  |  |
| 女性                   | 1666  | 4.5  | 10.1 | 13.9   | 16.7   | 14.1     | 7.1      | 5        | 15.2    | 3.3      | 9.4   | 0.8 |  |  |
| <b>【年齢別】</b>         |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 29歳以下                | 951   | 5.3  | 11.4 | 15     | 16     | 14.3     | 6.1      | 4.8      | 14.2    | 3        | 9.4   | 0.5 |  |  |
| 30～34歳以下             | 1092  | 6.1  | 11   | 14.7   | 16.5   | 15.3     | 6.6      | 5        | 13.9    | 3.8      | 6.4   | 0.7 |  |  |
| 35～39歳以下             | 1006  | 4.3  | 9.3  | 13.8   | 14.7   | 16.8     | 6.4      | 5.5      | 19.1    | 3.7      | 5.8   | 0.7 |  |  |
| 40歳以上                | 977   | 5.1  | 8.2  | 12.2   | 13.2   | 16.1     | 6.6      | 6.8      | 21.1    | 4.2      | 6.4   | 0.2 |  |  |
| <b>【就業形態】</b>        |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 正社員                  | 2345  | 2.9  | 7.7  | 12.2   | 15.2   | 17       | 7.6      | 6.4      | 20.6    | 4.9      | 4.9   | 0.3 |  |  |
| パート、契約など             | 954   | 3.8  | 11.6 | 15.6   | 16.6   | 14.2     | 5.3      | 4.9      | 12.9    | 2.4      | 12.1  | 0.6 |  |  |
| 派遣社員                 | 150   | 4    | 9.3  | 18     | 13.3   | 19.3     | 5.3      | 5.3      | 12.7    | 1.3      | 10.7  | 0.7 |  |  |
| 自営業など                | 577   | 17.2 | 16.6 | 17.2   | 13     | 11.4     | 3.5      | 2.8      | 10.2    | 1.2      | 5.7   | 1.2 |  |  |
| 無回答                  | 0     | 0    | 0    | 0      | 0      | 0        | 0        | 0        | 0       | 0        | 0     | 0   |  |  |
| <b>【最終学歴】</b>        |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 中高卒                  | 1641  | 6.2  | 10.3 | 15.1   | 15.8   | 16       | 6        | 4.8      | 14.3    | 2.1      | 8.7   | 0.8 |  |  |
| 専門・短大・高専卒など          | 1247  | 6.1  | 13.6 | 16.2   | 16.4   | 15.6     | 6        | 3.8      | 12.2    | 2.3      | 7.5   | 0.3 |  |  |
| 大学・大学院卒              | 1135  | 2.9  | 5.4  | 9.9    | 12.7   | 15.2     | 7.4      | 8.5      | 26.3    | 7.4      | 3.8   | 0.4 |  |  |
| 無回答                  | 3     | 0    | 66.7 | 0      | 33.3   | 0        | 0        | 0        | 0       | 0        | 0     | 0   |  |  |
| <b>【企業規模】</b>        |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 29人以下                | 1497  | 11.5 | 17.2 | 21.6   | 13     | 12.9     | 4.2      | 3.5      | 7.6     | 1.5      | 6.3   | 0.8 |  |  |
| 30～299人以下            | 1034  | 1.6  | 7.6  | 12.2   | 28.7   | 27.1     | 4.7      | 3        | 8.9     | 1        | 4.4   | 0.7 |  |  |
| 300人以上・官公庁           | 1219  | 1    | 3.5  | 5.8    | 7.1    | 10.8     | 11.4     | 10.7     | 36.9    | 8.9      | 3.8   | 0.1 |  |  |
| わからない                | 259   | 3.5  | 8.5  | 14.3   | 10.8   | 8.9      | 2.7      | 3.1      | 10      | 2.3      | 35.1  | 0.8 |  |  |
| 無回答                  | 17    | 0    | 5.9  | 23.5   | 17.6   | 5.9      | 0        | 5.9      | 17.6    | 5.9      | 17.6  | 0   |  |  |
| <b>【職種】</b>          |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 専門・技術・管理             | 812   | 3    | 8.6  | 12.3   | 15     | 15.8     | 8.3      | 6.8      | 20.7    | 5.2      | 4.1   | 0.4 |  |  |
| 事務                   | 846   | 3.1  | 7.9  | 10.2   | 14.4   | 15.2     | 7.4      | 6.6      | 21.7    | 7.7      | 5.2   | 0.5 |  |  |
| 販売・サービス              | 1215  | 6.5  | 11   | 15.1   | 15.4   | 15.7     | 5.3      | 5        | 15.5    | 0.9      | 8.9   | 0.6 |  |  |
| 技能・生産・運輸・保安など        | 1150  | 7    | 11.4 | 16.4   | 15.5   | 15.7     | 5.5      | 4.3      | 12.6    | 2.6      | 8.3   | 0.7 |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7   | 0      | 33.3     | 0        | 0        | 0       | 0        | 0     | 0   |  |  |
| <b>【キャリアパス】</b>      |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 正→正（転職なし）            | 972   | 6.2  | 4.2  | 6.4    | 11.3   | 15.1     | 9.4      | 7        | 29.5    | 8.8      | 1.6   | 0.4 |  |  |
| 正→正（転職あり）            | 1502  | 5.5  | 10.6 | 15.1   | 16.8   | 17.8     | 6.3      | 6.1      | 14.6    | 1.4      | 4.9   | 0.7 |  |  |
| 非→非（転職なし）            | 29    | 0    | 10.3 | 17.2   | 17.2   | 3.4      | 3.4      | 3.4      | 17.2    | 6.9      | 20.7  | 0   |  |  |
| 非→非（転職あり）            | 302   | 7.3  | 16.9 | 21.9   | 12.3   | 8.9      | 3        | 2.3      | 4.3     | 5        | 16.9  | 1.3 |  |  |
| 正→非                  | 766   | 2.6  | 9.3  | 13.3   | 17.5   | 17.6     | 6.3      | 6.1      | 16.2    | 1        | 9.7   | 0.4 |  |  |
| 非→正                  | 423   | 5.4  | 17.3 | 22.2   | 15.6   | 10.4     | 2.8      | 1.7      | 7.6     | 3.3      | 13.7  | 0   |  |  |
| 無回答                  | 32    | 9.4  | 12.5 | 15.6   | 12.5   | 21.9     | 6.3      | 0        | 12.5    | 6.3      | 3.1   | 0   |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 正規社員*男性(計)           | 2154  | 5.8  | 9.2  | 13.4   | 14.1   | 16.9     | 6.2      | 6.2      | 19.2    | 4        | 4.6   | 0.4 |  |  |
| 29歳以下                | 442   | 5    | 10.6 | 15.8   | 15.2   | 16.7     | 6.1      | 3.8      | 16.7    | 3.6      | 5.9   | 0.5 |  |  |
| 30～34歳以下             | 612   | 7.4  | 10.3 | 14.7   | 15.2   | 16.2     | 6.5      | 6        | 15      | 4.2      | 4.1   | 0.3 |  |  |
| 35～39歳以下             | 566   | 4.4  | 8.7  | 12.7   | 14.3   | 18.4     | 6.2      | 6.5      | 20.3    | 3.5      | 4.4   | 0.5 |  |  |
| 40歳以上                | 534   | 6.4  | 7.3  | 10.5   | 11.6   | 16.1     | 6        | 8.1      | 24.7    | 4.7      | 4.5   | 0.2 |  |  |
| *女性(計)               | 768   | 5.5  | 10.3 | 12.6   | 16.7   | 13.3     | 8.5      | 4.3      | 16.9    | 4.7      | 6.4   | 0.9 |  |  |
| 29歳以下                | 251   | 4.8  | 10.4 | 12     | 17.9   | 14.7     | 9.2      | 6.4      | 15.1    | 2        | 7.2   | 0.4 |  |  |
| 30～34歳以下             | 190   | 5.3  | 12.1 | 12.6   | 17.4   | 9.5      | 7.4      | 4.7      | 17.4    | 4.2      | 7.4   | 2.1 |  |  |
| 35～39歳以下             | 164   | 6.1  | 7.9  | 13.4   | 14.6   | 12.2     | 9.1      | 1.8      | 22      | 7.9      | 4.3   | 0.6 |  |  |
| 40歳以上                | 163   | 6.1  | 10.4 | 12.9   | 16     | 16.6     | 8        | 3.1      | 14.1    | 6.1      | 6.1   | 0.6 |  |  |
| 非正規社員*男性(計)          | 206   | 4.4  | 17.5 | 20.4   | 13.6   | 15       | 2.4      | 2.4      | 9.2     | 2.9      | 11.7  | 0.5 |  |  |
| 29歳以下                | 87    | 8    | 19.5 | 20.7   | 13.8   | 3.4      | 2.3      | 3.4      | 8       | 3.4      | 16.1  | 1.1 |  |  |
| 30～34歳以下             | 55    | 3.6  | 16.4 | 20     | 10.9   | 29.1     | 1.8      | 0        | 9.1     | 3.6      | 5.5   | 0   |  |  |
| 35～39歳以下             | 39    | 0    | 23.1 | 17.9   | 12.8   | 17.9     | 2.6      | 2.6      | 7.7     | 2.6      | 12.8  | 0   |  |  |
| 40歳以上                | 25    | 0    | 4    | 24     | 20     | 20       | 4        | 4        | 16      | 0        | 8     | 0   |  |  |
| *女性(計)               | 898   | 3.7  | 9.9  | 14.9   | 16.7   | 14.8     | 6        | 5.6      | 13.7    | 2.1      | 11.9  | 0.7 |  |  |
| 29歳以下                | 171   | 5.3  | 10.5 | 14.6   | 16.4   | 12.9     | 3.5      | 5.8      | 9.4     | 2.9      | 18.1  | 0.6 |  |  |
| 30～34歳以下             | 235   | 4.3  | 10.6 | 14.9   | 20.4   | 14.5     | 7.2      | 3.8      | 9.4     | 2.1      | 11.9  | 0.9 |  |  |
| 35～39歳以下             | 237   | 3.4  | 9.7  | 16     | 16     | 16       | 5.5      | 5.9      | 16      | 1.3      | 8.9   | 1.3 |  |  |
| 40歳以上                | 255   | 2.4  | 9    | 14.1   | 14.1   | 15.3     | 7.1      | 6.7      | 18.4    | 2.4      | 10.6  | 0   |  |  |
| 無回答                  | 0     | 0    | 0    | 0      | 0      | 0        | 0        | 0        | 0       | 0        | 0     | 0   |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 正規社員*29人以下           | 1098  | 13.2 | 18.2 | 22.6   | 12.5   | 12.7     | 3.8      | 2.5      | 7.4     | 1.3      | 5.1   | 0.8 |  |  |
| 30～299人以下            | 744   | 1.3  | 6.9  | 10.3   | 30     | 30.5     | 4        | 3.5      | 7.7     | 0.7      | 4.4   | 0.7 |  |  |
| 300人以上・官公庁           | 996   | 0.9  | 2    | 4.7    | 6.3    | 9.3      | 12.6     | 11.2     | 40      | 9.9      | 2.9   | 0.1 |  |  |
| わからない                | 71    | 5.6  | 7    | 15.5   | 7      | 8.5      | 2.8      | 1.4      | 5.6     | 5.6      | 40.8  | 0   |  |  |
| 非正規社員*29人以下          | 399   | 6.8  | 14.3 | 18.8   | 14.3   | 13.5     | 5.3      | 6.3      | 8.3     | 2.3      | 9.5   | 0.8 |  |  |
| 30～299人以下            | 290   | 2.4  | 9.7  | 16.9   | 25.5   | 18.3     | 6.6      | 1.7      | 12.1    | 1.7      | 4.5   | 0.7 |  |  |
| 300人以上・官公庁           | 223   | 1.3  | 10.3 | 10.8   | 10.8   | 17.5     | 6.3      | 8.1      | 23.3    | 4        | 7.6   | 0   |  |  |
| わからない                | 188   | 2.7  | 9    | 13.8   | 12.2   | 9        | 2.7      | 3.7      | 11.7    | 1.1      | 33    | 1.1 |  |  |
| 無回答                  | 17    | 0    | 5.9  | 23.5   | 17.6   | 5.9      | 0        | 5.9      | 17.6    | 5.9      | 17.6  | 0   |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 正規社員*専門・技術・管理        | 690   | 3    | 8.3  | 10.1   | 14.2   | 16.5     | 9.3      | 7.4      | 22.3    | 5.1      | 3.5   | 0.3 |  |  |
| 事務                   | 551   | 2.5  | 6.5  | 9.8    | 13.4   | 12.9     | 8.5      | 6.5      | 25      | 10.7     | 3.6   | 0.4 |  |  |
| 販売・サービス              | 760   | 7.9  | 10.9 | 15     | 14.6   | 17.2     | 5        | 4.7      | 17.4    | 0.5      | 6.1   | 0.7 |  |  |
| 技能・生産・運輸・保安          | 920   | 7.9  | 11   | 16     | 16.1   | 16.1     | 5.4      | 4.8      | 12.9    | 2.7      | 6.4   | 0.7 |  |  |
| 非正規社員*専門・技術・管理       | 122   | 2.5  | 10.7 | 24.6   | 19.7   | 11.5     | 2.5      | 3.3      | 11.5    | 5.7      | 7.4   | 0.8 |  |  |
| 事務                   | 295   | 4.1  | 10.5 | 10.8   | 16.3   | 19.7     | 5.4      | 6.8      | 15.6    | 2        | 8.1   | 0.7 |  |  |
| 販売・サービス              | 455   | 4.2  | 11.2 | 15.4   | 16.7   | 13.2     | 5.9      | 5.5      | 12.3    | 1.5      | 13.6  | 0.4 |  |  |
| 技能・生産・運輸・保安          | 230   | 3.5  | 13   | 18.3   | 13.9   | 13.9     | 5.7      | 2.6      | 11.3    | 2.2      | 15.7  | 0.9 |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7   | 0      | 33.3     | 0        | 0        | 0       | 0        | 0     | 0   |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |        |        |          |          |          |         |          |       |     |  |  |
| 正規社員*18大都市           | 796   | 6.7  | 10.1 | 13.8   | 12.8   | 13.2     | 7.3      | 7.2      | 20.4    | 3.9      | 4.6   | 0.1 |  |  |
| その他の市町村              | 2126  | 5.4  | 9.3  | 12.9   | 15.5   | 16.9     | 6.6      | 5.2      | 17.9    | 4.3      | 5.3   | 0.7 |  |  |
| 非正規社員*18大都市          | 304   | 3    | 10.5 | 16.1   | 17.1   | 15.1     | 5.3      | 5.3      | 12.2    | 1.6      | 13.5  | 0.3 |  |  |
| その他の市町村              | 800   | 4.1  | 11.6 | 15.9   | 15.8   | 14.8     | 5.4      | 4.9      | 13.1    | 2.5      | 11.3  | 0.8 |  |  |
| 無回答                  | 0     | 0    | 0    | 0      | 0      | 0        | 0        | 0        | 0       | 0        | 0     | 0   |  |  |

問33. 最初の職場であてはまること

|                      | 全体    | ほぼ毎日残業していた | 人員が常に不足していた | 締め切りや納期がきつかった | 辞める人が多かった | お互いに助け合う雰囲気があった | 一人ひとりが独立して行う仕事が多かった | 職場の人と協力して行う仕事が多かった | 先輩が後輩を教える雰囲気があった | 本人の希望で異動できる仕組みがあった | アルバイトや契約社員などがあった | 正社員になれる制度があった | 新人の仕事や生活について相談相手が決まっていた | 将来の仕事について相談できた | 研修などの仕事の知識や技術を高める機会が多かった |
|----------------------|-------|------------|-------------|---------------|-----------|-----------------|---------------------|--------------------|------------------|--------------------|------------------|---------------|-------------------------|----------------|--------------------------|
| <b>全体</b>            | 4,026 | 37         | 16          | 15            | 26        | 38              | 21                  | 37                 | 47               | 8                  | 11               | 10            | 7                       | 24             |                          |
| <b>【性別】</b>          |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 男性                   | 2360  | 42.7       | 17.8        | 17.5          | 28        | 36.7            | 21.7                | 36.4               | 43.9             | 6.6                | 10.4             | 8.2           | 8                       | 20.4           |                          |
| 女性                   | 1666  | 29.7       | 12.2        | 12.5          | 22.6      | 40.5            | 18.9                | 37.5               | 51               | 8.6                | 11.5             | 12.1          | 6.7                     | 29.1           |                          |
| <b>【年齢別】</b>         |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 29歳以下                | 951   | 35         | 20.5        | 16.5          | 33.2      | 37.9            | 22.7                | 37                 | 42.3             | 8                  | 14.7             | 9             | 7.2                     | 18.8           |                          |
| 30～34歳以下             | 1092  | 36.7       | 16.8        | 15            | 25.9      | 38.4            | 19.8                | 35.5               | 44.5             | 6.6                | 12.1             | 8.7           | 7.1                     | 21.3           |                          |
| 35～39歳以下             | 1006  | 38.8       | 12.2        | 13.7          | 24.7      | 38.1            | 19.5                | 35.6               | 47               | 8.3                | 8.4              | 10            | 6.9                     | 27.9           |                          |
| 40歳以上                | 977   | 38.7       | 12.7        | 16.5          | 19.5      | 38.7            | 20.3                | 39.6               | 53.5             | 7                  | 8.3              | 11.5          | 8.7                     | 27.9           |                          |
| <b>【就業形態】</b>        |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 正社員                  | 2345  | 42.2       | 18.1        | 16.7          | 27.8      | 37.8            | 21.7                | 37.9               | 45.6             | 8.6                | 11.1             | 11            | 7.7                     | 22.9           |                          |
| パート・契約など             | 954   | 27.7       | 11          | 11.4          | 21.1      | 39.8            | 18.4                | 34.6               | 51.5             | 6.9                | 11               | 9.3           | 5.9                     | 26.7           |                          |
| 派遣社員                 | 150   | 34.7       | 18.7        | 22            | 32        | 30.7            | 22                  | 36                 | 36               | 4                  | 12.7             | 8             | 8.7                     | 16             |                          |
| 自営業など                | 577   | 34         | 11.8        | 14.9          | 23.6      | 39.3            | 18.9                | 36.9               | 46.6             | 4.7                | 9.4              | 5.9           | 8.7                     | 26             |                          |
| 無回答                  | 0     | 0          | 0           | 0             | 0         | 0               | 0                   | 0                  | 0                | 0                  | 0                | 0             | 0                       | 0              |                          |
| <b>【最終学歴】</b>        |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 中高卒                  | 1641  | 28.2       | 11.2        | 12.3          | 22.4      | 38.6            | 16.6                | 37.8               | 48.3             | 7.3                | 12.1             | 7.6           | 5.7                     | 20.5           |                          |
| 専門・短大・高専卒など          | 1247  | 39.2       | 16.8        | 14.8          | 27.6      | 40.7            | 20.5                | 37.9               | 47.9             | 6.2                | 9.5              | 9.9           | 8.3                     | 26.4           |                          |
| 大学・大学院卒              | 1135  | 48.5       | 20.5        | 20.6          | 28.7      | 35.2            | 26.2                | 34.4               | 43.6             | 9.2                | 10.7             | 12.9          | 9.1                     | 26.5           |                          |
| 無回答                  | 3     | 0          | 0           | 0             | 0         | 33.3            | 33.3                | 66.7               | 0                | 0                  | 33.3             | 0             | 0                       | 0              |                          |
| <b>【企業規模】</b>        |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 29人以下                | 1497  | 32.4       | 11.4        | 13.9          | 25.1      | 38              | 19.8                | 37.3               | 46.4             | 6                  | 9.9              | 6.6           | 7.3                     | 22.2           |                          |
| 30～299人以下            | 1034  | 39.3       | 17.3        | 17.4          | 28.1      | 38.2            | 20.5                | 36.2               | 45.5             | 6.2                | 10.9             | 8.2           | 6.5                     | 20.9           |                          |
| 300人以上・官公庁           | 1219  | 44         | 19.6        | 16.9          | 26        | 37.8            | 22                  | 37.8               | 48               | 10.1               | 12.1             | 14.9          | 8.6                     | 28.5           |                          |
| わからない                | 259   | 27.8       | 12.7        | 9.7           | 20.1      | 42.9            | 17                  | 34                 | 49.8             | 8.1                | 11.2             | 10            | 6.2                     | 25.5           |                          |
| 無回答                  | 17    | 17.6       | 17.6        | 5.9           | 17.6      | 23.5            | 29.4                | 23.5               | 35.3             | 11.8               | 5.9              | 11.8          | 5.9                     | 17.6           |                          |
| <b>【職種】</b>          |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 専門・技術・管理             | 812   | 50.1       | 20.2        | 18.7          | 25.4      | 41.4            | 22.8                | 39.8               | 47.9             | 8.7                | 6.9              | 15.5          | 9.9                     | 30             |                          |
| 事務                   | 846   | 34.8       | 13.9        | 17.3          | 24.3      | 37.2            | 23                  | 34.4               | 46.6             | 8.2                | 9.7              | 11.7          | 7.1                     | 25.3           |                          |
| 販売・サービス              | 1215  | 34.9       | 14.1        | 11.9          | 26.7      | 39.3            | 19.4                | 35.2               | 47.9             | 7.2                | 15.1             | 8.1           | 7.4                     | 24.5           |                          |
| 技能・生産・運輸・保安など        | 1150  | 32.8       | 15          | 15.4          | 26.1      | 35.8            | 18.3                | 38.4               | 45.1             | 6.3                | 10.1             | 6.1           | 6                       | 18.3           |                          |
| 無回答                  | 3     | 0          | 0           | 0             | 66.7      | 0               | 0                   | 33.3               | 0                | 0                  | 33.3             | 0             | 0                       | 0              |                          |
| <b>【キャリアパス】</b>      |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 正→正(転職なし)            | 972   | 42.2       | 21.3        | 16.5          | 19.1      | 41.5            | 22.1                | 41                 | 48.1             | 11.1               | 8.3              | 14.3          | 8.8                     | 28             |                          |
| 正→正(転職あり)            | 1502  | 44.9       | 14.8        | 19.4          | 33        | 35.3            | 22                  | 35                 | 45.9             | 6.7                | 8.1              | 9             | 7.3                     | 24.4           |                          |
| 非→非(転職なし)            | 29    | 20.7       | 27.6        | 10.3          | 13.8      | 44.8            | 24.1                | 31                 | 31               | 3.4                | 10.3             | 3.4           | 6.9                     | 20.7           |                          |
| 非→非(転職あり)            | 302   | 13.6       | 10.9        | 5             | 17.5      | 39.7            | 18.2                | 34.4               | 38.7             | 3                  | 17.5             | 4.6           | 4.3                     | 8.6            |                          |
| 正→非                  | 766   | 35         | 11.9        | 15.8          | 24.9      | 37.6            | 19.2                | 35                 | 54               | 8.1                | 8.9              | 11.2          | 7                       | 32.2           |                          |
| 非→正                  | 423   | 22.2       | 13.9        | 5.7           | 23.9      | 40.2            | 15.6                | 39.7               | 41.6             | 4.3                | 25.8             | 4.3           | 7.8                     | 10.4           |                          |
| 無回答                  | 32    | 28.1       | 15.6        | 15.6          | 25        | 50              | 18.8                | 34.4               | 34.4             | 6.3                | 9.4              | 3.1           | 6.3                     | 12.5           |                          |
| <b>【就業形態2×性別×年齢】</b> |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 正規社員*男性(計)           | 2154  | 44.2       | 17.7        | 17.8          | 28        | 37              | 21.9                | 36.9               | 44.5             | 6.8                | 10.3             | 8.4           | 8.2                     | 21.1           |                          |
| 29歳以下                | 442   | 38.7       | 22.4        | 18.1          | 35.5      | 34.2            | 22.9                | 37.6               | 39.8             | 6.8                | 12.9             | 5.9           | 7.7                     | 16.3           |                          |
| 30～34歳以下             | 612   | 44.4       | 19          | 18.1          | 29.7      | 36.3            | 22.2                | 34.2               | 42               | 6.5                | 11.1             | 6.9           | 7                       | 17.5           |                          |
| 35～39歳以下             | 566   | 45.1       | 13.8        | 15.2          | 27.2      | 37.6            | 21.9                | 35.7               | 42.9             | 7.6                | 8.7              | 9.4           | 8.1                     | 23.7           |                          |
| 40歳以上                | 534   | 47.4       | 16.7        | 20            | 20.8      | 39.3            | 20.8                | 40.8               | 52.8             | 6.4                | 9                | 11.2          | 9.9                     | 26.4           |                          |
| *女性(計)               | 768   | 30.6       | 14.3        | 12.2          | 24.1      | 41.4            | 18.9                | 39.8               | 49.6             | 10.5               | 12               | 14.6          | 7                       | 30.3           |                          |
| 29歳以下                | 251   | 35.1       | 20.7        | 13.9          | 33.5      | 47              | 23.1                | 43                 | 50.2             | 11.6               | 17.9             | 15.5          | 7.2                     | 27.1           |                          |
| 30～34歳以下             | 190   | 30         | 13.2        | 13.7          | 22.1      | 41.1            | 18.4                | 38.4               | 47.9             | 8.9                | 11.1             | 14.7          | 8.4                     | 30             |                          |
| 35～39歳以下             | 164   | 28.7       | 14          | 10.4          | 18.9      | 36.6            | 16.5                | 37.8               | 49.4             | 12.8               | 7.9              | 16.5          | 6.7                     | 38.4           |                          |
| 40歳以上                | 163   | 26.4       | 6.1         | 9.8           | 17.2      | 38              | 15.3                | 38.7               | 50.9             | 8.6                | 8                | 11            | 5.5                     | 27.6           |                          |
| 非正規社員*男性(計)          | 206   | 27.2       | 18.9        | 13.6          | 27.7      | 34              | 18.9                | 31.6               | 37.4             | 4.4                | 11.7             | 5.8           | 5.8                     | 13.6           |                          |
| 29歳以下                | 87    | 24.1       | 23          | 12.6          | 25.3      | 31              | 21.8                | 29.9               | 32.2             | 8                  | 16.1             | 5.7           | 5.7                     | 9.2            |                          |
| 30～34歳以下             | 55    | 25.5       | 14.5        | 5.5           | 25.5      | 40              | 14.5                | 40                 | 38.2             | 3.6                | 10.9             | 3.6           | 7.3                     | 12.7           |                          |
| 35～39歳以下             | 39    | 38.5       | 12.8        | 23.1          | 28.2      | 38.5            | 23.1                | 28.2               | 48.7             | 0                  | 5.1              | 10.3          | 5.1                     | 23.1           |                          |
| 40歳以上                | 25    | 24         | 24          | 20            | 40        | 24              | 12                  | 24                 | 36               | 0                  | 8                | 4             | 4                       | 16             |                          |
| *女性(計)               | 898   | 29         | 10.5        | 12.7          | 21.4      | 39.6            | 18.9                | 35.5               | 52.1             | 7                  | 11.1             | 9.9           | 6.3                     | 28             |                          |
| 29歳以下                | 171   | 31         | 14          | 18.1          | 31        | 37.4            | 22.2                | 30.4               | 42.1             | 5.8                | 14               | 9.4           | 6.4                     | 18.1           |                          |
| 30～34歳以下             | 235   | 24.7       | 14.5        | 10.2          | 19.1      | 41.3            | 15.7                | 35.7               | 49.8             | 5.5                | 15.7             | 9.8           | 6                       | 26.4           |                          |
| 35～39歳以下             | 237   | 30.8       | 7.2         | 11            | 21.9      | 40.1            | 15.2                | 35                 | 54.9             | 8.4                | 8.9              | 7.2           | 4.2                     | 31.6           |                          |
| 40歳以上                | 255   | 29.8       | 7.5         | 12.9          | 16.5      | 39.2            | 23.1                | 39.2               | 58.4             | 7.8                | 7.1              | 12.9          | 8.6                     | 32.5           |                          |
| 無回答                  | 0     | 0          | 0           | 0             | 0         | 0               | 0                   | 0                  | 0                | 0                  | 0                | 0             | 0                       | 0              |                          |
| <b>【就業形態2×企業規模】</b>  |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 正規社員*29人以下           | 1098  | 35.4       | 12.2        | 15            | 26.6      | 38.2            | 20.5                | 37.6               | 44.4             | 5.9                | 9.5              | 6.6           | 7.7                     | 21.8           |                          |
| 30～299人以下            | 744   | 42.1       | 19.5        | 17.7          | 30.9      | 37.1            | 20.2                | 36.3               | 42.9             | 6.3                | 11.2             | 7.4           | 6.3                     | 18.3           |                          |
| 300人以上・官公庁           | 996   | 46.4       | 20          | 17.4          | 25.2      | 38.7            | 23                  | 38.8               | 49.5             | 10.9               | 12               | 15.8          | 9.2                     | 29.3           |                          |
| わからない                | 71    | 28.2       | 16.9        | 9.9           | 21.1      | 42.3            | 12.7                | 42.3               | 46.5             | 7                  | 8.5              | 8.5           | 7                       | 23.9           |                          |
| 非正規社員*29人以下          | 399   | 24.1       | 9.3         | 10.8          | 20.8      | 37.6            | 18                  | 36.3               | 51.6             | 6.3                | 11               | 6.5           | 6.3                     | 23.6           |                          |
| 30～299人以下            | 290   | 32.1       | 11.7        | 16.6          | 21        | 41              | 21.4                | 35.9               | 52.1             | 5.9                | 10.3             | 10.3          | 6.9                     | 27.6           |                          |
| 300人以上・官公庁           | 223   | 33.2       | 17.9        | 14.8          | 29.6      | 34.1            | 17.5                | 33.6               | 41.3             | 6.3                | 12.1             | 11.2          | 5.8                     | 25.1           |                          |
| わからない                | 188   | 27.7       | 11.2        | 9.6           | 19.7      | 43.1            | 18.6                | 30.9               | 51.1             | 8.5                | 12.2             | 10.6          | 5.9                     | 26.1           |                          |
| 無回答                  | 17    | 17.6       | 17.6        | 5.9           | 17.6      | 23.5            | 29.4                | 23.5               | 35.3             | 11.8               | 5.9              | 11.8          | 5.9                     | 17.6           |                          |
| <b>【就業形態2×職種】</b>    |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 正規社員*専門・技術・管理        | 690   | 52.5       | 20.7        | 19.6          | 25.9      | 40.6            | 22.3                | 39.6               | 46.8             | 8.8                | 7.1              | 15.9          | 10.1                    | 29.6           |                          |
| 事務                   | 551   | 35.2       | 14          | 17.1          | 23.2      | 37.6            | 24.7                | 35.4               | 46.6             | 9.8                | 9.8              | 12.5          | 7.4                     | 26.1           |                          |
| 販売・サービス              | 760   | 40         | 16.1        | 13.2          | 29.7      | 39.5            | 20.5                | 35.1               | 46.1             | 6.7                | 15.7             | 8.4           | 8.2                     | 23.8           |                          |
| 技能・生産・運輸・保安          | 920   | 35.4       | 16.3        | 16.2          | 27.7      | 35.5            | 18.6                | 39.8               | 44.5             | 6.7                | 9.9              | 5.4           | 6.2                     | 17.2           |                          |
| 非正規社員*専門・技術・管理       | 122   | 36.9       | 17.2        | 13.9          | 22.1      | 45.9            | 25.4                | 41                 | 54.1             | 8.2                | 5.7              | 13.1          | 8.2                     | 32.8           |                          |
| 事務                   | 295   | 33.9       | 13.9        | 17.6          | 26.4      | 36.6            | 20                  | 32.5               | 46.4             | 5.1                | 9.5              | 10.2          | 6.4                     | 23.7           |                          |
| 販売・サービス              | 455   | 26.4       | 10.8        | 9.9           | 21.5      | 38.9            | 17.6                | 35.4               | 51               | 8.1                | 14.1             | 7.7           | 6.2                     | 25.7           |                          |
| 技能・生産・運輸・保安          | 230   | 22.2       | 9.6         | 12.2          | 19.6      | 37              | 17                  | 33                 | 47.8             | 4.3                | 10.9             | 8.7           | 5.2                     | 22.6           |                          |
| 無回答                  | 3     | 0          | 0           | 0             | 66.7      | 0               | 0                   | 33.3               | 0                | 0                  | 33.3             | 0             | 0                       | 0              |                          |
| <b>【就業形態2×都市】</b>    |       |            |             |               |           |                 |                     |                    |                  |                    |                  |               |                         |                |                          |
| 正規社員*18大都市           | 796   | 43.6       | 18.2        | 18.7          | 28.8      | 41.1            | 21.5                | 38.8               | 49               | 8.9                | 11.1             | 11.6          | 10.3                    | 23.5           |                          |
| その他の市町村              | 2126  | 39.5       | 16.3        | 15.5          | 26.3      | 37              | 21                  | 37.3               | 44.6             | 7.4                | 10.6             | 9.5           | 7                       | 23.5           |                          |
| 非正規社員*18大都市          | 304   | 31.6       | 13.5        | 14.8          | 23.7      | 39.8            |                     |                    |                  |                    |                  |               |                         |                |                          |

問33. 最初の職場であてはまること

|                      | 全体    | は経験する仕事の順番が | いずれもあてはまらない | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------------|-------------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 14          | 6           | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 13          | 6           | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 14.3        | 6.3         | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 12.6        | 6.6         | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 12.2        | 6.4         | 1.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 14.5        | 6.1         | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 14.9        | 5.3         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 12.1        | 4.7         | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 14.3        | 7.2         | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 12.7        | 9.3         | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 18.5        | 9.2         | 1.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 15.5        | 7.2         | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 14.6        | 4.8         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 9.5         | 5.9         | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3        | 33.3        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 16.7        | 8.1         | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 10.8        | 5.3         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 12.8        | 3.9         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 10.4        | 7.7         | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0           | 5.9         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 10.1        | 4.1         | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 12.2        | 7           | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 17          | 5.9         | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 13.3        | 7.1         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0           | 0           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 10.8        | 4.1         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 15.4        | 4.7         | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 6.9         | 10.3        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 8.9         | 13.6        | 1.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 16.3        | 5.1         | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 11.8        | 11.8        | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 12.5        | 6.3         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 12.8        | 5.3         | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 10.4        | 5.4         | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 12.4        | 6.2         | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 14.1        | 5.7         | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 13.9        | 3.9         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 14.8        | 6.3         | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 17.5        | 4.8         | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 14.7        | 5.8         | 2.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 14.6        | 5.5         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 11          | 9.8         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 15          | 12.6        | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 11.5        | 14.9        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 16.4        | 5.5         | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 20.5        | 20.5        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 16          | 8           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 13.8        | 6.3         | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 11.7        | 8.2         | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 8.5         | 7.7         | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 14.3        | 5.1         | 1.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 19.6        | 5.1         | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 16.8        | 8.1         | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 9.5         | 5           | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 12.7        | 3.1         | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 12.7        | 7           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 16.5        | 8.3         | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 14.1        | 6.2         | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 13.5        | 7.6         | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 9.6         | 8           | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 0           | 5.9         | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 10          | 4.3         | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 12          | 6.5         | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 18.4        | 5.1         | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 12.5        | 6.3         | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 10.7        | 2.5         | 0.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 12.5        | 7.8         | 1.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 14.7        | 7.3         | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 16.5        | 10.4        | 0.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0           | 0           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |             |             |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 14.2        | 5.4         | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 13          | 5.6         | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 14.1        | 6.3         | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 14          | 8           | 1   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0           | 0           | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問34. 性別

|                      | 全体    | 男性   | 女性   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 59   | 41   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 55.6 | 44.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 61.1 | 38.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 60.1 | 39.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 57.2 | 42.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 75.2 | 24.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 16.4 | 83.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 33.3 | 66.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 67.8 | 32.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 58   | 42   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 45.3 | 54.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 74.2 | 25.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7 | 33.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 56.1 | 43.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 60.4 | 39.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 67.8 | 32.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 24.3 | 75.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 35.3 | 64.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 63.1 | 36.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 35.3 | 64.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 48.7 | 51.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 83.1 | 16.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 76.2 | 23.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 73.4 | 26.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 48.3 | 51.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 27.8 | 72.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 13.8 | 86.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 68.6 | 31.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 71.9 | 28.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 100  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 0    | 100  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 70.9 | 29.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 75.3 | 24.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 77.4 | 22.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 54.9 | 45.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 15.3 | 84.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 22.4 | 77.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 24.7 | 75.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 12.8 | 87.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 35.3 | 64.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 70.4 | 29.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 50.5 | 49.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 70.5 | 29.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 92.7 | 7.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 21.3 | 78.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 7.1  | 92.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 12.3 | 87.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 44.8 | 55.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 74.5 | 25.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 73.4 | 26.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 18.1 | 81.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 18.9 | 81.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



問35. 年齢

|                      | 全体    | 25歳以下 | 30歳以下 | 35歳以下 | 40歳以下 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|-------|-------|-------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 24    | 27    | 25    | 24    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,360 | 22.4  | 28.3  | 25.6  | 23.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,666 | 25.3  | 25.5  | 24.1  | 25.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 100   | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,092 | 0     | 100   | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1,006 | 0     | 0     | 100   | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 0     | 0     | 0     | 100   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,345 | 26.1  | 28.3  | 24.1  | 21.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 21.7  | 26.1  | 24.6  | 27.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 34    | 27.3  | 27.3  | 11.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 13.9  | 23.9  | 28.6  | 33.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 21.1  | 25.4  | 26.3  | 27.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 22.9  | 28.9  | 26.1  | 22.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 28.1  | 27.8  | 21.9  | 22.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 33.3  | 0     | 66.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,497 | 21    | 26.4  | 25.9  | 26.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,034 | 24.7  | 30    | 24.7  | 20.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 24.6  | 25.6  | 24.6  | 25.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 30.1  | 26.6  | 23.6  | 19.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 23.5  | 35.3  | 11.8  | 29.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 20.1  | 25.6  | 23.6  | 30.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 25.7  | 25.9  | 24    | 24.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 24    | 27.2  | 26.7  | 22.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 24.3  | 29    | 24.6  | 22    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0     | 100   | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 29.1  | 25.4  | 23.8  | 21.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 17.6  | 27.2  | 27.9  | 27.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 55.2  | 34.5  | 3.4   | 6.9   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 41.1  | 32.1  | 13.9  | 12.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 15.1  | 23.5  | 30.3  | 31.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 33.3  | 33.1  | 16.3  | 17.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 21.9  | 31.3  | 37.5  | 9.4   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154 | 20.5  | 28.4  | 26.3  | 24.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 100   | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 0     | 100   | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 0     | 0     | 100   | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 0     | 0     | 0     | 100   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 32.7  | 24.7  | 21.4  | 21.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 100   | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 0     | 100   | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 0     | 0     | 100   | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 0     | 0     | 0     | 100   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 42.2  | 26.7  | 18.9  | 12.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 100   | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 0     | 100   | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0     | 0     | 100   | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 0     | 0     | 0     | 100   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 19    | 26.2  | 26.4  | 28.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 100   | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 0     | 100   | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0     | 0     | 100   | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 0     | 0     | 0     | 100   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098 | 21.3  | 26.5  | 26    | 26.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 26.6  | 30.6  | 24.3  | 18.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 23.2  | 25.7  | 25.1  | 26    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 36.6  | 32.4  | 16.9  | 14.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 20.1  | 26.1  | 25.6  | 28.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 19.7  | 28.3  | 25.5  | 26.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 30.9  | 25.1  | 22.4  | 21.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 27.7  | 24.5  | 26.1  | 21.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 23.5  | 35.3  | 11.8  | 29.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 19.6  | 25.5  | 23.8  | 31.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 26.5  | 26.9  | 22.7  | 24    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 24.3  | 27    | 27.9  | 20.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 24.7  | 29.7  | 24.8  | 20.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 23    | 26.2  | 23    | 27.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 24.1  | 24.1  | 26.4  | 25.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 23.3  | 27.7  | 24.8  | 24.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 23    | 26.5  | 23.9  | 26.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0     | 100   | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 24.2  | 26.8  | 25.9  | 23.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,126 | 23.5  | 27.7  | 24.6  | 24.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 24    | 27.3  | 24.7  | 24    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 23.1  | 25.9  | 25.1  | 25.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問35. 生年

|                      | 全体    | 1964年 | 1965年 | 1967年 | 1975年 | 1980年 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|-------|-------|-------|-------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 6     | 25    | 27    | 25    | 18    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,360 | 5.2   | 24.5  | 27.8  | 25.8  | 16.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,666 | 6.2   | 25.3  | 25    | 24.5  | 19.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 0     | 0     | 0     | 25.1  | 74.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,092 | 0     | 0     | 28.8  | 71.2  | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1,006 | 0     | 24.7  | 75.3  | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 23.1  | 76.9  | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,345 | 5.1   | 22.1  | 26.3  | 26.9  | 19.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 954   | 6.1   | 28.3  | 25.8  | 24.1  | 15.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 1.3   | 14.7  | 26.7  | 31.3  | 26    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 8.1   | 32.8  | 29.6  | 18.9  | 10.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 5.7   | 28.3  | 27.5  | 22.9  | 15.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 5.1   | 23.3  | 27.1  | 27.9  | 16.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 6     | 21.3  | 24.9  | 25.7  | 22    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 33.3  | 33.3  | 0     | 33.3  | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,497 | 6.8   | 26.3  | 27.9  | 23.4  | 15.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,034 | 4.3   | 23.4  | 25.8  | 27.9  | 18.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 5.5   | 25    | 26.1  | 24.4  | 19    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 4.2   | 21.2  | 25.1  | 29    | 20.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8  | 17.6  | 29.4  | 23.5  | 17.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 8.6   | 28.4  | 25    | 23    | 14.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 6     | 23.9  | 26.6  | 24    | 19.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 4.5   | 24.4  | 27.4  | 26.3  | 17.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 4.3   | 23.4  | 26.9  | 26.7  | 18.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0     | 100   | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 4.5   | 22.1  | 26.4  | 23.1  | 23.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 6.9   | 27.8  | 28.2  | 25.8  | 11.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0     | 6.9   | 6.9   | 37.9  | 48.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 1.7   | 13.9  | 20.5  | 30.5  | 33.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 7.2   | 32.2  | 28.7  | 22.3  | 9.5   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 4.3   | 17    | 22    | 29.3  | 27.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 3.1   | 12.5  | 50    | 18.8  | 15.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154 | 5.6   | 25.5  | 28.5  | 25.4  | 15    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 0     | 0     | 0     | 26.7  | 73.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 0     | 0     | 29.7  | 70.3  | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 0     | 23.9  | 76.1  | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 22.5  | 77.5  | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 6     | 20.6  | 22.7  | 24.9  | 25.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 0     | 0     | 0     | 20.7  | 79.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 0     | 0     | 26.8  | 73.2  | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 0     | 25    | 75    | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 28.2  | 71.8  | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 1.5   | 14.1  | 21.4  | 29.1  | 34    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 0     | 0     | 0     | 19.5  | 80.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 0     | 0     | 21.8  | 78.2  | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 0     | 17.9  | 82.1  | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 12    | 88    | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 6.3   | 29.3  | 26.9  | 24.2  | 13.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 0     | 0     | 0     | 30.4  | 69.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 0     | 0     | 29.8  | 70.2  | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 0     | 27.4  | 72.6  | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 22.4  | 77.6  | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     | 0     | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098 | 6.7   | 26    | 27.7  | 23.6  | 16    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 3.6   | 21.5  | 25.9  | 28.9  | 20    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 5.9   | 25.3  | 27    | 24    | 17.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 5.6   | 11.3  | 25.4  | 32.4  | 25.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 7     | 27.3  | 28.6  | 23.1  | 14    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 5.9   | 28.3  | 25.5  | 25.5  | 14.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 3.6   | 23.8  | 22    | 26    | 24.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 3.7   | 25    | 25    | 27.7  | 18.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8  | 17.6  | 29.4  | 23.5  | 17.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 9.1   | 28.8  | 24.9  | 22.3  | 14.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 5.8   | 23    | 26.5  | 24    | 20.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 3.9   | 23.9  | 27.9  | 26.6  | 17.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 4.5   | 21.6  | 27.8  | 27.3  | 18.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 5.7   | 26.2  | 25.4  | 27    | 15.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 6.4   | 25.4  | 26.8  | 24.1  | 17.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 5.5   | 25.3  | 26.6  | 25.7  | 16.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 3.9   | 30.4  | 23    | 24.3  | 18.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 0     | 0     | 100   | 0     | 0     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |       |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 6.3   | 23.4  | 27    | 25.5  | 17.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,126 | 5.5   | 24.5  | 26.9  | 25.2  | 17.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 5.3   | 25.3  | 24.3  | 28    | 17.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 5.5   | 26.9  | 26.5  | 24    | 17.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0     |       |       |       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問35. 生月

|                      | 全体    | 1月   | 2月   | 3月   | 4月   | 5月   | 6月   | 7月   | 8月   | 9月   | 10月  | 11月  | 12月  |
|----------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|
| <b>【全体】</b>          | 4,026 | 9    | 8    | 8    | 9    | 8    | 8    | 8    | 8    | 9    | 8    | 8    | 8    |
| <b>【性別】</b>          |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 男性                   | 2360  | 9.4  | 8.5  | 7.7  | 8.8  | 8.2  | 8    | 8.1  | 8.2  | 9.1  | 7.6  | 8    | 8.6  |
| 女性                   | 1666  | 9.5  | 8.2  | 8.2  | 8.5  | 8.4  | 7.9  | 8.8  | 8.7  | 8.9  | 7.8  | 7.7  | 7.5  |
| <b>【年齢別】</b>         |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 29歳以下                | 951   | 10.5 | 8.5  | 8.6  | 7.7  | 7.3  | 8.1  | 8.4  | 8.4  | 9.9  | 6.2  | 8.6  | 7.8  |
| 30～34歳以下             | 1092  | 8.7  | 8.2  | 7.3  | 9    | 8.6  | 7.8  | 8.7  | 8.5  | 7.1  | 8.5  | 8.4  | 9.1  |
| 35～39歳以下             | 1006  | 8.6  | 8.5  | 8    | 9.2  | 8.5  | 8.6  | 8    | 8.1  | 8.3  | 8.3  | 7.5  | 8.3  |
| 40歳以上                | 977   | 9.9  | 8.2  | 7.9  | 8.7  | 8.6  | 7.2  | 8.3  | 8.6  | 11.1 | 7.5  | 6.9  | 7.3  |
| <b>【就業形態】</b>        |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 正社員                  | 2345  | 10   | 8.1  | 7.3  | 9.2  | 8.3  | 7.7  | 8.2  | 8.9  | 9.3  | 7.3  | 7.9  | 7.8  |
| パート、契約など             | 954   | 8.8  | 8.7  | 9.4  | 8.4  | 8.3  | 7.4  | 8.7  | 8.1  | 6.9  | 7.8  | 9.1  | 8.4  |
| 派遣社員                 | 150   | 6    | 8.7  | 8    | 9.3  | 9.3  | 10.7 | 8.7  | 7.3  | 11.3 | 7.3  | 8    | 5.3  |
| 自営業など                | 577   | 9    | 8.8  | 8    | 6.9  | 8    | 8.8  | 8.1  | 7.3  | 10.7 | 9.2  | 5.4  | 9.7  |
| 無回答                  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| <b>【最終学歴】</b>        |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 中高卒                  | 1641  | 9.6  | 8    | 8.4  | 9    | 7.3  | 8.3  | 8.3  | 7.9  | 9.6  | 8.4  | 6.6  | 8.6  |
| 専門・短大・高専卒など          | 1247  | 9.6  | 9.1  | 6.9  | 7.9  | 9.1  | 7.5  | 9.4  | 8    | 9.4  | 6.8  | 8.1  | 8.2  |
| 大学・大学院卒              | 1135  | 9    | 8    | 8.3  | 9.1  | 8.9  | 7.8  | 7.2  | 9.5  | 7.8  | 7.6  | 9.3  | 7.4  |
| 無回答                  | 3     | 0    | 0    | 33.3 | 33.3 | 0    | 0    | 0    | 33.3 | 0    | 0    | 0    | 0    |
| <b>【企業規模】</b>        |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 29人以下                | 1497  | 9.1  | 8.7  | 7.6  | 7.8  | 9    | 7.7  | 8.2  | 7.5  | 9.7  | 8.6  | 7.7  | 8.4  |
| 30～299人以下            | 1034  | 9.9  | 7.4  | 7.4  | 10   | 8.2  | 9.3  | 7.8  | 8.5  | 8.6  | 7.7  | 7.3  | 7.9  |
| 300人以上・官公庁           | 1219  | 9.2  | 8.7  | 8.9  | 9.4  | 7.5  | 6.2  | 8.5  | 9.4  | 8.7  | 6.8  | 8.6  | 8.1  |
| わからない                | 259   | 10.8 | 8.9  | 7.7  | 5.4  | 8.5  | 10.8 | 10.8 | 8.9  | 8.9  | 6.2  | 6.2  | 6.9  |
| 無回答                  | 17    | 5.9  | 5.9  | 0    | 0    | 0    | 23.5 | 0    | 5.9  | 5.9  | 11.8 | 23.5 | 17.6 |
| <b>【職種】</b>          |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 専門・技術・管理             | 812   | 7.9  | 9.9  | 7.3  | 9.9  | 8.4  | 7.4  | 8.1  | 9.5  | 8.6  | 7.6  | 7.9  | 7.6  |
| 事務                   | 846   | 9.7  | 8.3  | 8.4  | 8.9  | 7.7  | 7.7  | 10   | 8    | 8.9  | 8.3  | 7.6  | 6.6  |
| 販売・サービス              | 1215  | 8.7  | 8    | 7.3  | 7.9  | 8.9  | 8.2  | 7.7  | 8.5  | 8.9  | 8.7  | 8    | 9.1  |
| 技能・生産・運輸・保安など        | 1150  | 11   | 7.8  | 8.6  | 8.5  | 8    | 8.2  | 7.9  | 7.7  | 9.7  | 6.1  | 7.9  | 8.5  |
| 無回答                  | 3     | 0    | 0    | 33.3 | 0    | 0    | 0    | 0    | 33.3 | 0    | 33.3 | 0    | 0    |
| <b>【キャリアパス】</b>      |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 正→正(転職なし)            | 972   | 9.6  | 7.9  | 8.5  | 8.3  | 8.4  | 7.8  | 9.4  | 9.9  | 9.7  | 7    | 6.4  | 7.1  |
| 正→正(転職あり)            | 1502  | 9.9  | 8.8  | 7    | 9.2  | 8.5  | 7    | 7.8  | 7.8  | 9.7  | 7.7  | 7.9  | 8.9  |
| 非→非(転職なし)            | 29    | 6.9  | 0    | 6.9  | 10.3 | 6.9  | 3.4  | 17.2 | 6.9  | 6.9  | 10.3 | 6.9  | 17.2 |
| 非→非(転職あり)            | 302   | 6.3  | 11.3 | 8.3  | 7.9  | 7.6  | 9.9  | 9.3  | 9.3  | 6    | 8.9  | 7.3  | 7.9  |
| 正→非                  | 766   | 9.4  | 8.1  | 9.7  | 8.7  | 8.9  | 7.2  | 8.2  | 7.3  | 8    | 7.2  | 9.7  | 7.7  |
| 非→正                  | 423   | 9.9  | 7.6  | 6.9  | 7.6  | 6.9  | 11.1 | 7.3  | 8.5  | 9    | 9    | 7.6  | 8.7  |
| 無回答                  | 32    | 6.3  | 0    | 3.1  | 12.5 | 3.1  | 15.6 | 3.1  | 9.4  | 18.8 | 9.4  | 18.8 | 0    |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 正規社員*男性(計)           | 2154  | 9.7  | 8.5  | 7.6  | 8.8  | 8.2  | 7.8  | 8    | 8.4  | 9.2  | 7.5  | 7.8  | 8.4  |
| 29歳以下                | 442   | 11.3 | 9.5  | 7.9  | 6.3  | 7    | 8.4  | 9    | 8.1  | 10.2 | 5.2  | 8.6  | 8.4  |
| 30～34歳以下             | 612   | 8.8  | 7.5  | 7    | 9.3  | 9    | 7    | 8.8  | 8.5  | 6.5  | 9.3  | 9    | 9.2  |
| 35～39歳以下             | 566   | 8.8  | 8.7  | 8.1  | 11   | 7.2  | 8.3  | 7.2  | 9.2  | 8.7  | 8    | 6.9  | 8    |
| 40歳以上                | 534   | 10.1 | 8.8  | 7.5  | 7.9  | 9.2  | 7.9  | 6.9  | 7.7  | 12   | 6.9  | 6.9  | 8.2  |
| *女性(計)               | 768   | 10.2 | 7.4  | 6.9  | 8.6  | 8.3  | 8.2  | 8.9  | 9    | 10.8 | 8.1  | 6.3  | 7.4  |
| 29歳以下                | 251   | 12   | 5.2  | 9.6  | 10.4 | 6.4  | 8.4  | 8    | 10.4 | 9.6  | 7.2  | 6.8  | 6.4  |
| 30～34歳以下             | 190   | 8.4  | 8.4  | 6.3  | 9.5  | 12.1 | 8.4  | 8.4  | 8.4  | 10.5 | 6.8  | 5.3  | 7.4  |
| 35～39歳以下             | 164   | 8.5  | 8.5  | 4.9  | 4.3  | 10.4 | 9.8  | 11.6 | 7.9  | 9.8  | 7.9  | 6.1  | 10.4 |
| 40歳以上                | 163   | 11   | 8.6  | 5.5  | 9.2  | 4.9  | 6.1  | 8    | 8.6  | 14.1 | 11   | 6.7  | 6.1  |
| 非正規社員*男性(計)          | 206   | 6.3  | 8.3  | 8.7  | 9.2  | 8.3  | 9.2  | 8.7  | 5.8  | 8.3  | 8.3  | 9.2  | 9.7  |
| 29歳以下                | 87    | 5.7  | 6.9  | 8    | 10.3 | 11.5 | 9.2  | 5.7  | 8    | 6.9  | 6.9  | 11.5 | 9.2  |
| 30～34歳以下             | 55    | 9.1  | 10.9 | 9.1  | 1.8  | 3.6  | 7.3  | 7.3  | 5.5  | 9.1  | 10.9 | 10.9 | 14.5 |
| 35～39歳以下             | 39    | 7.7  | 10.3 | 2.6  | 15.4 | 5.1  | 12.8 | 10.3 | 5.1  | 12.8 | 7.7  | 2.6  | 7.7  |
| 40歳以上                | 25    | 0    | 4    | 20   | 12   | 12   | 8    | 20   | 0    | 4    | 8    | 8    | 4    |
| *女性(計)               | 898   | 8.9  | 8.8  | 9.4  | 8.4  | 8.5  | 7.6  | 8.7  | 8.5  | 7.3  | 7.6  | 8.9  | 7.6  |
| 29歳以下                | 171   | 8.8  | 11.7 | 9.4  | 5.8  | 7    | 6.4  | 8.8  | 6.4  | 11.1 | 7    | 9.9  | 7.6  |
| 30～34歳以下             | 235   | 8.5  | 9.4  | 8.5  | 9.4  | 6    | 9.4  | 8.9  | 9.4  | 5.5  | 7.2  | 8.9  | 8.9  |
| 35～39歳以下             | 237   | 8.4  | 8    | 10.5 | 7.6  | 11   | 8    | 6.8  | 5.9  | 5.9  | 9.7  | 10.5 | 7.6  |
| 40歳以上                | 255   | 9.8  | 7.1  | 9    | 9.8  | 9.4  | 6.3  | 10.2 | 11.4 | 7.8  | 6.3  | 6.7  | 6.3  |
| 無回答                  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| <b>【就業形態2×企業規模】</b>  |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 正規社員*29人以下           | 1098  | 9.6  | 8.4  | 6.7  | 7.7  | 8.5  | 8.3  | 8.3  | 8.2  | 10.7 | 8    | 7    | 8.7  |
| 30～299人以下            | 744   | 10.5 | 7    | 7.3  | 9.9  | 9.4  | 9.1  | 7.3  | 8.1  | 9.3  | 8.3  | 6.9  | 7    |
| 300人以上・官公庁           | 996   | 9.2  | 9.1  | 8.4  | 9    | 7.1  | 6.2  | 8.9  | 9.4  | 8.7  | 6.7  | 8.3  | 8.6  |
| わからない                | 71    | 14.1 | 7    | 7    | 9.9  | 8.5  | 12.7 | 8.5  | 8.5  | 9.9  | 7    | 2.8  | 4.2  |
| 非正規社員*29人以下          | 399   | 7.8  | 9.5  | 10   | 8.3  | 10.5 | 6.3  | 8    | 5.5  | 7    | 10   | 9.8  | 7.3  |
| 30～299人以下            | 290   | 8.3  | 8.6  | 7.6  | 10   | 5.2  | 9.7  | 9.3  | 9.7  | 6.9  | 6.2  | 8.3  | 10.3 |
| 300人以上・官公庁           | 223   | 9    | 6.7  | 11.2 | 11.2 | 9    | 5.8  | 6.7  | 9    | 8.5  | 7.2  | 9.9  | 5.8  |
| わからない                | 188   | 9.6  | 9.6  | 8    | 3.7  | 8.5  | 10.1 | 11.7 | 9    | 8.5  | 5.9  | 7.4  | 8    |
| 無回答                  | 17    | 5.9  | 5.9  | 0    | 0    | 0    | 23.5 | 0    | 5.9  | 5.9  | 11.8 | 23.5 | 17.6 |
| <b>【就業形態2×職種】</b>    |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 正規社員*専門・技術・管理        | 690   | 7.7  | 9.3  | 7.2  | 9.4  | 9    | 7.7  | 8    | 9.9  | 8.8  | 8.1  | 7.7  | 7.2  |
| 事務                   | 551   | 10.5 | 8.3  | 7.6  | 10.7 | 6.9  | 7.4  | 9.6  | 8    | 9.3  | 7.6  | 6.5  | 7.4  |
| 販売・サービス              | 760   | 10   | 8.4  | 6.2  | 7.5  | 8.4  | 8    | 7.2  | 8.8  | 10.1 | 9.5  | 7    | 8.8  |
| 技能・生産・運輸・保安          | 920   | 10.8 | 7.3  | 8.5  | 8    | 8.3  | 8.4  | 8.4  | 7.6  | 10   | 5.9  | 8.2  | 8.8  |
| 非正規社員*専門・技術・管理       | 122   | 9    | 13.1 | 7.4  | 12.3 | 4.9  | 5.7  | 9    | 7.4  | 7.4  | 4.9  | 9    | 9.8  |
| 事務                   | 295   | 8.1  | 8.1  | 9.8  | 5.4  | 9.2  | 8.1  | 10.8 | 8.1  | 8.1  | 9.5  | 9.5  | 5.1  |
| 販売・サービス              | 455   | 6.6  | 7.3  | 9.2  | 8.6  | 9.7  | 8.6  | 8.6  | 7.9  | 6.8  | 7.5  | 9.7  | 9.7  |
| 技能・生産・運輸・保安          | 230   | 12.2 | 10   | 9.1  | 10.4 | 7    | 7.4  | 6.1  | 8.3  | 8.3  | 7    | 7    | 7.4  |
| 無回答                  | 3     | 0    | 0    | 33.3 | 0    | 0    | 0    | 0    | 33.3 | 0    | 33.3 | 0    | 0    |
| <b>【就業形態2×都市】</b>    |       |      |      |      |      |      |      |      |      |      |      |      |      |
| 正規社員*18大都市           | 796   | 9.2  | 7.9  | 7.9  | 7.5  | 9.7  | 9.2  | 8.5  | 7.9  | 9.7  | 7.4  | 6.8  | 8.3  |
| その他の市町村              | 2126  | 10   | 8.4  | 7.2  | 9.2  | 7.7  | 7.5  | 8.1  | 8.8  | 9.6  | 7.8  | 7.7  | 8.1  |
| 非正規社員*18大都市          | 304   | 8.9  | 7.9  | 10.9 | 9.5  | 8.6  | 9.2  | 10.2 | 8.9  | 5.6  | 5.6  | 6.9  | 7.9  |
| その他の市町村              | 800   | 8.3  | 9    | 8.6  | 8.1  | 8.4  | 7.4  | 8.1  | 7.6  | 8.3  | 8.5  | 9.8  | 8    |
| 無回答                  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |

問35. 性\*年齢

|                      | 全体    | 男性*<br>29歳 | 歳男性*<br>30~34 | 歳男性*<br>35~39 | 男性*<br>40歳 | 女性*<br>29歳 | 歳女性*<br>30~34 | 歳女性*<br>35~39 | 女性*<br>40歳 |  |  |  |  |  |  |
|----------------------|-------|------------|---------------|---------------|------------|------------|---------------|---------------|------------|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 13         | 17            | 15            | 14         | 11         | 11            | 10            | 10         |  |  |  |  |  |  |
| <b>【性別】</b>          |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 男性                   | 2,360 | 22.4       | 28.3          | 25.6          | 23.7       | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 女性                   | 1,666 | 0          | 0             | 0             | 0          | 25.3       | 25.5          | 24.1          | 25.1       |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 29歳以下                | 951   | 55.6       | 0             | 0             | 0          | 44.4       | 0             | 0             | 0          |  |  |  |  |  |  |
| 30~34歳以下             | 1,092 | 0          | 61.1          | 0             | 0          | 0          | 38.9          | 0             | 0          |  |  |  |  |  |  |
| 35~39歳以下             | 1,006 | 0          | 0             | 60.1          | 0          | 0          | 0             | 39.9          | 0          |  |  |  |  |  |  |
| 40歳以上                | 977   | 0          | 0             | 0             | 57.2       | 0          | 0             | 0             | 42.8       |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 正社員                  | 2,345 | 16.8       | 21.9          | 19.3          | 17.1       | 9.3        | 6.4           | 4.8           | 4.3        |  |  |  |  |  |  |
| パート・契約など             | 954   | 7.3        | 4.4           | 2.4           | 2.2        | 14.4       | 21.7          | 22.2          | 25.4       |  |  |  |  |  |  |
| 派遣社員                 | 150   | 11.3       | 8.7           | 10.7          | 2.7        | 22.7       | 18.7          | 16.7          | 8.7        |  |  |  |  |  |  |
| 自営業など                | 577   | 8.3        | 17            | 19.6          | 22.9       | 5.5        | 6.9           | 9             | 10.7       |  |  |  |  |  |  |
| 無回答                  | 0     | 0          | 0             | 0             | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 中高卒                  | 1,641 | 12.6       | 15.7          | 14.9          | 14.7       | 8.5        | 9.6           | 11.4          | 12.5       |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,247 | 9.5        | 14            | 13            | 8.7        | 13.3       | 14.8          | 13.2          | 13.4       |  |  |  |  |  |  |
| 大学・大学院卒              | 1,135 | 17.9       | 20.6          | 17.4          | 18.2       | 10.2       | 7.1           | 4.4           | 4.1        |  |  |  |  |  |  |
| 無回答                  | 3     | 0          | 0             | 0             | 66.7       | 0          | 33.3          | 0             | 0          |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 29人以下                | 1,497 | 12.3       | 15.5          | 14.7          | 13.6       | 8.7        | 10.9          | 11.2          | 13.1       |  |  |  |  |  |  |
| 30~299人以下            | 1,034 | 14.4       | 18.8          | 16.1          | 11.2       | 10.3       | 11.2          | 8.6           | 9.5        |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,219 | 13.7       | 18            | 17.1          | 18.9       | 10.9       | 7.5           | 7.5           | 6.3        |  |  |  |  |  |  |
| わからない                | 259   | 10.4       | 7.3           | 3.9           | 2.7        | 19.7       | 19.3          | 19.7          | 17         |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8       | 11.8          | 0             | 11.8       | 11.8       | 23.5          | 11.8          | 17.6       |  |  |  |  |  |  |
| <b>【職種】</b>          |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 10.1       | 15.8          | 15.6          | 21.6       | 10         | 9.9           | 8             | 9.1        |  |  |  |  |  |  |
| 事務                   | 846   | 6.9        | 10.2          | 9.1           | 9.2        | 18.8       | 15.7          | 14.9          | 15.2       |  |  |  |  |  |  |
| 販売・サービス              | 1,215 | 11.9       | 13.5          | 13.1          | 10.2       | 12         | 13.7          | 13.7          | 11.9       |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,150 | 21.2       | 25.1          | 21            | 15.8       | 3.1        | 3.9           | 3.7           | 6.2        |  |  |  |  |  |  |
| 無回答                  | 3     | 0          | 0             | 33.3          | 0          | 0          | 0             | 66.7          | 0          |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 17.7       | 20.1          | 19.3          | 19.1       | 11.4       | 5.3           | 4.4           | 2.6        |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,502 | 11.7       | 20.7          | 21.1          | 19.9       | 5.9        | 6.5           | 6.8           | 7.5        |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 27.6       | 17.2          | 0             | 3.4        | 27.6       | 17.2          | 3.4           | 3.4        |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 16.9       | 6.6           | 2.6           | 1.7        | 24.2       | 25.5          | 11.3          | 11.3       |  |  |  |  |  |  |
| 正→非                  | 766   | 3.7        | 3.8           | 3.9           | 2.5        | 11.5       | 19.7          | 26.4          | 28.6       |  |  |  |  |  |  |
| 非→正                  | 423   | 21.5       | 23.6          | 12.3          | 11.1       | 11.8       | 9.5           | 4             | 6.1        |  |  |  |  |  |  |
| 無回答                  | 32    | 12.5       | 21.9          | 31.3          | 6.3        | 9.4        | 9.4           | 6.3           | 3.1        |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,154 | 20.5       | 28.4          | 26.3          | 24.8       | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 29歳以下                | 442   | 100        | 0             | 0             | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 30~34歳以下             | 612   | 0          | 100           | 0             | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 35~39歳以下             | 566   | 0          | 0             | 100           | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 40歳以上                | 534   | 0          | 0             | 0             | 100        | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| *女性(計)               | 768   | 0          | 0             | 0             | 0          | 32.7       | 24.7          | 21.4          | 21.2       |  |  |  |  |  |  |
| 29歳以下                | 251   | 0          | 0             | 0             | 0          | 100        | 0             | 0             | 0          |  |  |  |  |  |  |
| 30~34歳以下             | 190   | 0          | 0             | 0             | 0          | 0          | 100           | 0             | 0          |  |  |  |  |  |  |
| 35~39歳以下             | 164   | 0          | 0             | 0             | 0          | 0          | 0             | 100           | 0          |  |  |  |  |  |  |
| 40歳以上                | 163   | 0          | 0             | 0             | 0          | 0          | 0             | 0             | 100        |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 42.2       | 26.7          | 18.9          | 12.1       | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 29歳以下                | 87    | 100        | 0             | 0             | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 30~34歳以下             | 55    | 0          | 100           | 0             | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 35~39歳以下             | 39    | 0          | 0             | 100           | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| 40歳以上                | 25    | 0          | 0             | 0             | 100        | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| *女性(計)               | 898   | 0          | 0             | 0             | 0          | 19         | 26.2          | 26.4          | 28.4       |  |  |  |  |  |  |
| 29歳以下                | 171   | 0          | 0             | 0             | 0          | 100        | 0             | 0             | 0          |  |  |  |  |  |  |
| 30~34歳以下             | 235   | 0          | 0             | 0             | 0          | 0          | 100           | 0             | 0          |  |  |  |  |  |  |
| 35~39歳以下             | 237   | 0          | 0             | 0             | 0          | 0          | 0             | 100           | 0          |  |  |  |  |  |  |
| 40歳以上                | 255   | 0          | 0             | 0             | 0          | 0          | 0             | 0             | 100        |  |  |  |  |  |  |
| 無回答                  | 0     | 0          | 0             | 0             | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,098 | 14         | 19.8          | 19.3          | 17.9       | 7.3        | 6.7           | 6.7           | 8.3        |  |  |  |  |  |  |
| 30~299人以下            | 744   | 17.5       | 23.3          | 20            | 14.5       | 9.1        | 7.4           | 4.3           | 3.9        |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 14.4       | 20.6          | 20            | 22.5       | 8.8        | 5.1           | 5.1           | 3.5        |  |  |  |  |  |  |
| わからない                | 71    | 18.3       | 21.1          | 8.5           | 7          | 18.3       | 11.3          | 8.5           | 7          |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 7.5        | 3.8           | 2             | 2          | 12.5       | 22.3          | 23.6          | 26.3       |  |  |  |  |  |  |
| 30~299人以下            | 290   | 6.6        | 7.2           | 5.9           | 2.8        | 13.1       | 21            | 19.7          | 23.8       |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 10.8       | 6.7           | 4.5           | 2.7        | 20.2       | 18.4          | 17.9          | 18.8       |  |  |  |  |  |  |
| わからない                | 188   | 7.4        | 2.1           | 2.1           | 1.1        | 20.2       | 22.3          | 23.9          | 20.7       |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8       | 11.8          | 0             | 11.8       | 11.8       | 23.5          | 11.8          | 17.6       |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 10.1       | 17.5          | 17.5          | 25.2       | 9.4        | 8             | 6.2           | 5.9        |  |  |  |  |  |  |
| 事務                   | 551   | 9.3        | 14.9          | 13.1          | 13.2       | 17.2       | 12            | 9.6           | 10.7       |  |  |  |  |  |  |
| 販売・サービス              | 760   | 15.5       | 19.7          | 20.1          | 15.1       | 8.8        | 7.2           | 7.8           | 5.7        |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 22.1       | 28.2          | 23.8          | 18.7       | 2.6        | 1.5           | 1             | 2.2        |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 9.8        | 5.7           | 4.9           | 0.8        | 13.1       | 20.5          | 18            | 27         |  |  |  |  |  |  |
| 事務                   | 295   | 2.4        | 1.4           | 1.7           | 1.7        | 21.7       | 22.7          | 24.7          | 23.7       |  |  |  |  |  |  |
| 販売・サービス              | 455   | 5.9        | 3.1           | 1.3           | 2          | 17.4       | 24.6          | 23.5          | 22.2       |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 17.8       | 13            | 9.6           | 4.3        | 5.2        | 13.5          | 14.3          | 22.2       |  |  |  |  |  |  |
| 無回答                  | 3     | 0          | 0             | 33.3          | 0          | 0          | 0             | 66.7          | 0          |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |            |               |               |            |            |               |               |            |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 14.9       | 20.9          | 20.5          | 18.2       | 9.3        | 5.9           | 5.4           | 4.9        |  |  |  |  |  |  |
| その他の市町村              | 2126  | 15.2       | 21            | 19            | 18.3       | 8.3        | 6.7           | 5.7           | 5.8        |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 8.2        | 4.9           | 3             | 2          | 15.8       | 22.4          | 21.7          | 22         |  |  |  |  |  |  |
| その他の市町村              | 800   | 7.8        | 5             | 3.8           | 2.4        | 15.4       | 20.9          | 21.4          | 23.5       |  |  |  |  |  |  |
| 無回答                  | 0     | 0          | 0             | 0             | 0          | 0          | 0             | 0             | 0          |  |  |  |  |  |  |

問36. 最終学歴(1)学校の種類

|                      | 全体    | 中学  | 高校   | 校専門・各種学 | 短大   | 高専  | 大学   | 大学院 | その他 | 無回答 |  |  |  |  |
|----------------------|-------|-----|------|---------|------|-----|------|-----|-----|-----|--|--|--|--|
| <b>全体</b>            | 4,026 | 2   | 39   | 22      | 8    | 1   | 26   | 2   | 1   | 0   |  |  |  |  |
| <b>【性別】</b>          |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 男性                   | 2360  | 1.7 | 38.6 | 20.6    | 1.7  | 0.8 | 32.6 | 3.1 | 0.8 | 0.1 |  |  |  |  |
| 女性                   | 1666  | 1.1 | 40.3 | 22.7    | 17.4 | 0.2 | 16.7 | 0.8 | 0.6 | 0.1 |  |  |  |  |
| <b>【年齢別】</b>         |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 29歳以下                | 951   | 2.3 | 34.2 | 20.9    | 8    | 0.2 | 31.3 | 2.2 | 0.8 | 0   |  |  |  |  |
| 30～34歳以下             | 1092  | 1.6 | 36.4 | 23.4    | 8.2  | 0.7 | 26.5 | 2.4 | 0.6 | 0.1 |  |  |  |  |
| 35～39歳以下             | 1006  | 1.2 | 41.7 | 23.3    | 7.7  | 0.9 | 22.5 | 2.2 | 0.6 | 0   |  |  |  |  |
| 40歳以上                | 977   | 0.8 | 44.8 | 18      | 9.1  | 0.4 | 24.1 | 1.8 | 0.7 | 0.2 |  |  |  |  |
| <b>【就業形態】</b>        |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 正社員                  | 2345  | 1   | 36.5 | 19.4    | 5.2  | 0.9 | 33.3 | 3   | 0.6 | 0.1 |  |  |  |  |
| パート、契約など             | 954   | 2.3 | 45.7 | 21.9    | 15.2 | 0.2 | 13   | 0.8 | 0.8 | 0   |  |  |  |  |
| 派遣社員                 | 150   | 1.3 | 37.3 | 21.3    | 18   | 0   | 19.3 | 1.3 | 1.3 | 0   |  |  |  |  |
| 自営業など                | 577   | 2.1 | 40.4 | 29.3    | 6.2  | 0.2 | 19.8 | 1   | 0.9 | 0.2 |  |  |  |  |
| 無回答                  | 0     | 0   | 0    | 0       | 0    | 0   | 0    | 0   | 0   | 0   |  |  |  |  |
| <b>【最終学歴】</b>        |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 中高卒                  | 1641  | 3.7 | 96.3 | 0       | 0    | 0   | 0    | 0   | 0   | 0   |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 0   | 0    | 69.4    | 26.5 | 1.8 | 0    | 0   | 2.2 | 0   |  |  |  |  |
| 大学・大学院卒              | 1135  | 0   | 0    | 0       | 0    | 0   | 92.3 | 7.7 | 0   | 0   |  |  |  |  |
| 無回答                  | 3     | 0   | 0    | 0       | 0    | 0   | 0    | 0   | 0   | 100 |  |  |  |  |
| <b>【企業規模】</b>        |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 29人以下                | 1497  | 2.6 | 43.5 | 27.2    | 7.5  | 0.1 | 16.9 | 1.1 | 0.9 | 0.1 |  |  |  |  |
| 30～299人以下            | 1034  | 1.1 | 39.1 | 23      | 8.3  | 0.6 | 26   | 1.3 | 0.6 | 0.1 |  |  |  |  |
| 300人以上・官公庁           | 1219  | 0.7 | 31.6 | 13.5    | 7.8  | 1.1 | 40.4 | 4.6 | 0.5 | 0   |  |  |  |  |
| わからない                | 259   | 0.8 | 51.4 | 20.1    | 13.9 | 0.8 | 12   | 0.4 | 0.8 | 0   |  |  |  |  |
| 無回答                  | 17    | 0   | 47.1 | 23.5    | 5.9  | 0   | 17.6 | 5.9 | 0   | 0   |  |  |  |  |
| <b>【職種】</b>          |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 専門・技術・管理             | 812   | 0.2 | 12.8 | 27.1    | 8.6  | 1.2 | 41.7 | 7.9 | 0.1 | 0.2 |  |  |  |  |
| 事務                   | 846   | 0.1 | 32.3 | 15.8    | 13.2 | 0.2 | 36.2 | 1.5 | 0.6 | 0   |  |  |  |  |
| 販売・サービス              | 1215  | 1.6 | 39.9 | 25.5    | 8.7  | 0.3 | 22.7 | 0.4 | 0.8 | 0   |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 3.3 | 62.4 | 17.4    | 3.7  | 0.6 | 11   | 0.4 | 1   | 0.1 |  |  |  |  |
| 無回答                  | 3     | 0   | 33.3 | 33.3    | 0    | 0   | 33.3 | 0   | 0   | 0   |  |  |  |  |
| <b>【キャリアパス】</b>      |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 正→正(転職なし)            | 972   | 0.5 | 30.8 | 14.8    | 4.7  | 1.1 | 43.1 | 4.4 | 0.3 | 0.2 |  |  |  |  |
| 正→正(転職あり)            | 1502  | 1.3 | 40.9 | 25.6    | 5.4  | 0.7 | 23.8 | 1.7 | 0.7 | 0.1 |  |  |  |  |
| 非→非(転職なし)            | 29    | 0   | 31   | 20.7    | 13.8 | 0   | 27.6 | 6.9 | 0   | 0   |  |  |  |  |
| 非→非(転職あり)            | 302   | 5.6 | 38.4 | 21.9    | 10.3 | 0   | 20.5 | 1.7 | 1.7 | 0   |  |  |  |  |
| 正→非                  | 766   | 0.9 | 47.5 | 21.8    | 17.8 | 0.3 | 10.7 | 0.4 | 0.7 | 0   |  |  |  |  |
| 非→正                  | 423   | 2.4 | 39.7 | 20.1    | 7.6  | 0   | 27.2 | 1.9 | 1.2 | 0   |  |  |  |  |
| 無回答                  | 32    | 3.1 | 34.4 | 40.6    | 3.1  | 0   | 15.6 | 3.1 | 0   | 0   |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 1.3 | 38.6 | 20.3    | 1.8  | 0.9 | 33.1 | 3.2 | 0.7 | 0.1 |  |  |  |  |
| 29歳以下                | 442   | 2.3 | 36.2 | 17      | 2.7  | 0.5 | 36.7 | 3.6 | 1.1 | 0   |  |  |  |  |
| 30～34歳以下             | 612   | 1.6 | 36.4 | 24.5    | 1.5  | 1   | 31.9 | 2.8 | 0.3 | 0   |  |  |  |  |
| 35～39歳以下             | 566   | 0.7 | 39.9 | 22.3    | 1.4  | 1.6 | 30.2 | 3.5 | 0.4 | 0   |  |  |  |  |
| 40歳以上                | 534   | 0.9 | 41.6 | 16.1    | 1.9  | 0.6 | 34.6 | 2.8 | 1.1 | 0.4 |  |  |  |  |
| *女性(計)               | 768   | 0.9 | 33.6 | 24.3    | 15.6 | 0.1 | 23.7 | 1.2 | 0.4 | 0.1 |  |  |  |  |
| 29歳以下                | 251   | 0.8 | 25.9 | 24.3    | 15.9 | 0   | 31.5 | 1.2 | 0.4 | 0   |  |  |  |  |
| 30～34歳以下             | 190   | 1.6 | 27.4 | 25.3    | 16.8 | 0.5 | 25.3 | 1.6 | 1.1 | 0.5 |  |  |  |  |
| 35～39歳以下             | 164   | 1.2 | 41.5 | 26.2    | 12.8 | 0   | 18.3 | 0   | 0   | 0   |  |  |  |  |
| 40歳以上                | 163   | 0   | 44.8 | 21.5    | 16.6 | 0   | 15.3 | 1.8 | 0   | 0   |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 5.8 | 38.3 | 23.8    | 1    | 0   | 27.2 | 2.4 | 1.5 | 0   |  |  |  |  |
| 29歳以下                | 87    | 9.2 | 33.3 | 27.6    | 0    | 0   | 27.6 | 1.1 | 1.1 | 0   |  |  |  |  |
| 30～34歳以下             | 55    | 3.6 | 41.8 | 12.7    | 1.8  | 0   | 32.7 | 7.3 | 0   | 0   |  |  |  |  |
| 35～39歳以下             | 39    | 2.6 | 35.9 | 38.5    | 0    | 0   | 17.9 | 0   | 5.1 | 0   |  |  |  |  |
| 40歳以上                | 25    | 4   | 52   | 12      | 4    | 0   | 28   | 0   | 0   | 0   |  |  |  |  |
| *女性(計)               | 898   | 1.3 | 46   | 21.4    | 18.9 | 0.2 | 10.8 | 0.6 | 0.8 | 0   |  |  |  |  |
| 29歳以下                | 171   | 1.2 | 41.5 | 22.8    | 14   | 0   | 19.3 | 0.6 | 0.6 | 0   |  |  |  |  |
| 30～34歳以下             | 235   | 1.3 | 42.6 | 21.7    | 20   | 0.4 | 11.9 | 0.9 | 1.3 | 0   |  |  |  |  |
| 35～39歳以下             | 237   | 2.1 | 47.3 | 21.1    | 20.3 | 0   | 7.6  | 0.8 | 0.8 | 0   |  |  |  |  |
| 40歳以上                | 255   | 0.8 | 51   | 20.4    | 20   | 0.4 | 7.1  | 0   | 0.4 | 0   |  |  |  |  |
| 無回答                  | 0     | 0   | 0    | 0       | 0    | 0   | 0    | 0   | 0   | 0   |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 正規社員*29人以下           | 1098  | 2.5 | 42.1 | 28.3    | 5.6  | 0.1 | 19.1 | 1.3 | 0.9 | 0.2 |  |  |  |  |
| 30～299人以下            | 744   | 0.5 | 39.1 | 22.3    | 5.4  | 0.8 | 30   | 1.2 | 0.5 | 0.1 |  |  |  |  |
| 300人以上・官公庁           | 996   | 0.4 | 29.2 | 13.2    | 5.3  | 1.2 | 45   | 5.3 | 0.4 | 0   |  |  |  |  |
| わからない                | 71    | 1.4 | 54.9 | 19.7    | 5.6  | 2.8 | 15.5 | 0   | 0   | 0   |  |  |  |  |
| 非正規社員*29人以下          | 399   | 3   | 47.4 | 24.1    | 13   | 0.3 | 10.8 | 0.5 | 1   | 0   |  |  |  |  |
| 30～299人以下            | 290   | 2.4 | 39   | 24.8    | 15.9 | 0   | 15.9 | 1.4 | 0.7 | 0   |  |  |  |  |
| 300人以上・官公庁           | 223   | 1.8 | 42.2 | 14.8    | 18.8 | 0.4 | 19.7 | 1.3 | 0.9 | 0   |  |  |  |  |
| わからない                | 188   | 0.5 | 50   | 20.2    | 17   | 0   | 10.6 | 0.5 | 1.1 | 0   |  |  |  |  |
| 無回答                  | 17    | 0   | 47.1 | 23.5    | 5.9  | 0   | 17.6 | 5.9 | 0   | 0   |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 0.1 | 13.2 | 25.8    | 6.4  | 1.3 | 44.6 | 8.1 | 0.1 | 0.3 |  |  |  |  |
| 事務                   | 551   | 0.2 | 28.7 | 13.8    | 8.5  | 0.2 | 45.7 | 2.2 | 0.7 | 0   |  |  |  |  |
| 販売・サービス              | 760   | 1.3 | 33.3 | 27.6    | 6.1  | 0.5 | 30.1 | 0.5 | 0.5 | 0   |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 2.6 | 63.8 | 17.4    | 2.4  | 0.8 | 11.4 | 0.5 | 1   | 0.1 |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 0.8 | 10.7 | 34.4    | 21.3 | 0.8 | 25.4 | 6.6 | 0   | 0   |  |  |  |  |
| 事務                   | 295   | 0   | 39   | 19.7    | 22   | 0.3 | 18.3 | 0.3 | 0.3 | 0   |  |  |  |  |
| 販売・サービス              | 455   | 2   | 51   | 22      | 13.2 | 0   | 10.3 | 0.2 | 1.3 | 0   |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 6.1 | 57   | 17.4    | 9.1  | 0   | 9.1  | 0   | 1.3 | 0   |  |  |  |  |
| 無回答                  | 3     | 0   | 33.3 | 33.3    | 0    | 0   | 33.3 | 0   | 0   | 0   |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |     |      |         |      |     |      |     |     |     |  |  |  |  |
| 正規社員*18大都市           | 796   | 0.9 | 31   | 22.4    | 4.8  | 0.6 | 35.9 | 3.6 | 0.6 | 0.1 |  |  |  |  |
| その他の市町村              | 2126  | 1.4 | 39.6 | 21      | 5.7  | 0.8 | 28.6 | 2.3 | 0.6 | 0.1 |  |  |  |  |
| 非正規社員*18大都市          | 304   | 1.6 | 38.2 | 26.3    | 14.1 | 0   | 17.1 | 2   | 0.7 | 0   |  |  |  |  |
| その他の市町村              | 800   | 2.4 | 47   | 20.1    | 16.1 | 0.3 | 12.6 | 0.5 | 1   | 0   |  |  |  |  |
| 無回答                  | 0     | 0   | 0    | 0       | 0    | 0   | 0    | 0   | 0   | 0   |  |  |  |  |

問36. 最終学歴(2)卒業の有無

|                      | 全体    | 卒業   | 学途中退 | 在学中 | 無回答  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|----------------------|-------|------|------|-----|------|---|---|---|---|---|---|---|---|---|
| <b>全体</b>            | 4,026 | 93   | 7    | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【性別】</b>          |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 男性                   | 2,360 | 91.3 | 8.4  | 0.2 | 0    |   |   |   |   |   |   |   |   |   |
| 女性                   | 1,666 | 95.1 | 4.4  | 0.4 | 0    |   |   |   |   |   |   |   |   |   |
| <b>【年齢別】</b>         |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 29歳以下                | 951   | 90.5 | 8.9  | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 30～34歳以下             | 1,092 | 92.2 | 7.2  | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 35～39歳以下             | 1,006 | 94.5 | 5.5  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 40歳以上                | 977   | 94.3 | 5.5  | 0.1 | 0.1  |   |   |   |   |   |   |   |   |   |
| <b>【就業形態】</b>        |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 正社員                  | 2,345 | 94.1 | 5.7  | 0.2 | 0    |   |   |   |   |   |   |   |   |   |
| パート、契約など             | 954   | 92.8 | 6.6  | 0.6 | 0    |   |   |   |   |   |   |   |   |   |
| 派遣社員                 | 150   | 91.3 | 8    | 0.7 | 0    |   |   |   |   |   |   |   |   |   |
| 自営業など                | 577   | 88.6 | 11.3 | 0.2 | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 0     | 0    | 0    | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【最終学歴】</b>        |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 中高卒                  | 1,641 | 93.2 | 6.8  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 専門・短大・高専卒など          | 1,247 | 92.1 | 7.4  | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 大学・大学院卒              | 1,135 | 93.4 | 6.1  | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 3     | 66.7 | 0    | 0   | 33.3 |   |   |   |   |   |   |   |   |   |
| <b>【企業規模】</b>        |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 29人以下                | 1,497 | 90.2 | 9.4  | 0.4 | 0    |   |   |   |   |   |   |   |   |   |
| 30～299人以下            | 1,034 | 93.5 | 6.3  | 0.1 | 0.1  |   |   |   |   |   |   |   |   |   |
| 300人以上・官公庁           | 1,219 | 96.1 | 3.6  | 0.3 | 0    |   |   |   |   |   |   |   |   |   |
| わからない                | 259   | 90.7 | 8.9  | 0.4 | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 17    | 94.1 | 5.9  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【職種】</b>          |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 専門・技術・管理             | 812   | 96.8 | 3    | 0.2 | 0    |   |   |   |   |   |   |   |   |   |
| 事務                   | 846   | 95.2 | 4.3  | 0.6 | 0    |   |   |   |   |   |   |   |   |   |
| 販売・サービス              | 1,215 | 91.9 | 7.9  | 0.2 | 0    |   |   |   |   |   |   |   |   |   |
| 技能・生産・運輸・保安など        | 1,150 | 89.6 | 10.1 | 0.3 | 0.1  |   |   |   |   |   |   |   |   |   |
| 無回答                  | 3     | 66.7 | 33.3 | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【キャリアパス】</b>      |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 正→正(転職なし)            | 972   | 98.6 | 1.2  | 0.1 | 0.1  |   |   |   |   |   |   |   |   |   |
| 正→正(転職あり)            | 1,502 | 94.7 | 5.2  | 0.1 | 0    |   |   |   |   |   |   |   |   |   |
| 非→非(転職なし)            | 29    | 96.6 | 3.4  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 非→非(転職あり)            | 302   | 79.8 | 18.2 | 2   | 0    |   |   |   |   |   |   |   |   |   |
| 正→非                  | 766   | 97.4 | 2.5  | 0.1 | 0    |   |   |   |   |   |   |   |   |   |
| 非→正                  | 423   | 74   | 25.5 | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 32    | 100  | 0    | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 正規社員*男性(計)           | 2,154 | 92.1 | 7.8  | 0.1 | 0    |   |   |   |   |   |   |   |   |   |
| 29歳以下                | 442   | 89.4 | 10.2 | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 30～34歳以下             | 612   | 92.5 | 7.5  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 35～39歳以下             | 566   | 92.8 | 7.2  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 40歳以上                | 534   | 93.1 | 6.6  | 0.2 | 0.2  |   |   |   |   |   |   |   |   |   |
| *女性(計)               | 768   | 95.7 | 4    | 0.3 | 0    |   |   |   |   |   |   |   |   |   |
| 29歳以下                | 251   | 97.2 | 2.8  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 30～34歳以下             | 190   | 93.7 | 5.3  | 1.1 | 0    |   |   |   |   |   |   |   |   |   |
| 35～39歳以下             | 164   | 96.3 | 3.7  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 40歳以上                | 163   | 95.1 | 4.9  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 非正規社員*男性(計)          | 206   | 83.5 | 15.5 | 1   | 0    |   |   |   |   |   |   |   |   |   |
| 29歳以下                | 87    | 77   | 21.8 | 1.1 | 0    |   |   |   |   |   |   |   |   |   |
| 30～34歳以下             | 55    | 81.8 | 16.4 | 1.8 | 0    |   |   |   |   |   |   |   |   |   |
| 35～39歳以下             | 39    | 97.4 | 2.6  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 40歳以上                | 25    | 88   | 12   | 0   | 0    |   |   |   |   |   |   |   |   |   |
| *女性(計)               | 898   | 94.7 | 4.8  | 0.6 | 0    |   |   |   |   |   |   |   |   |   |
| 29歳以下                | 171   | 90.6 | 8.2  | 1.2 | 0    |   |   |   |   |   |   |   |   |   |
| 30～34歳以下             | 235   | 92.8 | 6    | 1.3 | 0    |   |   |   |   |   |   |   |   |   |
| 35～39歳以下             | 237   | 97   | 3    | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 40歳以上                | 255   | 96.9 | 3.1  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 0     | 0    | 0    | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【就業形態2×企業規模】</b>  |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 正規社員*29人以下           | 1,098 | 89.2 | 10.7 | 0.2 | 0    |   |   |   |   |   |   |   |   |   |
| 30～299人以下            | 744   | 93.8 | 6    | 0   | 0.1  |   |   |   |   |   |   |   |   |   |
| 300人以上・官公庁           | 996   | 96.7 | 3    | 0.3 | 0    |   |   |   |   |   |   |   |   |   |
| わからない                | 71    | 93   | 7    | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 非正規社員*29人以下          | 399   | 93.2 | 5.8  | 1   | 0    |   |   |   |   |   |   |   |   |   |
| 30～299人以下            | 290   | 92.8 | 6.9  | 0.3 | 0    |   |   |   |   |   |   |   |   |   |
| 300人以上・官公庁           | 223   | 93.3 | 6.3  | 0.4 | 0    |   |   |   |   |   |   |   |   |   |
| わからない                | 188   | 89.9 | 9.6  | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 17    | 94.1 | 5.9  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【就業形態2×職種】</b>    |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 正規社員*専門・技術・管理        | 690   | 96.7 | 3.2  | 0.1 | 0    |   |   |   |   |   |   |   |   |   |
| 事務                   | 551   | 95.3 | 4.2  | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 販売・サービス              | 760   | 92.2 | 7.8  | 0   | 0    |   |   |   |   |   |   |   |   |   |
| 技能・生産・運輸・保安          | 920   | 89.7 | 10.1 | 0.1 | 0.1  |   |   |   |   |   |   |   |   |   |
| 非正規社員*専門・技術・管理       | 122   | 97.5 | 1.6  | 0.8 | 0    |   |   |   |   |   |   |   |   |   |
| 事務                   | 295   | 94.9 | 4.4  | 0.7 | 0    |   |   |   |   |   |   |   |   |   |
| 販売・サービス              | 455   | 91.4 | 8.1  | 0.4 | 0    |   |   |   |   |   |   |   |   |   |
| 技能・生産・運輸・保安          | 230   | 89.1 | 10   | 0.9 | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 3     | 66.7 | 33.3 | 0   | 0    |   |   |   |   |   |   |   |   |   |
| <b>【就業形態2×都市】</b>    |       |      |      |     |      |   |   |   |   |   |   |   |   |   |
| 正規社員*18大都市           | 796   | 92   | 7.8  | 0.3 | 0    |   |   |   |   |   |   |   |   |   |
| その他の市町村              | 2126  | 93.4 | 6.4  | 0.1 | 0    |   |   |   |   |   |   |   |   |   |
| 非正規社員*18大都市          | 304   | 92.1 | 6.9  | 1   | 0    |   |   |   |   |   |   |   |   |   |
| その他の市町村              | 800   | 92.8 | 6.8  | 0.5 | 0    |   |   |   |   |   |   |   |   |   |
| 無回答                  | 0     | 0    | 0    | 0   | 0    |   |   |   |   |   |   |   |   |   |

問36. 卒業、中退時期

|                      | 該<br>当<br>者 | 1<br>9<br>7<br>9<br>年 | 1<br>9<br>8<br>0<br>年 | 1<br>9<br>8<br>5<br>年 | 1<br>9<br>9<br>0<br>年 | 1<br>9<br>9<br>5<br>年 | 2<br>0<br>0<br>0<br>年 | 2<br>0<br>0<br>5<br>年 | 無<br>回<br>答 |  |  |  |  |  |
|----------------------|-------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------|--|--|--|--|--|
| <b>全体</b>            | 4,013       | 0                     | 7                     | 22                    | 25                    | 24                    | 18                    | 4                     | 0           |  |  |  |  |  |
| <b>【性別】</b>          |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 男性                   | 2,354       | 0                     | 6.2                   | 20                    | 26.6                  | 25.8                  | 17.1                  | 4.3                   | 0           |  |  |  |  |  |
| 女性                   | 1,659       | 0                     | 6.9                   | 24                    | 23.3                  | 22.5                  | 19.2                  | 4.1                   | 0.1         |  |  |  |  |  |
| <b>【年齢別】</b>         |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 29歳以下                | 946         | 0                     | 0                     | 0                     | 0.2                   | 24.3                  | 59.8                  | 15.6                  | 0           |  |  |  |  |  |
| 30～34歳以下             | 1,086       | 0                     | 0                     | 0.5                   | 27.4                  | 57.4                  | 13.3                  | 1.5                   | 0           |  |  |  |  |  |
| 35～39歳以下             | 1,006       | 0                     | 0.1                   | 27.8                  | 58.5                  | 12.4                  | 0.8                   | 0.3                   | 0           |  |  |  |  |  |
| 40歳以上                | 975         | 0                     | 26.7                  | 59.9                  | 12.5                  | 0.3                   | 0.3                   | 0.2                   | 0.1         |  |  |  |  |  |
| <b>【就業形態】</b>        |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 正社員                  | 2,340       | 0                     | 5.3                   | 18.5                  | 24.3                  | 26.1                  | 20.3                  | 5.5                   | 0           |  |  |  |  |  |
| パート・契約など             | 948         | 0                     | 8.1                   | 26.3                  | 25.8                  | 21.4                  | 15.4                  | 2.8                   | 0.1         |  |  |  |  |  |
| 派遣社員                 | 149         | 0                     | 2                     | 14.8                  | 26.2                  | 24.8                  | 28.9                  | 3.4                   | 0           |  |  |  |  |  |
| 自営業など                | 576         | 0                     | 9.7                   | 28.6                  | 27.6                  | 22.7                  | 9.7                   | 1.6                   | 0           |  |  |  |  |  |
| 無回答                  | 0           | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |
| <b>【最終学歴】</b>        |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 中高卒                  | 1,641       | 0                     | 13.6                  | 28                    | 27.4                  | 21.7                  | 9.3                   | 0.1                   | 0           |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,241       | 0                     | 2.9                   | 21.7                  | 25.3                  | 26.7                  | 21                    | 2.4                   | 0.1         |  |  |  |  |  |
| 大学・大学院卒              | 1,129       | 0                     | 0.2                   | 12.5                  | 21.8                  | 26                    | 27.3                  | 12.2                  | 0           |  |  |  |  |  |
| 無回答                  | 2           | 0                     | 0                     | 0                     | 50                    | 0                     | 50                    | 0                     | 0           |  |  |  |  |  |
| <b>【企業規模】</b>        |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 29人以下                | 1,491       | 0                     | 8.5                   | 23.9                  | 26.6                  | 24.5                  | 13.7                  | 2.7                   | 0           |  |  |  |  |  |
| 30～299人以下            | 1,032       | 0                     | 5.6                   | 20.9                  | 22.8                  | 24.4                  | 21.4                  | 4.7                   | 0.1         |  |  |  |  |  |
| 300人以上・官公庁           | 1,215       | 0                     | 5.5                   | 18.9                  | 25.5                  | 24.4                  | 20.1                  | 5.6                   | 0           |  |  |  |  |  |
| わからない                | 258         | 0                     | 3.5                   | 23.3                  | 24.8                  | 25.6                  | 19                    | 3.9                   | 0           |  |  |  |  |  |
| 無回答                  | 17          | 0                     | 0                     | 35.3                  | 29.4                  | 11.8                  | 17.6                  | 5.9                   | 0           |  |  |  |  |  |
| <b>【職種】</b>          |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 専門・技術・管理             | 810         | 0                     | 4.4                   | 21.4                  | 24.4                  | 22.2                  | 21                    | 6.5                   | 0           |  |  |  |  |  |
| 事務                   | 841         | 0                     | 5.4                   | 20.7                  | 24.9                  | 22.1                  | 21.5                  | 5.5                   | 0           |  |  |  |  |  |
| 販売・サービス              | 1,213       | 0                     | 5.9                   | 22.5                  | 25.1                  | 25                    | 17.7                  | 3.9                   | 0           |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,146       | 0                     | 9.5                   | 21.6                  | 26                    | 27.2                  | 13.5                  | 2                     | 0.1         |  |  |  |  |  |
| 無回答                  | 3           | 0                     | 0                     | 33.3                  | 66.7                  | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |
| <b>【キャリアパス】</b>      |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 正→正(転職なし)            | 970         | 0                     | 3.7                   | 16.6                  | 25.1                  | 25.3                  | 21.4                  | 7.9                   | 0           |  |  |  |  |  |
| 正→正(転職あり)            | 1,500       | 0                     | 8.2                   | 24.5                  | 25.7                  | 24.7                  | 14.2                  | 2.7                   | 0           |  |  |  |  |  |
| 非→非(転職なし)            | 29          | 0                     | 0                     | 3.4                   | 6.9                   | 24.1                  | 58.6                  | 6.9                   | 0           |  |  |  |  |  |
| 非→非(転職あり)            | 296         | 0                     | 4.1                   | 14.9                  | 16.2                  | 29.4                  | 30.1                  | 5.4                   | 0           |  |  |  |  |  |
| 正→非                  | 765         | 0                     | 8.9                   | 29.3                  | 30.5                  | 18.8                  | 10.6                  | 1.8                   | 0.1         |  |  |  |  |  |
| 非→正                  | 421         | 0                     | 5                     | 16.2                  | 21.6                  | 27.6                  | 25.4                  | 4.3                   | 0           |  |  |  |  |  |
| 無回答                  | 32          | 0                     | 3.1                   | 9.4                   | 28.1                  | 37.5                  | 18.8                  | 3.1                   | 0           |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 正規社員*男性(計)           | 2,150       | 0                     | 6.5                   | 20.7                  | 26.9                  | 25.9                  | 15.9                  | 4.1                   | 0           |  |  |  |  |  |
| 29歳以下                | 440         | 0                     | 0                     | 0                     | 0.2                   | 26.1                  | 55.2                  | 18.4                  | 0           |  |  |  |  |  |
| 30～34歳以下             | 612         | 0                     | 0                     | 0.5                   | 26.3                  | 56.7                  | 15.4                  | 1.1                   | 0           |  |  |  |  |  |
| 35～39歳以下             | 566         | 0                     | 0.2                   | 25.4                  | 57.4                  | 16.4                  | 0.5                   | 0                     | 0           |  |  |  |  |  |
| 40歳以上                | 532         | 0                     | 26.1                  | 56.2                  | 17.3                  | 0.2                   | 0.2                   | 0                     | 0           |  |  |  |  |  |
| *女性(計)               | 766         | 0                     | 5.4                   | 19.8                  | 19.3                  | 24.2                  | 24.9                  | 6.4                   | 0           |  |  |  |  |  |
| 29歳以下                | 251         | 0                     | 0                     | 0                     | 0                     | 16.3                  | 67.7                  | 15.9                  | 0           |  |  |  |  |  |
| 30～34歳以下             | 188         | 0                     | 0                     | 0                     | 21.3                  | 65.4                  | 9                     | 4.3                   | 0           |  |  |  |  |  |
| 35～39歳以下             | 164         | 0                     | 0                     | 28                    | 58.5                  | 12.2                  | 1.2                   | 0                     | 0           |  |  |  |  |  |
| 40歳以上                | 163         | 0                     | 25.2                  | 65                    | 7.4                   | 0.6                   | 1.2                   | 0.6                   | 0           |  |  |  |  |  |
| 非正規社員*男性(計)          | 204         | 0                     | 3.4                   | 12.3                  | 22.5                  | 25                    | 30.4                  | 6.4                   | 0           |  |  |  |  |  |
| 29歳以下                | 86          | 0                     | 0                     | 0                     | 1.2                   | 30.2                  | 54.7                  | 14                    | 0           |  |  |  |  |  |
| 30～34歳以下             | 54          | 0                     | 0                     | 0                     | 37                    | 38.9                  | 22.2                  | 1.9                   | 0           |  |  |  |  |  |
| 35～39歳以下             | 39          | 0                     | 0                     | 30.8                  | 51.3                  | 10.3                  | 7.7                   | 0                     | 0           |  |  |  |  |  |
| 40歳以上                | 25          | 0                     | 28                    | 52                    | 20                    | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |
| *女性(計)               | 893         | 0                     | 8.2                   | 27.5                  | 26.7                  | 21.2                  | 14.2                  | 2.1                   | 0.1         |  |  |  |  |  |
| 29歳以下                | 169         | 0                     | 0                     | 0                     | 0                     | 28.4                  | 62.7                  | 8.9                   | 0           |  |  |  |  |  |
| 30～34歳以下             | 232         | 0                     | 0                     | 0.9                   | 33.2                  | 56.9                  | 9.1                   | 0                     | 0           |  |  |  |  |  |
| 35～39歳以下             | 237         | 0                     | 0                     | 32.9                  | 62.4                  | 3.4                   | 0                     | 1.3                   | 0           |  |  |  |  |  |
| 40歳以上                | 255         | 0                     | 28.6                  | 65.1                  | 5.1                   | 0.4                   | 0                     | 0.4                   | 0.4         |  |  |  |  |  |
| 無回答                  | 0           | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 正規社員*29人以下           | 1,096       | 0                     | 8.5                   | 22.8                  | 26                    | 26                    | 13.8                  | 2.9                   | 0           |  |  |  |  |  |
| 30～299人以下            | 743         | 0                     | 5.1                   | 18.7                  | 22.6                  | 25.2                  | 22.9                  | 5.5                   | 0           |  |  |  |  |  |
| 300人以上・官公庁           | 993         | 0                     | 4.9                   | 19                    | 25.8                  | 25                    | 19.4                  | 5.8                   | 0           |  |  |  |  |  |
| わからない                | 71          | 0                     | 1.4                   | 21.1                  | 22.5                  | 26.8                  | 21.1                  | 7                     | 0           |  |  |  |  |  |
| 非正規社員*29人以下          | 395         | 0                     | 8.6                   | 27.1                  | 28.4                  | 20.3                  | 13.4                  | 2.3                   | 0           |  |  |  |  |  |
| 30～299人以下            | 289         | 0                     | 6.9                   | 26.6                  | 23.2                  | 22.5                  | 17.6                  | 2.8                   | 0.3         |  |  |  |  |  |
| 300人以上・官公庁           | 222         | 0                     | 8.1                   | 18.5                  | 24.3                  | 21.6                  | 23                    | 4.5                   | 0           |  |  |  |  |  |
| わからない                | 187         | 0                     | 4.3                   | 24.1                  | 25.7                  | 25.1                  | 18.2                  | 2.7                   | 0           |  |  |  |  |  |
| 無回答                  | 17          | 0                     | 0                     | 35.3                  | 29.4                  | 11.8                  | 17.6                  | 5.9                   | 0           |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 689         | 0                     | 4.5                   | 20.9                  | 24.4                  | 23.2                  | 20.5                  | 6.5                   | 0           |  |  |  |  |  |
| 事務                   | 548         | 0                     | 4.6                   | 19.5                  | 24.1                  | 23.5                  | 22.1                  | 6.2                   | 0           |  |  |  |  |  |
| 販売・サービス              | 760         | 0                     | 5                     | 21.3                  | 24.5                  | 25                    | 19.1                  | 5.1                   | 0           |  |  |  |  |  |
| 技能・生産・運輸・保安          | 918         | 0                     | 9.5                   | 20.2                  | 26.1                  | 28.5                  | 13.6                  | 2.1                   | 0           |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 121         | 0                     | 4.1                   | 24                    | 24.8                  | 16.5                  | 24                    | 6.6                   | 0           |  |  |  |  |  |
| 事務                   | 293         | 0                     | 6.8                   | 22.9                  | 26.3                  | 19.5                  | 20.5                  | 4.1                   | 0           |  |  |  |  |  |
| 販売・サービス              | 453         | 0                     | 7.3                   | 24.5                  | 26                    | 24.9                  | 15.5                  | 1.8                   | 0           |  |  |  |  |  |
| 技能・生産・運輸・保安          | 228         | 0                     | 9.6                   | 27.6                  | 25.4                  | 21.9                  | 13.2                  | 1.8                   | 0.4         |  |  |  |  |  |
| 無回答                  | 3           | 0                     | 0                     | 33.3                  | 66.7                  | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |             |                       |                       |                       |                       |                       |                       |                       |             |  |  |  |  |  |
| 正規社員*18大都市           | 794         | 0                     | 5.2                   | 20.3                  | 25.3                  | 23.8                  | 19.5                  | 5.9                   | 0           |  |  |  |  |  |
| その他の市町村              | 2,122       | 0                     | 6.6                   | 20.6                  | 24.8                  | 26                    | 17.8                  | 4.2                   | 0           |  |  |  |  |  |
| 非正規社員*18大都市          | 301         | 0                     | 6.6                   | 22.3                  | 23.9                  | 23.3                  | 19.9                  | 4                     | 0           |  |  |  |  |  |
| その他の市町村              | 796         | 0                     | 7.5                   | 25.6                  | 26.9                  | 21.4                  | 16.2                  | 2.5                   | 0.1         |  |  |  |  |  |
| 無回答                  | 0           | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0           |  |  |  |  |  |

問37. 中学三年生の頃の成績

|                      | 全体    | 上の方  | やや上の方 | り真ん中あたり | やや下の方 | 下の方  | わからない | 無回答 |  |  |  |  |  |  |
|----------------------|-------|------|-------|---------|-------|------|-------|-----|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 14   | 20    | 36      | 14    | 12   | 3     | 0   |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 男性                   | 2360  | 14.6 | 19.5  | 33.3    | 14.7  | 14.1 | 3.6   | 0.3 |  |  |  |  |  |  |
| 女性                   | 1666  | 12.7 | 20.1  | 40.9    | 13.6  | 8.9  | 3.1   | 0.6 |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 29歳以下                | 951   | 12.8 | 18.9  | 35.6    | 16    | 12.3 | 3.7   | 0.6 |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 12.7 | 17.9  | 36.7    | 14.2  | 14.7 | 3.3   | 0.5 |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 13.3 | 20.6  | 37.7    | 14.6  | 10.7 | 3     | 0.1 |  |  |  |  |  |  |
| 40歳以上                | 977   | 16.5 | 21.8  | 35.6    | 12.3  | 9.7  | 3.7   | 0.4 |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 正社員                  | 2345  | 16   | 22.2  | 34.1    | 13.3  | 11.1 | 3     | 0.2 |  |  |  |  |  |  |
| パート、契約など             | 954   | 10.5 | 16.5  | 41.7    | 16    | 11.4 | 3.4   | 0.5 |  |  |  |  |  |  |
| 派遣社員                 | 150   | 9.3  | 18    | 39.3    | 18.7  | 12   | 2     | 0.7 |  |  |  |  |  |  |
| 自営業など                | 577   | 11.4 | 15.8  | 36.4    | 14.2  | 15.9 | 5.4   | 0.9 |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0     | 0       | 0     | 0    | 0     | 0   |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 中高卒                  | 1641  | 4.8  | 12.1  | 39.2    | 20.4  | 18.5 | 4.6   | 0.5 |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 9    | 20.3  | 42.2    | 14    | 11.1 | 3     | 0.4 |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 32.2 | 30.4  | 26      | 5.8   | 3.3  | 2.1   | 0.2 |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0     | 66.7    | 0     | 33.3 | 0     | 0   |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 29人以下                | 1497  | 10.4 | 16.1  | 38.3    | 15.2  | 15.8 | 3.8   | 0.5 |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 12.3 | 19.9  | 35.9    | 16.1  | 11.8 | 3.7   | 0.4 |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 21.1 | 25.8  | 31.7    | 11.3  | 7.6  | 2.1   | 0.3 |  |  |  |  |  |  |
| わからない                | 259   | 5.8  | 12.4  | 49.8    | 15.4  | 10.8 | 5.4   | 0.4 |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 11.8  | 47.1    | 17.6  | 5.9  | 11.8  | 0   |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 25.6 | 27.7  | 30      | 8     | 6.2  | 2.2   | 0.2 |  |  |  |  |  |  |
| 事務                   | 846   | 19.4 | 24.6  | 38.2    | 9     | 5.9  | 2.5   | 0.5 |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 10.1 | 17.8  | 39.3    | 17.3  | 11.5 | 3.7   | 0.3 |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 5.3  | 12.8  | 36.7    | 19.2  | 20.9 | 4.6   | 0.5 |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0     | 33.3    | 66.7  | 0    | 0     | 0   |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 20.4 | 24.8  | 32.8    | 11.7  | 7.6  | 2.5   | 0.2 |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 11.8 | 19    | 36.8    | 14.2  | 14.2 | 3.7   | 0.3 |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 0    | 17.2  | 51.7    | 6.9   | 10.3 | 10.3  | 3.4 |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 11.9 | 17.2  | 34.4    | 17.2  | 14.6 | 4     | 0.7 |  |  |  |  |  |  |
| 正→非                  | 766   | 10.2 | 16.4  | 43.9    | 16.3  | 10.2 | 2.6   | 0.4 |  |  |  |  |  |  |
| 非→正                  | 423   | 13.9 | 19.1  | 31.2    | 15.1  | 14.9 | 5     | 0.7 |  |  |  |  |  |  |
| 無回答                  | 32    | 25   | 18.8  | 28.1    | 9.4   | 15.6 | 3.1   | 0   |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 14.9 | 20.1  | 33.3    | 14.5  | 13.6 | 3.3   | 0.2 |  |  |  |  |  |  |
| 29歳以下                | 442   | 12.2 | 19.7  | 32.4    | 16.5  | 15.2 | 3.8   | 0.2 |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 13.7 | 17.8  | 35.9    | 14.2  | 15.2 | 2.8   | 0.3 |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 15.4 | 20.5  | 34.3    | 14.7  | 12.4 | 2.7   | 0.2 |  |  |  |  |  |  |
| 40歳以上                | 534   | 17.8 | 22.8  | 30      | 13.1  | 11.8 | 4.3   | 0.2 |  |  |  |  |  |  |
| *女性(計)               | 768   | 15.9 | 23.2  | 38.2    | 10.4  | 7.8  | 3.9   | 0.7 |  |  |  |  |  |  |
| 29歳以下                | 251   | 17.1 | 21.1  | 39.4    | 12    | 6.8  | 2.4   | 1.2 |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 15.8 | 20.5  | 38.4    | 10.5  | 11.1 | 3.7   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 14   | 27.4  | 33.5    | 10.4  | 8.5  | 6.1   | 0   |  |  |  |  |  |  |
| 40歳以上                | 163   | 16   | 25.2  | 40.5    | 8     | 4.9  | 4.3   | 1.2 |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 11.7 | 13.1  | 33      | 16.5  | 18.9 | 6.3   | 0.5 |  |  |  |  |  |  |
| 29歳以下                | 87    | 12.6 | 14.9  | 32.2    | 12.6  | 21.8 | 4.6   | 1.1 |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 10.9 | 16.4  | 27.3    | 16.4  | 20   | 9.1   | 0   |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 10.3 | 10.3  | 43.6    | 23.1  | 7.7  | 5.1   | 0   |  |  |  |  |  |  |
| 40歳以上                | 25    | 12   | 4     | 32      | 20    | 24   | 8     | 0   |  |  |  |  |  |  |
| *女性(計)               | 898   | 10   | 17.5  | 43.3    | 16.4  | 9.8  | 2.4   | 0.6 |  |  |  |  |  |  |
| 29歳以下                | 171   | 8.2  | 15.8  | 40.4    | 22.2  | 8.2  | 4.7   | 0.6 |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 8.1  | 16.6  | 39.6    | 16.6  | 14.9 | 3     | 1.3 |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 8.4  | 17.7  | 47.7    | 16    | 8.9  | 1.3   | 0   |  |  |  |  |  |  |
| 40歳以上                | 255   | 14.5 | 19.2  | 44.7    | 12.5  | 7.1  | 1.6   | 0.4 |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0     | 0       | 0     | 0    | 0     | 0   |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 10.1 | 16.3  | 36.2    | 15.3  | 17.4 | 4.1   | 0.6 |  |  |  |  |  |  |
| 30～299人以下            | 744   | 13.3 | 21.2  | 35.3    | 14.8  | 10.9 | 4.4   | 0   |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 22.9 | 26.8  | 30.5    | 10.6  | 6.9  | 1.9   | 0.3 |  |  |  |  |  |  |
| わからない                | 71    | 4.2  | 8.5   | 56.3    | 9.9   | 15.5 | 5.6   | 0   |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 11.3 | 15.5  | 44.1    | 14.8  | 11.3 | 3     | 0   |  |  |  |  |  |  |
| 30～299人以下            | 290   | 9.7  | 16.6  | 37.2    | 19.3  | 14.1 | 1.7   | 1.4 |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 13   | 21.5  | 36.8    | 14.3  | 10.8 | 3.1   | 0.4 |  |  |  |  |  |  |
| わからない                | 188   | 6.4  | 13.8  | 47.3    | 17.6  | 9    | 5.3   | 0.5 |  |  |  |  |  |  |
| 無回答                  | 17    | 5.9  | 11.8  | 47.1    | 17.6  | 5.9  | 11.8  | 0   |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 26.4 | 27.2  | 30.3    | 7.7   | 5.7  | 2.5   | 0.3 |  |  |  |  |  |  |
| 事務                   | 551   | 23.2 | 26.7  | 34.5    | 8.2   | 4    | 3.1   | 0.4 |  |  |  |  |  |  |
| 販売・サービス              | 760   | 11.1 | 20.8  | 36.4    | 15.4  | 12.6 | 3.3   | 0.4 |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 5.2  | 12.9  | 36.2    | 19.3  | 21.3 | 4.7   | 0.3 |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 21.3 | 30.3  | 28.7    | 9.8   | 9    | 0.8   | 0   |  |  |  |  |  |  |
| 事務                   | 295   | 12.2 | 20.7  | 45.1    | 10.5  | 9.5  | 1.4   | 0.7 |  |  |  |  |  |  |
| 販売・サービス              | 455   | 8.6  | 12.7  | 44      | 20.4  | 9.7  | 4.4   | 0.2 |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 5.7  | 12.2  | 38.7    | 18.7  | 19.1 | 4.3   | 1.3 |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0     | 33.3    | 66.7  | 0    | 0     | 0   |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |       |         |       |      |       |     |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 17.1 | 19.6  | 34.5    | 13.4  | 11.9 | 3.3   | 0.1 |  |  |  |  |  |  |
| その他の市町村              | 2126  | 14.4 | 21.4  | 34.6    | 13.5  | 12.1 | 3.6   | 0.4 |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 10.5 | 15.8  | 45.1    | 14.8  | 11.2 | 2.3   | 0.3 |  |  |  |  |  |  |
| その他の市町村              | 800   | 10.3 | 17    | 40      | 17    | 11.6 | 3.5   | 0.6 |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0     | 0       | 0     | 0    | 0     | 0   |  |  |  |  |  |  |



問38. 未既婚

|                      | 全体    | 結婚している | い結婚していな | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|--------|---------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 67     | 33      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 69.4   | 30.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 63.1   | 36.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 36.3   | 63.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 66.1   | 33.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 79.3   | 20.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 84.3   | 15.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 65.6   | 34.4    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 69.7   | 30.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 42     | 58      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 73.1   | 26.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0      | 0       | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 70.3   | 29.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 66.6   | 33.4    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 61.9   | 38.1    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7   | 33.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 66.5   | 33.5    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 66     | 34      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 67.7   | 32.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 68.3   | 31.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 58.8   | 41.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 70.6   | 29.4    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 60.8   | 39.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 65.4   | 34.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 69.9   | 30.1    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100    | 0       | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 64.9   | 35.1    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 71.6   | 28.4    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 10.3   | 89.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 47.4   | 52.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 75.3   | 24.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 55.8   | 44.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 75     | 25      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 72.7   | 27.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 41.4   | 58.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 72.1   | 27.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 83.4   | 16.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 87.8   | 12.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 51.6   | 48.4    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 29.9   | 70.1    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 53.2   | 46.8    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 63.4   | 36.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 71.2   | 28.8    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 35     | 65      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 21.8   | 78.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 36.4   | 63.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 53.8   | 46.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 48     | 52      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 73.1   | 26.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 39.8   | 60.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 68.1   | 31.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 84.8   | 15.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 89     | 11      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0      | 0       | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 65.5   | 34.5    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 65.9   | 34.1    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 69.7   | 30.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 69     | 31      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 69.2   | 30.8    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 66.2   | 33.8    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 58.7   | 41.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 68.1   | 31.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 58.8   | 41.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 70.4   | 29.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 59.3   | 40.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 63.7   | 36.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 72.1   | 27.9    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 71.3   | 28.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 63.4   | 36.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 68.4   | 31.6    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 61.3   | 38.7    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100    | 0       | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |        |         |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 65.8   | 34.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 67.6   | 32.4    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 63.8   | 36.2    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 66.8   | 33.3    | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0      | 0       | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問38付問 配偶者の職業

|                      | 該当者   | フルタイムで収入をと<br>なう仕事をしている | パートタイムで収入をと<br>もなう仕事をしている | て収入をと<br>ない<br>もなう仕事をし<br>ない | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------------------------|---------------------------|------------------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 2,689 | 49                      | 20                        | 30                           | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 1637  | 20.3                    | 31.5                      | 47.1                         | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1052  | 93.5                    | 3                         | 2.2                          | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 345   | 51.9                    | 13.9                      | 33                           | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 722   | 47.5                    | 16.3                      | 34.6                         | 1.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 798   | 47.4                    | 21.7                      | 29.9                         | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 824   | 50.5                    | 25.2                      | 23.2                         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 1539  | 32.6                    | 26.1                      | 40.2                         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 665   | 87.7                    | 5.7                       | 5                            | 1.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 63    | 60.3                    | 19                        | 19                           | 1.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 422   | 45.7                    | 22.7                      | 30.8                         | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                       | 0                         | 0                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1154  | 48.3                    | 23.9                      | 26.4                         | 1.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 831   | 63.3                    | 14.9                      | 20.7                         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 702   | 33.2                    | 20.7                      | 45.2                         | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2     | 0                       | 100                       | 0                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 995   | 53.6                    | 20.3                      | 25.3                         | 0.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 682   | 48.2                    | 21.8                      | 28.3                         | 1.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 825   | 37.5                    | 21.9                      | 39.5                         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 177   | 77.4                    | 8.5                       | 11.9                         | 2.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 10    | 80                      | 0                         | 20                           | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 573   | 44.3                    | 18.8                      | 36                           | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 514   | 65.4                    | 13.4                      | 19.8                         | 1.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 795   | 59.6                    | 15.1                      | 24.3                         | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 804   | 31.1                    | 31                        | 36.4                         | 1.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7                    | 33.3                      | 0                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 631   | 29.2                    | 23.9                      | 46                           | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1075  | 37.4                    | 26.5                      | 35.1                         | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 3     | 100                     | 0                         | 0                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 143   | 79.7                    | 8.4                       | 9.8                          | 2.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 577   | 86.8                    | 6.4                       | 5.2                          | 1.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 236   | 44.1                    | 22.9                      | 32.6                         | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 24    | 33.3                    | 33.3                      | 25                           | 8.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 1565  | 20.3                    | 31.2                      | 47.3                         | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 183   | 23.5                    | 19.1                      | 56.3                         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 441   | 22                      | 23.1                      | 53.7                         | 1.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 472   | 18.6                    | 33.5                      | 47                           | 0.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 469   | 19.2                    | 41.2                      | 38.2                         | 1.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 396   | 95.2                    | 2.3                       | 2                            | 0.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 75    | 92                      | 5.3                       | 2.7                          | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 101   | 95                      | 3                         | 1                            | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 104   | 96.2                    | 1                         | 1.9                          | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 116   | 96.6                    | 0.9                       | 2.6                          | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 72    | 19.4                    | 37.5                      | 41.7                         | 1.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 19    | 5.3                     | 47.4                      | 47.4                         | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 20    | 30                      | 30                        | 40                           | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 21    | 23.8                    | 28.6                      | 42.9                         | 4.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 12    | 16.7                    | 50                        | 33.3                         | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 656   | 92.5                    | 3.5                       | 2.3                          | 1.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 68    | 97.1                    | 0                         | 0                            | 2.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 160   | 90                      | 4.4                       | 2.5                          | 3.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 201   | 92                      | 4                         | 3                            | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 227   | 93.4                    | 3.5                       | 2.2                          | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                       | 0                         | 0                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 719   | 40.5                    | 25.6                      | 33.1                         | 0.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 490   | 34.1                    | 27.6                      | 36.9                         | 1.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 694   | 29.8                    | 24.5                      | 44.8                         | 0.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 49    | 46.9                    | 16.3                      | 34.7                         | 2           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 276   | 87.7                    | 6.5                       | 5.1                          | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 192   | 84.4                    | 7.3                       | 6.3                          | 2.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 131   | 77.9                    | 8.4                       | 11.5                         | 2.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 128   | 89.1                    | 5.5                       | 3.1                          | 2.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 10    | 80                      | 0                         | 20                           | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 486   | 36.4                    | 21.4                      | 41.8                         | 0.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 327   | 52                      | 18                        | 28.7                         | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 484   | 40.3                    | 21.5                      | 37.6                         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 663   | 23.1                    | 34.5                      | 40.7                         | 1.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 87    | 88.5                    | 4.6                       | 3.4                          | 3.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 187   | 88.8                    | 5.3                       | 4.3                          | 1.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 311   | 89.7                    | 5.1                       | 3.5                          | 1.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 141   | 68.8                    | 14.2                      | 16.3                         | 0.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7                    | 33.3                      | 0                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |                         |                           |                              |             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 524   | 31.9                    | 24.2                      | 43.3                         | 0.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 1437  | 36.7                    | 25.7                      | 36.3                         | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 194   | 91.2                    | 4.6                       | 3.1                          | 1           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 534   | 83.1                    | 7.7                       | 7.3                          | 1.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0                       | 0                         | 0                            | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問39. 同居家族

|                      | 全体    | 単身<br>(一人暮らし) | 配偶者  | 子ども  | あなたの父親 | あなたの母親 | 配偶者の父親 | 配偶者の母親 | あなた、または<br>兄弟姉妹 | 祖父母、または<br>配偶者の | その他 | 無回答 |  |  |
|----------------------|-------|---------------|------|------|--------|--------|--------|--------|-----------------|-----------------|-----|-----|--|--|
| <b>全体</b>            | 4,026 | 8             | 65   | 61   | 23     | 28     | 4      | 5      | 9               | 4               | 1   | 0   |  |  |
| <b>【性別】</b>          |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 男性                   | 2360  | 9.8           | 68.3 | 60.8 | 21.7   | 26.7   | 2.5    | 3.3    | 6.8             | 3.3             | 1.1 | 0.3 |  |  |
| 女性                   | 1666  | 5             | 60.9 | 60.7 | 24.2   | 28.8   | 5.6    | 7.6    | 11.5            | 4.3             | 1.7 | 0.1 |  |  |
| <b>【年齢別】</b>         |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 29歳以下                | 951   | 12.6          | 35.5 | 28.8 | 41.9   | 48.8   | 2.2    | 2.6    | 22.7            | 8.2             | 2.8 | 0.2 |  |  |
| 30～34歳以下             | 1092  | 7.9           | 64.4 | 57.6 | 22.6   | 27.6   | 2.7    | 3.8    | 7.1             | 3.7             | 1.5 | 0.3 |  |  |
| 35～39歳以下             | 1006  | 5.7           | 77.8 | 74.9 | 14.8   | 18.4   | 4.9    | 6.8    | 4.1             | 1.9             | 0.5 | 0.2 |  |  |
| 40歳以上                | 977   | 5.3           | 82.2 | 81.1 | 12.5   | 16.3   | 5.6    | 7.2    | 1.7             | 1.4             | 0.6 | 0.3 |  |  |
| <b>【就業形態】</b>        |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 正社員                  | 2345  | 9.5           | 64.4 | 58.4 | 23.7   | 28.2   | 3.4    | 4.5    | 8.9             | 4.2             | 1.2 | 0.1 |  |  |
| パート、契約など             | 954   | 3.5           | 67.8 | 68.4 | 19.5   | 24.5   | 4.7    | 6.6    | 8.8             | 3.5             | 1.8 | 0   |  |  |
| 派遣社員                 | 150   | 11.3          | 38.7 | 31.3 | 35.3   | 46.7   | 0.7    | 1.3    | 18              | 3.3             | 2.7 | 2   |  |  |
| 自営業など                | 577   | 7.5           | 71.2 | 65.5 | 21.1   | 24.8   | 5      | 5.9    | 5.4             | 2.4             | 1   | 0.7 |  |  |
| 無回答                  | 0     | 0             | 0    | 0    | 0      | 0      | 0      | 0      | 0               | 0               | 0   | 0   |  |  |
| <b>【最終学歴】</b>        |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 中高卒                  | 1641  | 6.9           | 69.1 | 67.8 | 19.4   | 23.8   | 4.3    | 5.7    | 7.8             | 2.5             | 1.2 | 0.5 |  |  |
| 専門・短大・高専卒など          | 1247  | 6.7           | 64.3 | 59.9 | 23.9   | 28.9   | 4.5    | 5.9    | 8.6             | 4.3             | 1.7 | 0.1 |  |  |
| 大学・大学院卒              | 1135  | 10.5          | 60.7 | 51.7 | 26.3   | 31.4   | 2.4    | 3.3    | 10.1            | 4.9             | 1.1 | 0.1 |  |  |
| 無回答                  | 3     | 0             | 66.7 | 66.7 | 33.3   | 33.3   | 0      | 0      | 33.3            | 0               | 0   | 0   |  |  |
| <b>【企業規模】</b>        |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 29人以下                | 1497  | 8.1           | 64.8 | 61.9 | 21.5   | 26.4   | 4.3    | 5.7    | 7.7             | 3.5             | 1.7 | 0.3 |  |  |
| 30～299人以下            | 1034  | 6.8           | 64.7 | 59.7 | 25.2   | 30.9   | 3.6    | 4.6    | 8.9             | 4               | 1.4 | 0.2 |  |  |
| 300人以上・官公庁           | 1219  | 8.9           | 66   | 60.7 | 22.8   | 26.5   | 3.1    | 4.1    | 9.5             | 3.9             | 1   | 0.2 |  |  |
| わからない                | 259   | 5.4           | 67.2 | 59.8 | 19.7   | 25.5   | 4.6    | 6.9    | 10.4            | 4.2             | 0.8 | 0.4 |  |  |
| 無回答                  | 17    | 11.8          | 58.8 | 52.9 | 23.5   | 29.4   | 11.8   | 17.6   | 5.9             | 0               | 0   | 0   |  |  |
| <b>【職種】</b>          |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 専門・技術・管理             | 812   | 7.9           | 69.1 | 60.7 | 19.1   | 24.3   | 3.8    | 5.3    | 8.4             | 3.3             | 1.4 | 0.1 |  |  |
| 事務                   | 846   | 7.1           | 59.3 | 53.8 | 28     | 33     | 3.2    | 3.9    | 10.8            | 4.3             | 1.7 | 0.1 |  |  |
| 販売・サービス              | 1215  | 8.6           | 63.5 | 62   | 22.2   | 26.8   | 4.1    | 6.5    | 8.3             | 3.5             | 1.4 | 0.1 |  |  |
| 技能・生産・運輸・保安など        | 1150  | 7.5           | 68.7 | 64.7 | 22     | 26.6   | 4      | 4.3    | 7.9             | 4               | 1   | 0.6 |  |  |
| 無回答                  | 3     | 0             | 100  | 100  | 33.3   | 33.3   | 0      | 0      | 0               | 0               | 0   | 0   |  |  |
| <b>【キャリアパス】</b>      |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 正→正(転職なし)            | 972   | 8.7           | 63.6 | 56.4 | 26.7   | 31.2   | 2.6    | 3.8    | 9.6             | 5.3             | 1.2 | 0.2 |  |  |
| 正→正(転職あり)            | 1502  | 8.4           | 70.2 | 63.8 | 20.1   | 24.4   | 5      | 5.9    | 6.4             | 2.9             | 1.1 | 0.3 |  |  |
| 非→非(転職なし)            | 29    | 13.8          | 10.3 | 10.3 | 65.5   | 79.3   | 0      | 0      | 41.4            | 17.2            | 0   | 0   |  |  |
| 非→非(転職あり)            | 302   | 6.3           | 45   | 44.7 | 30.5   | 41.1   | 2      | 3.6    | 15.6            | 4.3             | 3.3 | 0.3 |  |  |
| 正→非                  | 766   | 3.5           | 73.2 | 72.8 | 16.6   | 20.2   | 5.2    | 7      | 6.8             | 2.6             | 1.4 | 0.3 |  |  |
| 非→正                  | 423   | 12.3          | 54.6 | 53.9 | 25.5   | 30.7   | 1.9    | 3.3    | 11.8            | 4.3             | 0.9 | 0.2 |  |  |
| 無回答                  | 32    | 6.3           | 71.9 | 56.3 | 25     | 25     | 0      | 0      | 3.1             | 0               | 0   | 0   |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 正規社員*男性(計)           | 2154  | 9.4           | 71.6 | 63.9 | 20.3   | 24.5   | 2.5    | 3.3    | 5.5             | 3.1             | 0.8 | 0.3 |  |  |
| 29歳以下                | 442   | 17.4          | 40.7 | 33.3 | 36.4   | 41.9   | 1.6    | 1.8    | 16.3            | 6.6             | 1.1 | 0.2 |  |  |
| 30～34歳以下             | 612   | 9.5           | 70.8 | 61.9 | 19.4   | 22.7   | 2.3    | 3.3    | 3.4             | 3.8             | 1.3 | 0.5 |  |  |
| 35～39歳以下             | 566   | 6             | 82.9 | 74.7 | 14.5   | 17.8   | 3.2    | 4.9    | 3.5             | 1.4             | 0.4 | 0.2 |  |  |
| 40歳以上                | 534   | 6.4           | 86.1 | 80   | 14     | 19.3   | 2.8    | 2.8    | 1.1             | 1.3             | 0.6 | 0.4 |  |  |
| *女性(計)               | 768   | 8.1           | 49.5 | 48.4 | 31.3   | 36.1   | 7      | 8.9    | 15.8            | 6               | 2   | 0   |  |  |
| 29歳以下                | 251   | 10            | 29.1 | 20.7 | 50.2   | 57.4   | 3.6    | 4      | 32.3            | 12              | 3.6 | 0   |  |  |
| 30～34歳以下             | 190   | 7.4           | 51.1 | 46.3 | 30.5   | 34.2   | 4.2    | 5.3    | 14.2            | 3.7             | 1.1 | 0   |  |  |
| 35～39歳以下             | 164   | 6.7           | 60.4 | 64.6 | 19.5   | 24.4   | 9.8    | 12.2   | 4.3             | 3.7             | 1.2 | 0   |  |  |
| 40歳以上                | 163   | 7.4           | 68.1 | 77.3 | 14.7   | 17.2   | 12.9   | 17.2   | 3.7             | 1.8             | 1.2 | 0   |  |  |
| 非正規社員*男性(計)          | 206   | 14.1          | 34   | 29.1 | 36.9   | 49.5   | 2.9    | 3.4    | 19.9            | 5.8             | 3.4 | 0.5 |  |  |
| 29歳以下                | 87    | 14.9          | 20.7 | 16.1 | 43.7   | 58.6   | 4.6    | 5.7    | 29.9            | 5.7             | 4.6 | 0   |  |  |
| 30～34歳以下             | 55    | 10.9          | 36.4 | 25.5 | 41.8   | 54.5   | 0      | 0      | 14.5            | 7.3             | 3.6 | 0   |  |  |
| 35～39歳以下             | 39    | 12.8          | 53.8 | 51.3 | 25.6   | 35.9   | 5.1    | 5.1    | 15.4            | 2.6             | 0   | 2.6 |  |  |
| 40歳以上                | 25    | 20            | 44   | 48   | 20     | 28     | 0      | 0      | 4               | 8               | 4   | 0   |  |  |
| *女性(計)               | 898   | 2.3           | 70.7 | 71.3 | 18.2   | 22.5   | 4.5    | 6.5    | 7.8             | 2.9             | 1.6 | 0.2 |  |  |
| 29歳以下                | 171   | 2.9           | 39.2 | 35.7 | 42.7   | 49.1   | 0.6    | 1.2    | 21.6            | 8.2             | 5.3 | 0.6 |  |  |
| 30～34歳以下             | 235   | 3.4           | 65.1 | 63   | 20     | 28.5   | 3      | 4.7    | 8.9             | 2.6             | 1.7 | 0   |  |  |
| 35～39歳以下             | 237   | 3             | 81.9 | 86.1 | 10.5   | 12.7   | 5.5    | 7.6    | 3.4             | 1.7             | 0.4 | 0   |  |  |
| 40歳以上                | 255   | 0.4           | 86.7 | 89   | 7.1    | 8.2    | 7.5    | 10.6   | 1.6             | 0.8             | 0   | 0.4 |  |  |
| 無回答                  | 0     | 0             | 0    | 0    | 0      | 0      | 0      | 0      | 0               | 0               | 0   | 0   |  |  |
| <b>【就業形態2×企業規模】</b>  |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 正規社員*29人以下           | 1098  | 9.7           | 64.1 | 58.6 | 23     | 27.8   | 3.9    | 4.8    | 7.4             | 3.4             | 1.5 | 0.4 |  |  |
| 30～299人以下            | 744   | 7.7           | 64.7 | 58.6 | 26.3   | 31.3   | 3.2    | 4      | 8.9             | 4.3             | 0.9 | 0.1 |  |  |
| 300人以上・官公庁           | 996   | 9.3           | 68.3 | 62.3 | 21.4   | 24.7   | 3.2    | 4.3    | 8.6             | 3.9             | 1   | 0.2 |  |  |
| わからない                | 71    | 9.9           | 67.6 | 54.9 | 19.7   | 25.4   | 9.9    | 14.1   | 8.5             | 7               | 0   | 0   |  |  |
| 非正規社員*29人以下          | 399   | 3.5           | 66.7 | 71.2 | 17.5   | 22.6   | 5.5    | 8      | 8.5             | 3.8             | 2.5 | 0.3 |  |  |
| 30～299人以下            | 290   | 4.5           | 64.8 | 62.4 | 22.4   | 30     | 4.5    | 6.2    | 9               | 3.1             | 2.4 | 0.3 |  |  |
| 300人以上・官公庁           | 223   | 6.7           | 55.6 | 53.4 | 29.1   | 34.5   | 2.7    | 3.1    | 13.5            | 3.6             | 0.9 | 0   |  |  |
| わからない                | 188   | 3.7           | 67   | 61.7 | 19.7   | 25.5   | 2.7    | 4.3    | 11.2            | 3.2             | 1.1 | 0.5 |  |  |
| 無回答                  | 17    | 11.8          | 58.8 | 52.9 | 23.5   | 29.4   | 11.8   | 17.6   | 5.9             | 0               | 0   | 0   |  |  |
| <b>【就業形態2×職種】</b>    |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 正規社員*専門・技術・管理        | 690   | 8.3           | 69.1 | 60.3 | 19.9   | 25.1   | 3.3    | 5.1    | 8.4             | 3.2             | 1.2 | 0.1 |  |  |
| 事務                   | 551   | 8.9           | 58.4 | 52.1 | 28.9   | 32.8   | 3.3    | 4      | 11.3            | 4.7             | 1.3 | 0.2 |  |  |
| 販売・サービス              | 760   | 11.6          | 61.8 | 58.2 | 23.6   | 28.2   | 4.1    | 5.4    | 7.5             | 3.8             | 1.1 | 0.1 |  |  |
| 技能・生産・運輸・保安          | 920   | 7.7           | 70.9 | 65.4 | 22     | 25.8   | 3.9    | 4.5    | 6.8             | 3.9             | 1.1 | 0.4 |  |  |
| 非正規社員*専門・技術・管理       | 122   | 5.7           | 68.9 | 63.1 | 14.8   | 19.7   | 6.6    | 6.6    | 8.2             | 4.1             | 2.5 | 0   |  |  |
| 事務                   | 295   | 3.7           | 61   | 56.9 | 26.4   | 33.2   | 3.1    | 3.7    | 9.8             | 3.4             | 2.4 | 0   |  |  |
| 販売・サービス              | 455   | 3.7           | 66.2 | 68.4 | 20     | 24.6   | 4.2    | 8.4    | 9.7             | 2.9             | 2   | 0   |  |  |
| 技能・生産・運輸・保安          | 230   | 6.5           | 60   | 61.7 | 22.2   | 30     | 4.3    | 3.5    | 12.2            | 4.3             | 0.9 | 1.3 |  |  |
| 無回答                  | 3     | 0             | 100  | 100  | 33.3   | 33.3   | 0      | 0      | 0               | 0               | 0   | 0   |  |  |
| <b>【就業形態2×都市】</b>    |       |               |      |      |        |        |        |        |                 |                 |     |     |  |  |
| 正規社員*18大都市           | 796   | 11.3          | 64.6 | 55.8 | 22.1   | 25.1   | 2.4    | 3.5    | 8.8             | 3               | 1   | 0.5 |  |  |
| その他の市町村              | 2126  | 8.2           | 66.2 | 61.3 | 23.6   | 28.5   | 4.2    | 5.2    | 8               | 4.2             | 1.2 | 0.1 |  |  |
| 非正規社員*18大都市          | 304   | 7.2           | 61.5 | 61.5 | 21.4   | 26.3   | 2.3    | 3.6    | 10.9            | 2.6             | 3.3 | 0   |  |  |
| その他の市町村              | 800   | 3.5           | 64.8 | 64.1 | 21.8   | 28     | 4.9    | 6.8    | 9.8             | 3.8             | 1.4 | 0.4 |  |  |
| 無回答                  | 0     | 0             | 0    | 0    | 0      | 0      | 0      | 0      | 0               | 0               | 0   | 0   |  |  |

問40. 主に生活費を負担してる人

|                      | 全体    | 自分   | 配偶者  | 子ども | あなたの父・母 | 配偶者の父・母 | あなた、兄弟姉妹、または配偶者の | 祖父・祖母 | あなた、または配偶者の | その他 | 無回答 |  |  |  |  |
|----------------------|-------|------|------|-----|---------|---------|------------------|-------|-------------|-----|-----|--|--|--|--|
| <b>全体</b>            | 4,026 | 53   | 26   | 0   | 22      | 1       | 1                | 0     | 1           | 1   |     |  |  |  |  |
| <b>【性別】</b>          |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 男性                   | 2360  | 78.7 | 2.8  | 0.2 | 18.9    | 1       | 0.4              | 0.2   | 0.6         | 0.8 |     |  |  |  |  |
| 女性                   | 1666  | 16.9 | 57.8 | 0.1 | 25.2    | 1.5     | 0.6              | 0.2   | 1.4         | 0.8 |     |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 29歳以下                | 951   | 36.9 | 14   | 0   | 46.5    | 1.2     | 0.7              | 0.5   | 2           | 1.1 |     |  |  |  |  |
| 30～34歳以下             | 1092  | 55.3 | 23.6 | 0   | 22.9    | 1       | 0.7              | 0.2   | 0.7         | 0.4 |     |  |  |  |  |
| 35～39歳以下             | 1006  | 59.9 | 30.2 | 0.2 | 11      | 1.4     | 0.4              | 0     | 0.7         | 0.9 |     |  |  |  |  |
| 40歳以上                | 977   | 59.5 | 34.1 | 0.3 | 6.2     | 1.3     | 0                | 0     | 0.5         | 1.1 |     |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 正社員                  | 2345  | 67.1 | 11.2 | 0.2 | 22      | 1       | 0.3              | 0.2   | 0.9         | 0.8 |     |  |  |  |  |
| パート、契約など             | 954   | 17.2 | 62.5 | 0.1 | 20.9    | 1.7     | 0.6              | 0.3   | 0.8         | 0.3 |     |  |  |  |  |
| 派遣社員                 | 150   | 34.7 | 24   | 0   | 39.3    | 0       | 2                | 0     | 2           | 2.7 |     |  |  |  |  |
| 自営業など                | 577   | 60.5 | 23.1 | 0   | 15.6    | 1.6     | 0.3              | 0     | 1.2         | 1.6 |     |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   | 0       | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 中高卒                  | 1641  | 55.8 | 27.8 | 0.1 | 16.8    | 1.3     | 0.5              | 0.1   | 0.7         | 0.8 |     |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 41.5 | 34   | 0.2 | 24.1    | 1.4     | 0.6              | 0.2   | 1.4         | 1   |     |  |  |  |  |
| 大学・大学院卒              | 1135  | 61.9 | 13   | 0.2 | 25.4    | 0.9     | 0.4              | 0.3   | 0.9         | 0.7 |     |  |  |  |  |
| 無回答                  | 3     | 66.7 | 0    | 0   | 33.3    | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 29人以下                | 1497  | 51.6 | 28.3 | 0.1 | 19.9    | 1.3     | 0.3              | 0.3   | 1.3         | 1.1 |     |  |  |  |  |
| 30～299人以下            | 1034  | 51.4 | 24.7 | 0   | 23.8    | 1.2     | 0.5              | 0.1   | 1.1         | 0.8 |     |  |  |  |  |
| 300人以上・官公庁           | 1219  | 63.2 | 16.5 | 0.3 | 21.2    | 0.6     | 0.4              | 0     | 0.6         | 0.7 |     |  |  |  |  |
| わからない                | 259   | 22.8 | 54.4 | 0   | 21.6    | 3.9     | 1.5              | 0.8   | 0.8         | 0.8 |     |  |  |  |  |
| 無回答                  | 17    | 41.2 | 41.2 | 0   | 29.4    | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| <b>【職種】</b>          |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 専門・技術・管理             | 812   | 59.4 | 22.3 | 0.1 | 18.6    | 1.1     | 0.5              | 0.1   | 1           | 0.9 |     |  |  |  |  |
| 事務                   | 846   | 36.6 | 34.8 | 0.2 | 28.6    | 0.8     | 0.6              | 0.4   | 1.2         | 0.4 |     |  |  |  |  |
| 販売・サービス              | 1215  | 46.4 | 32.7 | 0.1 | 21.1    | 1.5     | 0.2              | 0.2   | 1.2         | 1.1 |     |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 68   | 13.4 | 0.1 | 18.7    | 1.3     | 0.6              | 0.1   | 0.5         | 1   |     |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0   | 0       | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 正→正(転職なし)            | 972   | 66.2 | 9.2  | 0.2 | 25.3    | 0.8     | 0.5              | 0.1   | 0.4         | 0.7 |     |  |  |  |  |
| 正→正(転職あり)            | 1502  | 66.3 | 16.3 | 0.1 | 16.9    | 1.3     | 0.3              | 0.1   | 1.1         | 0.9 |     |  |  |  |  |
| 非→非(転職なし)            | 29    | 17.2 | 10.3 | 0   | 69      | 0       | 0                | 0     | 3.4         | 0   |     |  |  |  |  |
| 非→非(転職あり)            | 302   | 24.5 | 36.4 | 0   | 37.4    | 0.3     | 2                | 0.7   | 2           | 1.3 |     |  |  |  |  |
| 正→非                  | 766   | 17.6 | 67.4 | 0.1 | 16.1    | 2       | 0.4              | 0.1   | 0.5         | 0.4 |     |  |  |  |  |
| 非→正                  | 423   | 62.2 | 13.7 | 0   | 24.1    | 1.4     | 0                | 0.2   | 1.9         | 1.4 |     |  |  |  |  |
| 無回答                  | 32    | 71.9 | 21.9 | 0   | 18.8    | 0       | 3.1              | 0     | 0           | 0   |     |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 81.3 | 2.6  | 0.2 | 16.5    | 0.9     | 0.2              | 0.1   | 0.6         | 0.8 |     |  |  |  |  |
| 29歳以下                | 442   | 58.6 | 1.1  | 0   | 38.9    | 1.1     | 0.5              | 0.2   | 1.4         | 0.9 |     |  |  |  |  |
| 30～34歳以下             | 612   | 81.4 | 2.8  | 0   | 17.3    | 0.8     | 0.3              | 0.3   | 0.5         | 0.5 |     |  |  |  |  |
| 35～39歳以下             | 566   | 88.7 | 3.5  | 0.2 | 8.7     | 0.9     | 0.2              | 0     | 0.4         | 0.7 |     |  |  |  |  |
| 40歳以上                | 534   | 92.1 | 2.8  | 0.6 | 5.2     | 0.9     | 0                | 0     | 0.4         | 1.3 |     |  |  |  |  |
| *女性(計)               | 768   | 22.4 | 44.1 | 0   | 32.7    | 1.7     | 0.7              | 0.1   | 2           | 1.2 |     |  |  |  |  |
| 29歳以下                | 251   | 16.3 | 24.7 | 0   | 56.2    | 1.2     | 0.4              | 0.4   | 2.4         | 1.2 |     |  |  |  |  |
| 30～34歳以下             | 190   | 21.6 | 46.8 | 0   | 33.2    | 1.6     | 1.6              | 0     | 1.6         | 0.5 |     |  |  |  |  |
| 35～39歳以下             | 164   | 27.4 | 53.7 | 0   | 20.1    | 1.8     | 0.6              | 0     | 1.8         | 1.8 |     |  |  |  |  |
| 40歳以上                | 163   | 27.6 | 61.3 | 0   | 8.6     | 2.5     | 0                | 0     | 1.8         | 1.2 |     |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 51.9 | 3.9  | 0   | 43.7    | 1.9     | 1.9              | 0.5   | 1           | 1   |     |  |  |  |  |
| 29歳以下                | 87    | 41.4 | 0    | 0   | 55.2    | 3.4     | 2.3              | 1.1   | 0           | 0   |     |  |  |  |  |
| 30～34歳以下             | 55    | 54.5 | 3.6  | 0   | 45.5    | 0       | 1.8              | 0     | 1.8         | 0   |     |  |  |  |  |
| 35～39歳以下             | 39    | 61.5 | 10.3 | 0   | 25.6    | 2.6     | 2.6              | 0     | 2.6         | 5.1 |     |  |  |  |  |
| 40歳以上                | 25    | 68   | 8    | 0   | 28      | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| *女性(計)               | 898   | 12.1 | 69.5 | 0.1 | 18.7    | 1.3     | 0.6              | 0.2   | 1           | 0.6 |     |  |  |  |  |
| 29歳以下                | 171   | 8.8  | 38.6 | 0   | 47.4    | 0       | 1.2              | 1.2   | 4.1         | 1.8 |     |  |  |  |  |
| 30～34歳以下             | 235   | 14.9 | 63.8 | 0   | 23.8    | 1.3     | 0.9              | 0     | 0.4         | 0   |     |  |  |  |  |
| 35～39歳以下             | 237   | 13.5 | 81   | 0.4 | 8       | 2.1     | 0.4              | 0     | 0.4         | 0   |     |  |  |  |  |
| 40歳以上                | 255   | 10.6 | 84.7 | 0   | 4.7     | 1.6     | 0                | 0     | 0           | 0.8 |     |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   | 0       | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 正規社員*29人以下           | 1098  | 63.5 | 16.4 | 0.1 | 19.9    | 1.5     | 0.4              | 0.3   | 1.3         | 1.2 |     |  |  |  |  |
| 30～299人以下            | 744   | 63.7 | 12   | 0   | 24.2    | 0.9     | 0.5              | 0.1   | 0.9         | 0.9 |     |  |  |  |  |
| 300人以上・官公庁           | 996   | 71.7 | 9.9  | 0.3 | 19.1    | 0.6     | 0.1              | 0     | 0.6         | 0.7 |     |  |  |  |  |
| わからない                | 71    | 46.5 | 31   | 0   | 19.7    | 5.6     | 1.4              | 0     | 1.4         | 0   |     |  |  |  |  |
| 非正規社員*29人以下          | 399   | 18.8 | 61.2 | 0   | 19.8    | 1       | 0.3              | 0.3   | 1.3         | 0.8 |     |  |  |  |  |
| 30～299人以下            | 290   | 19.7 | 57.2 | 0   | 22.8    | 1.7     | 0.3              | 0     | 1.4         | 0.3 |     |  |  |  |  |
| 300人以上・官公庁           | 223   | 25.1 | 45.7 | 0.4 | 30.9    | 0.4     | 1.8              | 0     | 0.4         | 0.4 |     |  |  |  |  |
| わからない                | 188   | 13.8 | 63.3 | 0   | 22.3    | 3.2     | 1.6              | 1.1   | 0.5         | 1.1 |     |  |  |  |  |
| 無回答                  | 17    | 41.2 | 41.2 | 0   | 29.4    | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 66.4 | 15.1 | 0.1 | 19.1    | 1.2     | 0.6              | 0     | 0.7         | 0.9 |     |  |  |  |  |
| 事務                   | 551   | 49.7 | 23   | 0.4 | 28.3    | 0.5     | 0.4              | 0.4   | 0.9         | 0.5 |     |  |  |  |  |
| 販売・サービス              | 760   | 63.7 | 14.3 | 0   | 20.7    | 1.6     | 0.1              | 0.1   | 1.6         | 1.4 |     |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 76.7 | 6.1  | 0.1 | 17.5    | 1.1     | 0.3              | 0.1   | 0.7         | 0.8 |     |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 19.7 | 63.1 | 0   | 15.6    | 0.8     | 0                | 0.8   | 2.5         | 0.8 |     |  |  |  |  |
| 事務                   | 295   | 12.2 | 56.6 | 0   | 29.2    | 1.4     | 1                | 0.3   | 1.7         | 0   |     |  |  |  |  |
| 販売・サービス              | 455   | 17.6 | 63.3 | 0.2 | 21.8    | 1.3     | 0.4              | 0.2   | 0.7         | 0.4 |     |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 33   | 42.6 | 0   | 23.5    | 2.2     | 1.7              | 0     | 0           | 1.7 |     |  |  |  |  |
| 無回答                  | 3     | 33.3 | 66.7 | 0   | 0       | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |     |         |         |                  |       |             |     |     |  |  |  |  |
| 正規社員*18大都市           | 796   | 68.3 | 11.4 | 0   | 19.7    | 0.4     | 0.1              | 0.1   | 0.8         | 1.3 |     |  |  |  |  |
| その他の市町村              | 2126  | 64.9 | 14.3 | 0.2 | 21.1    | 1.4     | 0.4              | 0.1   | 1           | 0.8 |     |  |  |  |  |
| 非正規社員*18大都市          | 304   | 20.1 | 57.2 | 0   | 22.7    | 1.3     | 0.7              | 0     | 1           | 0.3 |     |  |  |  |  |
| その他の市町村              | 800   | 19.4 | 57.3 | 0.1 | 23.6    | 1.5     | 0.9              | 0.4   | 1           | 0.8 |     |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0   | 0       | 0       | 0                | 0     | 0           | 0   |     |  |  |  |  |

問41(1)2008年9月最後の週の仕事状況

|                      | 全体    | 働いていた | 働いていなかった | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|----------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 97    | 3        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 98.2  | 1.7      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 95.1  | 4.8      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 96.3  | 3.6      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 95.7  | 4.1      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 97.7  | 2.2      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 98.1  | 1.8      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 97.9  | 2        | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 95.4  | 4.5      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 94.7  | 5.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 96    | 3.6      | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 97.3  | 2.5      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 95.7  | 4.3      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 97.7  | 2.2      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100   | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 97    | 2.8      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 96.5  | 3.5      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 98    | 1.9      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 92.7  | 6.9      | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 100   | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 97    | 3        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 97.3  | 2.6      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 96.8  | 3        | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 96.7  | 3.1      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100   | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 97.2  | 2.7      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 97.8  | 2.1      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 93.1  | 6.9      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 95.4  | 4.6      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 95.4  | 4.4      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 97.4  | 2.4      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 93.8  | 6.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 98.7  | 1.1      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 98.6  | 1.4      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 97.9  | 2        | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 98.9  | 0.9      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 99.6  | 0.2      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 94.1  | 5.7      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 93.6  | 6        | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 91.1  | 8.9      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 95.7  | 4.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 96.9  | 3.1      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 92.7  | 7.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 92    | 8        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 94.5  | 5.5      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 92.3  | 7.7      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 92    | 8        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 95.9  | 4        | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 96.5  | 3.5      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 94    | 5.5      | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 97    | 3        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 96.1  | 3.9      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 97.4  | 2.3      | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 96.9  | 3.1      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 98.6  | 1.3      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 90.1  | 9.9      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 95.7  | 4.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 95.5  | 4.5      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 95.5  | 4.5      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 93.6  | 5.9      | 0.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 100   | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 97.5  | 2.5      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 97.6  | 2.2      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 97.5  | 2.2      | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 97.5  | 2.4      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 94.3  | 5.7      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 96.6  | 3.4      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 95.6  | 4.4      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 93.5  | 6.1      | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100   | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 97.6  | 2.3      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 97.5  | 2.4      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 95.7  | 4.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 95.1  | 4.8      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

問41(1)2008年9月最後の週(i)1週間の所定労働時間

|                      | 該当者   | 10時間未満 | 満10～15時間未 | 満15～20時間未 | 満20～25時間未 | 満25～30時間未 | 満30～35時間未 | 満35～40時間未 | 満40～45時間未 | 45時間以上 | 無回答  |  |  |  |
|----------------------|-------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|------|--|--|--|
| <b>全体</b>            | 3,902 | 4      | 3         | 3         | 5         | 3         | 4         | 10        | 39        | 25     | 5    |  |  |  |
| <b>【性別】</b>          |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 男性                   | 2,318 | 2.5    | 0.9       | 0.6       | 0.5       | 0.4       | 1.5       | 8.7       | 44.7      | 34.9   | 5.3  |  |  |  |
| 女性                   | 1,584 | 5.2    | 5.2       | 6.3       | 10.5      | 6.1       | 8.7       | 12.5      | 29.9      | 11.2   | 4.4  |  |  |  |
| <b>【年齢別】</b>         |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 29歳以下                | 916   | 3.1    | 1.7       | 1.9       | 2.5       | 2.1       | 4         | 11.7      | 42.7      | 26     | 4.4  |  |  |  |
| 30～34歳以下             | 1,045 | 2.5    | 3.7       | 2.9       | 4.3       | 2.5       | 4.5       | 10        | 38.8      | 26.3   | 4.5  |  |  |  |
| 35～39歳以下             | 983   | 5.3    | 2.2       | 3.5       | 4.6       | 2.8       | 4.8       | 10        | 36.6      | 24.1   | 6.1  |  |  |  |
| 40歳以上                | 958   | 3.5    | 2.6       | 3.5       | 6.8       | 3.4       | 4.4       | 9.3       | 36.7      | 24.7   | 4.9  |  |  |  |
| <b>【就業形態】</b>        |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 正社員                  | 2,296 | 2.4    | 0.7       | 0.5       | 0.4       | 0.3       | 1.3       | 10.7      | 53        | 27.1   | 3.7  |  |  |  |
| パート・契約など             | 910   | 5.9    | 7         | 10        | 16.9      | 9.8       | 11.4      | 9.8       | 16.5      | 9      | 3.6  |  |  |  |
| 派遣社員                 | 142   | 3.5    | 0.7       | 1.4       | 2.1       | 2.1       | 4.9       | 26.8      | 43        | 9.9    | 5.6  |  |  |  |
| 自営業など                | 554   | 4.7    | 4         | 2         | 2.2       | 1.3       | 5.8       | 4.9       | 14.6      | 48.6   | 12.1 |  |  |  |
| 無回答                  | 0     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |  |  |  |
| <b>【最終学歴】</b>        |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 中高卒                  | 1,597 | 3.6    | 2.9       | 2.9       | 4.9       | 3.6       | 5         | 9         | 32.4      | 29.9   | 5.8  |  |  |  |
| 専門・短大・高専卒など          | 1,193 | 4.1    | 3.2       | 4.3       | 6.1       | 3.3       | 5.3       | 9.1       | 33        | 26.7   | 5    |  |  |  |
| 大学・大学院卒              | 1,109 | 3.1    | 1.5       | 1.5       | 2.3       | 0.9       | 2.7       | 13.3      | 53.7      | 17     | 3.8  |  |  |  |
| 無回答                  | 3     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 33.3      | 66.7   | 0    |  |  |  |
| <b>【企業規模】</b>        |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 29人以下                | 1,452 | 4.5    | 3.9       | 3.6       | 5         | 3.1       | 5.3       | 5.6       | 23.2      | 38.8   | 7    |  |  |  |
| 30～299人以下            | 998   | 3      | 2         | 2.8       | 4.7       | 2.9       | 3.7       | 9.3       | 42.9      | 24.4   | 4.2  |  |  |  |
| 300人以上・官公庁           | 1,195 | 2.3    | 0.8       | 0.9       | 2.1       | 1.4       | 3.2       | 15.8      | 57.5      | 12.9   | 3.1  |  |  |  |
| わからない                | 240   | 7.1    | 5.8       | 10        | 13.8      | 6.3       | 7.9       | 13.8      | 21.3      | 9.6    | 4.6  |  |  |  |
| 無回答                  | 17    | 5.9    | 11.8      | 0         | 0         | 0         | 11.8      | 11.8      | 29.4      | 11.8   | 17.6 |  |  |  |
| <b>【職種】</b>          |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 専門・技術・管理             | 788   | 3.4    | 1.9       | 2         | 3.3       | 0.8       | 2.7       | 12.7      | 49.6      | 18.9   | 4.7  |  |  |  |
| 事務                   | 823   | 3.3    | 2.3       | 2.1       | 5.5       | 3.5       | 6.9       | 16.4      | 48.4      | 9      | 2.7  |  |  |  |
| 販売・サービス              | 1,176 | 3.5    | 3.7       | 5.4       | 7.2       | 4.8       | 5         | 6         | 27.6      | 30.4   | 6.2  |  |  |  |
| 技能・生産・運輸・保安など        | 1,112 | 4      | 2.2       | 1.6       | 2         | 1.3       | 3.1       | 8.4       | 35.4      | 36.5   | 5.5  |  |  |  |
| 無回答                  | 3     | 33.3   | 0         | 0         | 0         | 0         | 33.3      | 0         | 0         | 0      | 33.3 |  |  |  |
| <b>【キャリアパス】</b>      |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 正→正(転職なし)            | 945   | 3      | 0.5       | 0.4       | 0.2       | 0.2       | 1.3       | 13.4      | 55.6      | 22.5   | 2.9  |  |  |  |
| 正→正(転職あり)            | 1,469 | 2.4    | 1.5       | 0.8       | 1         | 0.7       | 2.4       | 7.3       | 41.6      | 35.7   | 6.6  |  |  |  |
| 非→非(転職なし)            | 27    | 3.7    | 3.7       | 3.7       | 11.1      | 3.7       | 7.4       | 11.1      | 25.9      | 18.5   | 11.1 |  |  |  |
| 非→非(転職あり)            | 288   | 2.8    | 4.2       | 8.7       | 10.8      | 8.3       | 9.7       | 10.8      | 29.9      | 11.5   | 3.5  |  |  |  |
| 正→非                  | 731   | 6.8    | 7         | 9.2       | 16.6      | 9.2       | 10.9      | 12.6      | 16        | 7.9    | 3.8  |  |  |  |
| 非→正                  | 412   | 3.9    | 2.4       | 1.5       | 1         | 0.2       | 3.6       | 9         | 37.4      | 34.7   | 6.3  |  |  |  |
| 無回答                  | 30    | 6.7    | 3.3       | 0         | 6.7       | 0         | 3.3       | 6.7       | 26.7      | 36.7   | 10   |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 正規社員*男性(計)           | 2,127 | 2.5    | 0.8       | 0.6       | 0.3       | 0.2       | 1.5       | 8.5       | 44.9      | 35.7   | 5.2  |  |  |  |
| 29歳以下                | 436   | 3.4    | 0.7       | 0.2       | 0         | 0.2       | 1.4       | 8.5       | 42.7      | 37.8   | 5    |  |  |  |
| 30～34歳以下             | 599   | 2.3    | 1.3       | 0.8       | 0.2       | 0.3       | 1.5       | 7         | 47.6      | 34.7   | 4.2  |  |  |  |
| 35～39歳以下             | 560   | 2.5    | 0.5       | 0.7       | 0.5       | 0.2       | 1.4       | 8.9       | 43.8      | 35.2   | 6.3  |  |  |  |
| 40歳以上                | 532   | 1.9    | 0.4       | 0.4       | 0.4       | 0         | 1.5       | 9.6       | 45.1      | 35.5   | 5.3  |  |  |  |
| *女性(計)               | 723   | 3.9    | 2.9       | 1.4       | 2.1       | 1.4       | 4.3       | 12.7      | 47.2      | 18.3   | 5.9  |  |  |  |
| 29歳以下                | 235   | 3.8    | 3         | 0         | 2.1       | 0.4       | 2.6       | 14        | 53.2      | 16.6   | 4.3  |  |  |  |
| 30～34歳以下             | 173   | 1.7    | 2.3       | 2.9       | 1.2       | 1.7       | 5.2       | 13.3      | 42.8      | 23.1   | 5.8  |  |  |  |
| 35～39歳以下             | 157   | 6.4    | 2.5       | 0         | 3.8       | 1.3       | 4.5       | 12.7      | 44.6      | 15.3   | 8.9  |  |  |  |
| 40歳以上                | 158   | 3.8    | 3.8       | 3.2       | 1.3       | 2.5       | 5.7       | 10.1      | 45.6      | 18.4   | 5.7  |  |  |  |
| 非正規社員*男性(計)          | 191   | 2.1    | 2.1       | 1.6       | 2.6       | 3.1       | 2.1       | 11        | 41.4      | 26.7   | 7.3  |  |  |  |
| 29歳以下                | 80    | 0      | 1.3       | 2.5       | 1.3       | 3.8       | 5         | 12.5      | 40        | 28.8   | 5    |  |  |  |
| 30～34歳以下             | 52    | 1.9    | 5.8       | 1.9       | 5.8       | 1.9       | 0         | 9.6       | 38.5      | 26.9   | 7.7  |  |  |  |
| 35～39歳以下             | 36    | 8.3    | 0         | 0         | 0         | 2.8       | 0         | 16.7      | 36.1      | 22.2   | 13.9 |  |  |  |
| 40歳以上                | 23    | 0      | 0         | 0         | 4.3       | 4.3       | 0         | 0         | 60.9      | 26.1   | 4.3  |  |  |  |
| *女性(計)               | 861   | 6.4    | 7.1       | 10.5      | 17.7      | 10        | 12.4      | 12.3      | 15.3      | 5.2    | 3.1  |  |  |  |
| 29歳以下                | 165   | 2.4    | 3         | 8.5       | 10.3      | 8.5       | 12.7      | 16.4      | 29.1      | 6.7    | 2.4  |  |  |  |
| 30～34歳以下             | 221   | 3.6    | 10.9      | 8.6       | 17.6      | 9         | 13.1      | 15.8      | 11.8      | 5.9    | 3.6  |  |  |  |
| 35～39歳以下             | 230   | 10.9   | 6.5       | 13        | 15.7      | 10.4      | 13.9      | 9.6       | 13.9      | 3.5    | 2.6  |  |  |  |
| 40歳以上                | 245   | 7.3    | 6.9       | 11        | 24.5      | 11.4      | 10.2      | 9         | 10.6      | 5.3    | 3.7  |  |  |  |
| 無回答                  | 0     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 正規社員*29人以下           | 1,070 | 3.7    | 1.9       | 1.3       | 1.4       | 0.7       | 3.3       | 4.8       | 26.8      | 47.9   | 8.2  |  |  |  |
| 30～299人以下            | 721   | 2.4    | 1.2       | 0.6       | 0.4       | 0.4       | 1         | 8.6       | 51.3      | 30     | 4.2  |  |  |  |
| 300人以上・官公庁           | 982   | 2      | 0.4       | 0.3       | 0.3       | 0.4       | 1.3       | 15.5      | 62.4      | 14.5   | 2.9  |  |  |  |
| わからない                | 64    | 4.7    | 4.7       | 1.6       | 0         | 0         | 7.8       | 9.4       | 35.9      | 28.1   | 7.8  |  |  |  |
| 非正規社員*29人以下          | 382   | 6.5    | 9.4       | 9.9       | 15.2      | 9.9       | 11        | 8.1       | 13.1      | 13.4   | 3.4  |  |  |  |
| 30～299人以下            | 277   | 4.7    | 4         | 8.7       | 15.9      | 9.4       | 10.8      | 11.2      | 20.9      | 10.1   | 4.3  |  |  |  |
| 300人以上・官公庁           | 213   | 3.3    | 2.8       | 3.8       | 10.3      | 6.1       | 11.7      | 17.4      | 34.7      | 5.6    | 4.2  |  |  |  |
| わからない                | 176   | 8      | 6.3       | 13.1      | 18.8      | 8.5       | 8         | 15.3      | 15.9      | 2.8    | 3.4  |  |  |  |
| 無回答                  | 17    | 5.9    | 11.8      | 0         | 0         | 0         | 11.8      | 11.8      | 29.4      | 11.8   | 17.6 |  |  |  |
| <b>【就業形態2×職種】</b>    |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 正規社員*専門・技術・管理        | 673   | 2.7    | 1.6       | 0.7       | 1         | 0.4       | 2.4       | 13.5      | 52        | 20.5   | 5.1  |  |  |  |
| 事務                   | 538   | 3      | 1.1       | 0.2       | 0.9       | 0.9       | 3.3       | 14.3      | 61        | 12.3   | 3    |  |  |  |
| 販売・サービス              | 741   | 2.2    | 0.9       | 1.2       | 0.8       | 0.5       | 1.8       | 5.4       | 37.4      | 42.4   | 7.4  |  |  |  |
| 技能・生産・運輸・保安          | 897   | 3.5    | 1.4       | 0.8       | 0.3       | 0.2       | 1.7       | 7.1       | 38.1      | 41.6   | 5.2  |  |  |  |
| 非正規社員*専門・技術・管理       | 115   | 7.8    | 3.5       | 9.6       | 16.5      | 2.6       | 4.3       | 7.8       | 35.7      | 9.6    | 2.6  |  |  |  |
| 事務                   | 285   | 3.9    | 4.6       | 5.6       | 14        | 8.4       | 13.7      | 20.4      | 24.6      | 2.8    | 2.1  |  |  |  |
| 販売・サービス              | 435   | 5.7    | 8.5       | 12.6      | 18.2      | 12        | 10.6      | 7.1       | 11        | 10.1   | 4.1  |  |  |  |
| 技能・生産・運輸・保安          | 215   | 6      | 5.1       | 5.1       | 8.8       | 6         | 9.3       | 13.5      | 24.2      | 15.3   | 6.5  |  |  |  |
| 無回答                  | 3     | 33.3   | 0         | 0         | 0         | 0         | 33.3      | 0         | 0         | 0      | 33.3 |  |  |  |
| <b>【就業形態2×都市】</b>    |       |        |           |           |           |           |           |           |           |        |      |  |  |  |
| 正規社員*18大都市           | 777   | 2.4    | 1.5       | 0.9       | 0.8       | 0.5       | 2.2       | 10.3      | 40.2      | 35.9   | 5.3  |  |  |  |
| その他の市町村              | 2,073 | 3      | 1.2       | 0.7       | 0.7       | 0.5       | 2.2       | 9.3       | 47.5      | 29.5   | 5.4  |  |  |  |
| 非正規社員*18大都市          | 291   | 8.9    | 5.8       | 9.3       | 15.8      | 6.9       | 9.3       | 15.1      | 17.5      | 8.2    | 3.1  |  |  |  |
| その他の市町村              | 761   | 4.3    | 6.3       | 8.7       | 14.6      | 9.5       | 11        | 10.9      | 21        | 9.5    | 4.2  |  |  |  |
| 無回答                  | 0     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |  |  |  |

問41(1)2008年9月最後の週(ii)残業時間

|                      | 該当者   | 0時間  | 10時間未満 | 満10時15分未満 | 満15時20分未満 | 満20時25分未満 | 満25時30分未満 | 満30時35分未満 | 満35時40分未満 | 満40時45分未満 | 45時間以上 | 無回答  |  |  |
|----------------------|-------|------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|------|--|--|
| <b>全体</b>            | 3,902 | 36   | 28     | 12        | 5         | 4         | 1         | 1         | 0         | 0         | 1      | 12   |  |  |
| <b>【性別】</b>          |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 男性                   | 2,318 | 23.7 | 28.3   | 17.8      | 7.9       | 6.1       | 1.7       | 1         | 0.3       | 0.5       | 0.6    | 12.2 |  |  |
| 女性                   | 1,584 | 53.8 | 27.5   | 4.2       | 1.1       | 0.6       | 0.2       | 0.1       | 0         | 0.1       | 0.3    | 12.1 |  |  |
| <b>【年齢別】</b>         |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 29歳以下                | 916   | 33.6 | 33.7   | 12.9      | 4.7       | 3.6       | 1.3       | 0.5       | 0.4       | 0.1       | 0.5    | 8.5  |  |  |
| 30～34歳以下             | 1,045 | 33.7 | 29.6   | 13.2      | 4.4       | 4         | 1.2       | 0.6       | 0.2       | 0.5       | 0.9    | 11.8 |  |  |
| 35～39歳以下             | 983   | 36.3 | 26.6   | 11.7      | 6         | 3.6       | 0.8       | 0.5       | 0.1       | 0.2       | 0.3    | 13.9 |  |  |
| 40歳以上                | 958   | 40.1 | 22.1   | 11.4      | 5.3       | 4.3       | 0.9       | 1         | 0         | 0.4       | 0.2    | 14.2 |  |  |
| <b>【就業形態】</b>        |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 正社員                  | 2,296 | 22.1 | 34.4   | 18        | 8.1       | 5.7       | 1.5       | 1         | 0.3       | 0.5       | 0.6    | 7.6  |  |  |
| パート・契約など             | 910   | 65.6 | 20.2   | 3.3       | 0.4       | 0.5       | 0.2       | 0         | 0         | 0         | 0.3    | 9.3  |  |  |
| 派遣社員                 | 142   | 38   | 41.5   | 4.9       | 2.1       | 0.7       | 0.7       | 0.7       | 0         | 0         | 0.7    | 10.6 |  |  |
| 自営業など                | 554   | 43.7 | 10.5   | 5.4       | 0.9       | 2.5       | 0.7       | 0.2       | 0         | 0         | 0.2    | 35.9 |  |  |
| 無回答                  | 0     | 0    | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |  |  |
| <b>【最終学歴】</b>        |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 中高卒                  | 1,597 | 42.5 | 24.3   | 11.1      | 3.8       | 2.4       | 0.9       | 0.3       | 0.1       | 0.3       | 0.3    | 13.9 |  |  |
| 専門・短大・高専卒など          | 1,193 | 39.5 | 28.8   | 9.5       | 4.2       | 3.1       | 0.8       | 0.3       | 0.3       | 0.2       | 0.6    | 12.7 |  |  |
| 大学・大学院卒              | 1,109 | 22.6 | 32.2   | 17        | 7.9       | 6.8       | 1.5       | 1.5       | 0.2       | 0.5       | 0.6    | 9.1  |  |  |
| 無回答                  | 3     | 0    | 66.7   | 33.3      | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |  |  |
| <b>【企業規模】</b>        |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 29人以下                | 1,452 | 46.5 | 20.2   | 7.5       | 2.8       | 2.7       | 0.5       | 0.3       | 0.1       | 0.1       | 0.3    | 19.1 |  |  |
| 30～299人以下            | 998   | 29.3 | 33.9   | 14.5      | 6.7       | 3.9       | 0.7       | 1         | 0.5       | 0.4       | 0.6    | 8.5  |  |  |
| 300人以上・官公庁           | 1,195 | 24   | 34.3   | 17.6      | 7.6       | 5.9       | 2.3       | 0.9       | 0.1       | 0.6       | 0.7    | 6.1  |  |  |
| わからない                | 240   | 60   | 18.3   | 6.7       | 0.4       | 0.8       | 0.4       | 0.4       | 0         | 0         | 0.4    | 12.5 |  |  |
| 無回答                  | 17    | 17.6 | 29.4   | 0         | 0         | 5.9       | 0         | 0         | 0         | 0         | 0      | 47.1 |  |  |
| <b>【職種】</b>          |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 専門・技術・管理             | 788   | 21.7 | 30.5   | 16        | 7.7       | 6.7       | 1.6       | 1.4       | 0.1       | 0.8       | 1.1    | 12.3 |  |  |
| 事務                   | 823   | 41.4 | 35.5   | 10        | 4         | 2.6       | 0.2       | 0.2       | 0.2       | 0         | 0      | 5.8  |  |  |
| 販売・サービス              | 1,176 | 43.5 | 22     | 9.3       | 3.8       | 3.8       | 1.1       | 0.4       | 0.2       | 0.1       | 0.7    | 15.1 |  |  |
| 技能・生産・運輸・保安など        | 1,112 | 33.9 | 27     | 14.7      | 5.4       | 2.9       | 1.3       | 0.7       | 0.2       | 0.4       | 0.2    | 13.4 |  |  |
| 無回答                  | 3     | 33.3 | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 66.7 |  |  |
| <b>【キャリアパス】</b>      |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 正→正(転職なし)            | 945   | 20.7 | 33.5   | 19.5      | 8.6       | 6.2       | 1.5       | 1.1       | 0.3       | 0.6       | 0.5    | 7.4  |  |  |
| 正→正(転職あり)            | 1,469 | 28.9 | 27.6   | 14        | 6         | 4.6       | 1.3       | 0.7       | 0.1       | 0.3       | 0.4    | 16   |  |  |
| 非→非(転職なし)            | 27    | 44.4 | 29.6   | 14.8      | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 11.1 |  |  |
| 非→非(転職あり)            | 288   | 56.3 | 28.1   | 4.9       | 0.3       | 0.7       | 0.3       | 0.3       | 0         | 0         | 1      | 8    |  |  |
| 正→非                  | 731   | 64.7 | 20.9   | 2.6       | 0.8       | 0.5       | 0.3       | 0         | 0         | 0         | 0.1    | 10   |  |  |
| 非→正                  | 412   | 30.6 | 28.6   | 12.4      | 4.6       | 4.1       | 1.5       | 1.2       | 0.5       | 0.2       | 0.7    | 15.5 |  |  |
| 無回答                  | 30    | 23.3 | 26.7   | 10        | 13.3      | 3.3       | 0         | 0         | 0         | 0         | 3.3    | 20   |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 正規社員*男性(計)           | 2,127 | 22.3 | 28.1   | 18.2      | 8.4       | 6.4       | 1.7       | 1.1       | 0.3       | 0.5       | 0.6    | 12.4 |  |  |
| 29歳以下                | 436   | 22.9 | 29.8   | 19.7      | 8         | 6         | 2.1       | 0.9       | 0.9       | 0         | 0.7    | 8.9  |  |  |
| 30～34歳以下             | 599   | 21   | 29.4   | 18.7      | 7.2       | 6.7       | 2.2       | 0.8       | 0.3       | 0.8       | 1      | 11.9 |  |  |
| 35～39歳以下             | 560   | 21.1 | 28.6   | 17.9      | 9.6       | 5.7       | 1.1       | 0.9       | 0.2       | 0.4       | 0.2    | 14.5 |  |  |
| 40歳以上                | 532   | 24.4 | 24.8   | 16.9      | 8.6       | 7.1       | 1.7       | 1.7       | 0         | 0.8       | 0.4    | 13.5 |  |  |
| *女性(計)               | 723   | 38.2 | 34.6   | 7.6       | 1.9       | 1.2       | 0.3       | 0.3       | 0         | 0.1       | 0.4    | 15.4 |  |  |
| 29歳以下                | 235   | 32.8 | 43.8   | 6         | 3         | 2.1       | 0.9       | 0.4       | 0         | 0.4       | 0.9    | 9.8  |  |  |
| 30～34歳以下             | 173   | 38.2 | 41     | 9.2       | 0.6       | 1.2       | 0         | 0         | 0         | 0         | 0      | 9.8  |  |  |
| 35～39歳以下             | 157   | 40.1 | 27.4   | 7.6       | 1.9       | 1.3       | 0         | 0         | 0         | 0         | 0.6    | 21   |  |  |
| 40歳以上                | 158   | 44.3 | 20.9   | 8.2       | 1.9       | 0         | 0         | 0.6       | 0         | 0         | 0      | 24.1 |  |  |
| 非正規社員*男性(計)          | 191   | 39.3 | 30.4   | 13.1      | 2.1       | 2.6       | 1         | 0.5       | 0         | 0         | 1      | 9.9  |  |  |
| 29歳以下                | 80    | 41.3 | 36.3   | 17.5      | 0         | 1.3       | 0         | 0         | 0         | 0         | 0      | 3.8  |  |  |
| 30～34歳以下             | 52    | 42.3 | 23.1   | 13.5      | 1.9       | 0         | 0         | 1.9       | 0         | 0         | 3.8    | 13.5 |  |  |
| 35～39歳以下             | 36    | 33.3 | 33.3   | 5.6       | 5.6       | 2.8       | 5.6       | 0         | 0         | 0         | 0      | 13.9 |  |  |
| 40歳以上                | 23    | 34.8 | 21.7   | 8.7       | 4.3       | 13        | 0         | 0         | 0         | 0         | 0      | 17.4 |  |  |
| *女性(計)               | 861   | 66.9 | 21.5   | 1.4       | 0.3       | 0.1       | 0.1       | 0         | 0         | 0         | 0.2    | 9.4  |  |  |
| 29歳以下                | 165   | 59.4 | 28.5   | 2.4       | 0.6       | 0.6       | 0.6       | 0         | 0         | 0         | 0      | 7.9  |  |  |
| 30～34歳以下             | 221   | 62.4 | 22.6   | 1.4       | 0.5       | 0         | 0         | 0         | 0         | 0         | 0.5    | 12.7 |  |  |
| 35～39歳以下             | 230   | 71.3 | 20     | 0.4       | 0         | 0         | 0         | 0         | 0         | 0         | 0.4    | 7.8  |  |  |
| 40歳以上                | 245   | 71.8 | 17.1   | 1.6       | 0.4       | 0         | 0         | 0         | 0         | 0         | 0      | 9    |  |  |
| 無回答                  | 0     | 0    | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 正規社員*29人以下           | 1,070 | 38.4 | 21.4   | 9.5       | 3.6       | 3.6       | 0.6       | 0.4       | 0.1       | 0.1       | 0.3    | 22   |  |  |
| 30～299人以下            | 721   | 19.6 | 36.1   | 18        | 8.9       | 5         | 1         | 1.2       | 0.7       | 0.6       | 0.7    | 8.3  |  |  |
| 300人以上・官公庁           | 982   | 17.8 | 34.7   | 20.4      | 9         | 6.8       | 2.6       | 1.1       | 0.1       | 0.7       | 0.6    | 6.1  |  |  |
| わからない                | 64    | 31.3 | 23.4   | 17.2      | 1.6       | 3.1       | 0         | 1.6       | 0         | 0         | 1.6    | 20.3 |  |  |
| 非正規社員*29人以下          | 382   | 69.1 | 17     | 1.8       | 0.3       | 0         | 0.3       | 0         | 0         | 0         | 0.3    | 11.3 |  |  |
| 30～299人以下            | 277   | 54.5 | 28.2   | 5.4       | 1.1       | 1.1       | 0         | 0.4       | 0         | 0         | 0.4    | 9    |  |  |
| 300人以上・官公庁           | 213   | 52.6 | 32.4   | 4.7       | 1.4       | 1.4       | 0.5       | 0         | 0         | 0         | 0.9    | 6.1  |  |  |
| わからない                | 176   | 70.5 | 16.5   | 2.8       | 0         | 0         | 0.6       | 0         | 0         | 0         | 0      | 9.7  |  |  |
| 無回答                  | 17    | 17.6 | 29.4   | 0         | 0         | 5.9       | 0         | 0         | 0         | 0         | 0      | 47.1 |  |  |
| <b>【就業形態2×職種】</b>    |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 正規社員*専門・技術・管理        | 673   | 16.3 | 30.6   | 18        | 8.8       | 7.7       | 1.6       | 1.6       | 0.1       | 0.9       | 1      | 13.2 |  |  |
| 事務                   | 538   | 31.8 | 37     | 14.5      | 5.6       | 3.7       | 0.4       | 0.4       | 0.4       | 0         | 0      | 6.3  |  |  |
| 販売・サービス              | 741   | 27.7 | 25.4   | 13.8      | 5.9       | 5.7       | 1.6       | 0.7       | 0.3       | 0.1       | 0.8    | 18.1 |  |  |
| 技能・生産・運輸・保安          | 897   | 29.4 | 28.4   | 15.8      | 6.6       | 3.5       | 1.6       | 0.8       | 0.2       | 0.6       | 0.2    | 12.9 |  |  |
| 非正規社員*専門・技術・管理       | 115   | 53   | 29.6   | 4.3       | 1.7       | 0.9       | 1.7       | 0         | 0         | 0         | 1.7    | 7    |  |  |
| 事務                   | 285   | 59.6 | 32.6   | 1.4       | 1.1       | 0.4       | 0         | 0         | 0         | 0         | 0      | 4.9  |  |  |
| 販売・サービス              | 435   | 70.3 | 16.3   | 1.6       | 0.2       | 0.7       | 0.2       | 0         | 0         | 0         | 0.5    | 10.1 |  |  |
| 技能・生産・運輸・保安          | 215   | 52.6 | 20.9   | 9.8       | 0.5       | 0.5       | 0         | 0.5       | 0         | 0         | 0      | 15.3 |  |  |
| 無回答                  | 3     | 33.3 | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 66.7 |  |  |
| <b>【就業形態2×都市】</b>    |       |      |        |           |           |           |           |           |           |           |        |      |  |  |
| 正規社員*18大都市           | 777   | 23.8 | 28.1   | 16.1      | 7.6       | 6         | 1.9       | 1.3       | 0.5       | 0.4       | 0.5    | 13.8 |  |  |
| その他の市町村              | 2,073 | 27.3 | 30.4   | 15.3      | 6.4       | 4.7       | 1.2       | 0.7       | 0.1       | 0.4       | 0.5    | 12.9 |  |  |
| 非正規社員*18大都市          | 291   | 64.3 | 21.3   | 3.8       | 0.3       | 0.7       | 0.7       | 0.3       | 0         | 0         | 0.3    | 8.2  |  |  |
| その他の市町村              | 761   | 61   | 23.8   | 3.4       | 0.8       | 0.5       | 0.1       | 0         | 0         | 0         | 0.4    | 10   |  |  |
| 無回答                  | 0     | 0    | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |  |  |

問41(2)2007年3月最後の週の仕事状況

|                      | 全体    | 働いていた | 働いていなかった | 無回答 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------|-------|----------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 92    | 8        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2360  | 97    | 2.9      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1666  | 84.2  | 15.7     | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 951   | 89.1  | 10.8     | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 90.7  | 9.2      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 93.6  | 6.3      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 977   | 93.3  | 6.4      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2345  | 96.7  | 3.2      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 954   | 78.7  | 21.2     | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 150   | 87.3  | 12       | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 577   | 93.9  | 5.9      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1641  | 92.5  | 7.4      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 89.6  | 10.3     | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 92.8  | 7.1      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 100   | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1497  | 90.9  | 8.9      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 91.1  | 8.9      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 95.7  | 4.1      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 259   | 79.5  | 20.5     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 88.2  | 11.8     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 94    | 6        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 846   | 90.8  | 9        | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 88.6  | 11.4     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 94.1  | 5.7      | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7  | 33.3     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 97.6  | 2.3      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 95.9  | 4        | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 93.1  | 6.9      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 82.1  | 17.2     | 0.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 766   | 78.6  | 21.4     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 423   | 93.4  | 6.4      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 32    | 90.6  | 9.4      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 97.6  | 2.3      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 442   | 94.3  | 5.7      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 96.7  | 3.1      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 99.6  | 0.4      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 534   | 99.3  | 0.6      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 768   | 91.9  | 7.9      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 251   | 92    | 8        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 87.9  | 12.1     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 93.3  | 6.1      | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163   | 95.1  | 4.9      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 90.3  | 9.7      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 87    | 89.7  | 10.3     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 90.9  | 9.1      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 94.9  | 5.1      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 25    | 84    | 16       | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 898   | 77.5  | 22.3     | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 171   | 70.8  | 28.7     | 0.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 77    | 23       | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 79.3  | 20.7     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 255   | 80.8  | 18.8     | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 95.4  | 4.4      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 744   | 95.7  | 4.3      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 97.5  | 2.4      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 71    | 94.4  | 5.6      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 78.4  | 21.3     | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 290   | 79.3  | 20.7     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 87.9  | 11.7     | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 188   | 73.9  | 26.1     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 17    | 88.2  | 11.8     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 95.4  | 4.6      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 551   | 94.9  | 4.9      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 760   | 96.4  | 3.6      | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 97.2  | 2.6      | 0.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 86.1  | 13.9     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 295   | 83.1  | 16.6     | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 455   | 75.4  | 24.6     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 81.7  | 17.8     | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7  | 33.3     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |       |          |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 96.4  | 3.5      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2126  | 96    | 3.9      | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 80.3  | 19.7     | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 800   | 79.8  | 20       | 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0     | 0     | 0        | 0   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



問41(2)2007年3月最後の週(i)1週間の所定労働時間

|                      | 該当者   | 10時間未満 | 満10～15時間未 | 満15～20時間未 | 満20～25時間未 | 満25～30時間未 | 満30～35時間未 | 満35～40時間未 | 満40～45時間未 | 45時間以上 | 覚えていない | 無回答 |  |  |
|----------------------|-------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|--------|-----|--|--|
| <b>全体</b>            | 3,691 | 6      | 4         | 3         | 3         | 3         | 5         | 18        | 26        | 22     | 7      | 2   |  |  |
| <b>【性別】</b>          |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 男性                   | 2,289 | 4.6    | 2.6       | 1.1       | 0.8       | 0.8       | 2.4       | 18.7      | 29.8      | 29.2   | 7.8    | 2   |  |  |
| 女性                   | 1,402 | 6.8    | 5.6       | 6.8       | 7.6       | 7.5       | 9.2       | 17.8      | 20.4      | 11.1   | 5.3    | 1.9 |  |  |
| <b>【年齢別】</b>         |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 29歳以下                | 847   | 5.7    | 2.2       | 2.2       | 3         | 2.4       | 5.8       | 18.8      | 28.2      | 22.7   | 7.3    | 1.8 |  |  |
| 30～34歳以下             | 990   | 5.8    | 4.3       | 2.9       | 2.4       | 3.8       | 5.7       | 17.1      | 27.3      | 21.7   | 7.4    | 1.6 |  |  |
| 35～39歳以下             | 942   | 6.1    | 3.7       | 3.7       | 3.3       | 3.7       | 4.6       | 18.8      | 24.4      | 22.7   | 6.8    | 2.2 |  |  |
| 40歳以上                | 912   | 4.4    | 4.6       | 4.2       | 5         | 3.4       | 4.1       | 19.1      | 25        | 22.1   | 5.9    | 2.2 |  |  |
| <b>【就業形態】</b>        |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 正社員                  | 2,267 | 5.2    | 2.5       | 1         | 0.8       | 0.9       | 3.1       | 22.8      | 34.1      | 22.1   | 6.2    | 1.2 |  |  |
| パート・契約など             | 751   | 7.2    | 7.5       | 11.2      | 12.8      | 11.1      | 10.7      | 11.3      | 11.3      | 9.2    | 6.3    | 1.6 |  |  |
| 派遣社員                 | 131   | 3.8    | 1.5       | 3.8       | 0.8       | 3.1       | 6.9       | 33.6      | 23.7      | 13.7   | 6.1    | 3.1 |  |  |
| 自営業など                | 542   | 4.8    | 4.4       | 1.7       | 1.8       | 3.1       | 4.6       | 5.9       | 14.4      | 43.5   | 10.5   | 5.2 |  |  |
| 無回答                  | 0     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0      | 0   |  |  |
| <b>【最終学歴】</b>        |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 中高卒                  | 1,518 | 6.2    | 3.6       | 3.9       | 3.9       | 4         | 5         | 16.1      | 21.9      | 24.6   | 8.2    | 2.7 |  |  |
| 専門・短大・高専卒など          | 1,117 | 5.4    | 5.3       | 3.3       | 4.2       | 4         | 5.8       | 16.4      | 23.4      | 24.6   | 6.1    | 1.5 |  |  |
| 大学・大学院卒              | 1,053 | 4.6    | 2.4       | 2.4       | 1.9       | 1.8       | 4.2       | 23.9      | 35.4      | 16.4   | 5.7    | 1.3 |  |  |
| 無回答                  | 3     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 33.3      | 33.3   | 33.3   | 0   |  |  |
| <b>【企業規模】</b>        |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 29人以下                | 1,361 | 6.4    | 4.8       | 3.5       | 3.8       | 3.5       | 5.3       | 9.3       | 19.4      | 33.4   | 8.1    | 2.5 |  |  |
| 30～299人以下            | 942   | 5.7    | 2.8       | 3.5       | 3.7       | 3.7       | 4         | 18.5      | 29.5      | 20.2   | 6.8    | 1.6 |  |  |
| 300人以上・官公庁           | 1,167 | 3.8    | 2.7       | 1.7       | 2.1       | 2.1       | 5.1       | 29.6      | 33.8      | 13     | 4.8    | 1.3 |  |  |
| わからない                | 206   | 7.8    | 7.8       | 10.2      | 7.3       | 6.8       | 7.8       | 13.6      | 13.6      | 11.2   | 10.2   | 3.9 |  |  |
| 無回答                  | 15    | 6.7    | 6.7       | 0         | 0         | 13.3      | 0         | 26.7      | 13.3      | 20     | 13.3   | 0   |  |  |
| <b>【職種】</b>          |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 専門・技術・管理             | 763   | 4.6    | 3.5       | 2.5       | 2.9       | 1.6       | 4.5       | 23.5      | 32.4      | 17.4   | 5.5    | 1.7 |  |  |
| 事務                   | 768   | 5.6    | 3.4       | 3.9       | 3.5       | 4.6       | 7.8       | 25        | 30.9      | 10.8   | 3.4    | 1.2 |  |  |
| 販売・サービス              | 1,076 | 5      | 4.8       | 4.7       | 5.8       | 5         | 4.9       | 13.4      | 19.8      | 26.7   | 7.2    | 2.7 |  |  |
| 技能・生産・運輸・保安など        | 1,082 | 6.5    | 3.1       | 1.9       | 1.4       | 2.1       | 3.4       | 15.2      | 24.9      | 29.6   | 10     | 1.9 |  |  |
| 無回答                  | 2     | 0      | 0         | 0         | 0         | 0         | 50        | 0         | 50        | 0      | 0      | 0   |  |  |
| <b>【キャリアパス】</b>      |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 正→正(転職なし)            | 949   | 5.3    | 2.7       | 0.7       | 0.5       | 0.4       | 3.5       | 25.8      | 34.7      | 20.7   | 4.6    | 1.1 |  |  |
| 正→正(転職あり)            | 1,441 | 4.5    | 2.8       | 1.3       | 1.3       | 1.8       | 3.5       | 16.1      | 28.2      | 29.5   | 8.5    | 2.4 |  |  |
| 非→非(転職なし)            | 27    | 11.1   | 0         | 3.7       | 7.4       | 0         | 25.9      | 14.8      | 14.8      | 7.4    | 11.1   | 3.7 |  |  |
| 非→非(転職あり)            | 248   | 3.2    | 4.8       | 6.9       | 11.3      | 8.9       | 8.5       | 16.1      | 18.1      | 12.5   | 8.1    | 1.6 |  |  |
| 正→非                  | 602   | 8      | 7.5       | 11.6      | 11        | 10.8      | 10.1      | 14        | 11.1      | 8.8    | 5.3    | 1.8 |  |  |
| 非→正                  | 395   | 7.1    | 3.5       | 1.3       | 1.3       | 1.8       | 3         | 17.7      | 26.8      | 27.3   | 7.6    | 2.5 |  |  |
| 無回答                  | 29    | 0      | 3.4       | 6.9       | 3.4       | 0         | 0         | 13.8      | 34.5      | 27.6   | 3.4    | 6.9 |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 正規社員*男性(計)           | 2,103 | 4.7    | 2.7       | 1.1       | 0.5       | 0.7       | 2.2       | 18.9      | 30        | 29.9   | 7.4    | 1.9 |  |  |
| 29歳以下                | 417   | 6      | 2.6       | 1.2       | 0.7       | 1         | 2.9       | 16.1      | 29        | 32.4   | 7.7    | 0.5 |  |  |
| 30～34歳以下             | 592   | 5.7    | 3.5       | 0.8       | 0.2       | 0.8       | 2.4       | 16.9      | 32.4      | 27     | 8.3    | 1.9 |  |  |
| 35～39歳以下             | 564   | 4.1    | 2.5       | 1.4       | 0.5       | 0.5       | 2.1       | 20.2      | 28.4      | 30.9   | 6.9    | 2.5 |  |  |
| 40歳以上                | 530   | 3      | 2.1       | 0.9       | 0.8       | 0.6       | 1.7       | 21.9      | 29.6      | 30.2   | 6.8    | 2.5 |  |  |
| *女性(計)               | 706   | 6.4    | 3.4       | 1.3       | 2.5       | 3.1       | 6.9       | 21.7      | 31.3      | 15.2   | 5.9    | 2.3 |  |  |
| 29歳以下                | 231   | 6.5    | 0.9       | 1.3       | 3         | 1.7       | 6.5       | 22.9      | 34.2      | 13     | 7.8    | 2.2 |  |  |
| 30～34歳以下             | 167   | 6      | 4.2       | 0.6       | 1.8       | 3.6       | 9.6       | 19.2      | 31.7      | 16.8   | 5.4    | 1.2 |  |  |
| 35～39歳以下             | 153   | 7.2    | 2.6       | 1.3       | 2.6       | 2.6       | 6.5       | 25.5      | 26.8      | 15     | 6.5    | 3.3 |  |  |
| 40歳以上                | 155   | 5.8    | 7.1       | 1.9       | 2.6       | 5.2       | 5.2       | 18.7      | 31        | 16.8   | 3.2    | 2.6 |  |  |
| 非正規社員*男性(計)          | 186   | 4.3    | 1.6       | 1.6       | 4.3       | 2.2       | 4.8       | 17.2      | 27.4      | 21     | 12.4   | 3.2 |  |  |
| 29歳以下                | 78    | 2.6    | 1.3       | 2.6       | 3.8       | 3.8       | 6.4       | 21.8      | 24.4      | 17.9   | 10.3   | 5.1 |  |  |
| 30～34歳以下             | 50    | 10     | 2         | 2         | 4         | 0         | 2         | 18        | 24        | 24     | 14     | 0   |  |  |
| 35～39歳以下             | 37    | 2.7    | 2.7       | 0         | 5.4       | 2.7       | 2.7       | 5.4       | 32.4      | 24.3   | 18.9   | 2.7 |  |  |
| 40歳以上                | 21    | 0      | 0         | 0         | 4.8       | 0         | 9.5       | 19        | 38.1      | 19     | 4.8    | 4.8 |  |  |
| *女性(計)               | 696   | 7.3    | 7.9       | 12.4      | 12.8      | 11.9      | 11.5      | 13.9      | 9.3       | 6.9    | 4.6    | 1.4 |  |  |
| 29歳以下                | 121   | 5      | 4.1       | 7.4       | 9.9       | 7.4       | 14        | 18.2      | 16.5      | 10.7   | 3.3    | 3.3 |  |  |
| 30～34歳以下             | 181   | 4.4    | 7.7       | 12.2      | 9.9       | 14.9      | 13.8      | 15.5      | 7.2       | 8.3    | 4.4    | 1.7 |  |  |
| 35～39歳以下             | 188   | 11.7   | 8.5       | 13.3      | 11.7      | 14.4      | 10.6      | 11.7      | 9         | 4.3    | 4.3    | 0.5 |  |  |
| 40歳以上                | 206   | 7.3    | 9.7       | 14.6      | 18        | 9.7       | 8.7       | 12.1      | 7.3       | 5.8    | 5.8    | 1   |  |  |
| 無回答                  | 0     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0      | 0   |  |  |
| <b>【就業形態2×企業規模】</b>  |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 正規社員*29人以下           | 1,048 | 6      | 3.6       | 1.2       | 1.8       | 1.6       | 3.7       | 9.1       | 21.4      | 40.2   | 8.3    | 3.1 |  |  |
| 30～299人以下            | 712   | 5.1    | 2.2       | 1.3       | 1         | 1         | 2.5       | 19.8      | 35.1      | 23     | 7.6    | 1.4 |  |  |
| 300人以上・官公庁           | 971   | 3.8    | 2.5       | 0.9       | 0.3       | 1.1       | 3.3       | 31.3      | 37.3      | 13.7   | 4.6    | 1.1 |  |  |
| わからない                | 67    | 9      | 4.5       | 1.5       | 0         | 0         | 10.4      | 11.9      | 19.4      | 22.4   | 16.4   | 4.5 |  |  |
| 非正規社員*29人以下          | 313   | 7.7    | 8.6       | 10.9      | 10.5      | 9.9       | 10.5      | 10.2      | 12.8      | 10.9   | 7.3    | 0.6 |  |  |
| 30～299人以下            | 230   | 7.8    | 4.3       | 10.4      | 12.2      | 12.2      | 8.7       | 14.3      | 12.2      | 11.3   | 4.3    | 2.2 |  |  |
| 300人以上・官公庁           | 196   | 3.6    | 3.6       | 5.6       | 10.7      | 7.1       | 13.8      | 21.4      | 16.8      | 9.7    | 5.6    | 2   |  |  |
| わからない                | 139   | 7.2    | 9.4       | 14.4      | 10.8      | 10.1      | 6.5       | 14.4      | 10.8      | 5.8    | 7.2    | 3.6 |  |  |
| 無回答                  | 15    | 6.7    | 6.7       | 0         | 0         | 13.3      | 0         | 26.7      | 13.3      | 20     | 13.3   | 0   |  |  |
| <b>【就業形態2×職種】</b>    |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 正規社員*専門・技術・管理        | 658   | 3.8    | 2.9       | 1.1       | 1.8       | 1.2       | 4.3       | 25.1      | 33.7      | 18.7   | 5.6    | 1.8 |  |  |
| 事務                   | 523   | 5.4    | 2.3       | 1.1       | 1.1       | 2.1       | 4.6       | 27        | 38.2      | 12.8   | 4.2    | 1.1 |  |  |
| 販売・サービス              | 733   | 4.5    | 3.4       | 1.5       | 1.1       | 1.6       | 3.5       | 14.5      | 25.8      | 34.5   | 6.7    | 2.9 |  |  |
| 技能・生産・運輸・保安          | 894   | 6.4    | 2.8       | 0.9       | 0.3       | 0.7       | 2         | 15.4      | 26.7      | 32.8   | 10.1   | 1.9 |  |  |
| 非正規社員*専門・技術・管理       | 105   | 9.5    | 7.6       | 11.4      | 9.5       | 3.8       | 5.7       | 13.3      | 23.8      | 9.5    | 4.8    | 1.1 |  |  |
| 事務                   | 245   | 6.1    | 5.7       | 9.8       | 8.6       | 9.8       | 14.7      | 20.8      | 15.1      | 6.5    | 1.6    | 1.2 |  |  |
| 販売・サービス              | 343   | 6.1    | 7.9       | 11.7      | 15.7      | 12.2      | 7.9       | 11.1      | 7         | 9.9    | 8.2    | 2.3 |  |  |
| 技能・生産・運輸・保安          | 188   | 6.9    | 4.8       | 6.9       | 6.4       | 9         | 10.1      | 13.8      | 16        | 14.4   | 9.6    | 2.1 |  |  |
| 無回答                  | 2     | 0      | 0         | 0         | 0         | 0         | 50        | 0         | 50        | 0      | 0      | 0   |  |  |
| <b>【就業形態2×都市】</b>    |       |        |           |           |           |           |           |           |           |        |        |     |  |  |
| 正規社員*18大都市           | 767   | 4.8    | 3         | 1.2       | 1.2       | 1.3       | 4.6       | 17.5      | 29.7      | 27.4   | 7.4    | 2   |  |  |
| その他の市町村              | 2,042 | 5.2    | 2.8       | 1.1       | 1         | 1.3       | 3         | 20.4      | 30.5      | 25.8   | 6.9    | 2   |  |  |
| 非正規社員*18大都市          | 244   | 9.8    | 6.1       | 11.9      | 10.7      | 9         | 11.9      | 13.1      | 9.4       | 9.8    | 7      | 1.2 |  |  |
| その他の市町村              | 638   | 5.5    | 6.7       | 9.4       | 11.1      | 10.2      | 9.4       | 15.2      | 14.6      | 9.9    | 6      | 2   |  |  |
| 無回答                  | 0     | 0      | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0      | 0   |  |  |

問42(1)2008年9月の給与(支払い形態)

|                      | 全体    | 時給   | 日給   | 月給   | 年俸  | 歩合制  | た給<br>与は<br>な<br>か<br>っ | 無<br>回<br>答 |  |  |  |  |  |  |
|----------------------|-------|------|------|------|-----|------|-------------------------|-------------|--|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 18   | 5    | 65   | 2   | 4    | 2                       | 4           |  |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 男性                   | 2360  | 4.2  | 5.3  | 79   | 3.1 | 3.4  | 1.4                     | 3.6         |  |  |  |  |  |  |
| 女性                   | 1666  | 37.4 | 3.9  | 44.8 | 0.8 | 4.9  | 3.2                     | 5.1         |  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 29歳以下                | 951   | 18   | 6.8  | 66.2 | 1.4 | 2.5  | 1.9                     | 3.2         |  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 17   | 4    | 65.3 | 2.4 | 4.2  | 2.4                     | 4.7         |  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 17.8 | 4.3  | 66.1 | 1.6 | 4.4  | 1.8                     | 4.1         |  |  |  |  |  |  |
| 40歳以上                | 977   | 18.9 | 4    | 61.7 | 3.1 | 4.9  | 2.5                     | 4.9         |  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 正社員                  | 2345  | 1.5  | 3    | 87.9 | 2.6 | 1.4  | 0.8                     | 2.8         |  |  |  |  |  |  |
| パート、契約など             | 954   | 61.4 | 6.7  | 19.5 | 0.4 | 4.9  | 2.8                     | 4.2         |  |  |  |  |  |  |
| 派遣社員                 | 150   | 54   | 6.7  | 28   | 0.7 | 1.3  | 2.7                     | 6.7         |  |  |  |  |  |  |
| 自営業など                | 577   | 3.3  | 8    | 55.8 | 3.5 | 13.9 | 6.2                     | 9.4         |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0    | 0                       | 0           |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 中高卒                  | 1641  | 20.5 | 7.5  | 58.6 | 1.6 | 5.3  | 1.5                     | 5.1         |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 23.5 | 3.8  | 59.7 | 1.8 | 4.1  | 3.3                     | 3.7         |  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 8.1  | 1.8  | 79.6 | 3.1 | 2.1  | 1.9                     | 3.5         |  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7 | 0   | 0    | 0                       | 33.3        |  |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 29人以下                | 1497  | 19.2 | 8.1  | 55.6 | 2.1 | 5.5  | 3.1                     | 6.3         |  |  |  |  |  |  |
| 30～299人以下            | 1034  | 17.8 | 2.9  | 69.8 | 2.4 | 2.4  | 1.9                     | 2.7         |  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 10.5 | 2    | 79.7 | 2.3 | 2    | 0.8                     | 2.7         |  |  |  |  |  |  |
| わからない                | 259   | 46.3 | 5.8  | 30.1 | 0.4 | 9.7  | 3.1                     | 4.6         |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 0    | 41.2 | 0   | 29.4 | 5.9                     | 11.8        |  |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 専門・技術・管理             | 812   | 8.3  | 2.3  | 75.1 | 4.7 | 3    | 2.6                     | 4.1         |  |  |  |  |  |  |
| 事務                   | 846   | 22.9 | 2.6  | 68   | 0.7 | 0.8  | 1.2                     | 3.8         |  |  |  |  |  |  |
| 販売・サービス              | 1215  | 27.1 | 3.1  | 54.3 | 2.1 | 5.9  | 2.6                     | 4.9         |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 11.2 | 9.7  | 66.5 | 1.4 | 5.1  | 2                       | 4           |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7 | 0    | 33.3 | 0   | 0    | 0                       | 0           |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 0.4  | 1.4  | 91.9 | 1.7 | 0.5  | 1.3                     | 2.7         |  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 2.1  | 5.2  | 76.8 | 3.5 | 5.5  | 2.2                     | 4.7         |  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 34.5 | 0    | 44.8 | 0   | 13.8 | 3.4                     | 3.4         |  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 53.3 | 9.6  | 24.8 | 0.3 | 3.6  | 4.3                     | 4           |  |  |  |  |  |  |
| 正→非                  | 766   | 64.4 | 5.7  | 18.3 | 0.5 | 4.3  | 2.1                     | 4.7         |  |  |  |  |  |  |
| 非→正                  | 423   | 4.3  | 5.4  | 75.2 | 2.4 | 5.7  | 1.9                     | 5.2         |  |  |  |  |  |  |
| 無回答                  | 32    | 9.4  | 9.4  | 59.4 | 3.1 | 6.3  | 6.3                     | 6.3         |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 1    | 4.6  | 83.1 | 3.2 | 3.2  | 1.3                     | 3.6         |  |  |  |  |  |  |
| 29歳以下                | 442   | 2    | 7.7  | 82.6 | 2   | 2.3  | 0.9                     | 2.5         |  |  |  |  |  |  |
| 30～34歳以下             | 612   | 0.8  | 3.9  | 83.3 | 3.8 | 3.4  | 0.5                     | 4.2         |  |  |  |  |  |  |
| 35～39歳以下             | 566   | 0.7  | 4.1  | 86.2 | 1.9 | 3.4  | 1.2                     | 2.5         |  |  |  |  |  |  |
| 40歳以上                | 534   | 0.7  | 3.4  | 79.8 | 5.1 | 3.6  | 2.4                     | 5.1         |  |  |  |  |  |  |
| *女性(計)               | 768   | 4.2  | 2.3  | 77.3 | 1.3 | 5.7  | 3.6                     | 5.5         |  |  |  |  |  |  |
| 29歳以下                | 251   | 5.2  | 2.8  | 80.9 | 1.2 | 4.4  | 2.8                     | 2.8         |  |  |  |  |  |  |
| 30～34歳以下             | 190   | 4.7  | 1.1  | 75.3 | 1.6 | 6.3  | 4.7                     | 6.3         |  |  |  |  |  |  |
| 35～39歳以下             | 164   | 1.8  | 2.4  | 76.8 | 1.2 | 5.5  | 3.7                     | 8.5         |  |  |  |  |  |  |
| 40歳以上                | 163   | 4.3  | 3.1  | 74.8 | 1.2 | 7.4  | 3.7                     | 5.5         |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 36.9 | 13.1 | 36.9 | 1   | 5.8  | 2.9                     | 3.4         |  |  |  |  |  |  |
| 29歳以下                | 87    | 39.1 | 13.8 | 36.8 | 0   | 3.4  | 2.3                     | 4.6         |  |  |  |  |  |  |
| 30～34歳以下             | 55    | 41.8 | 14.5 | 36.4 | 0   | 5.5  | 1.8                     | 0           |  |  |  |  |  |  |
| 35～39歳以下             | 39    | 33.3 | 10.3 | 30.8 | 5.1 | 10.3 | 5.1                     | 5.1         |  |  |  |  |  |  |
| 40歳以上                | 25    | 24   | 12   | 48   | 0   | 8    | 4                       | 4           |  |  |  |  |  |  |
| *女性(計)               | 898   | 65.8 | 5.2  | 16.9 | 0.3 | 4.1  | 2.8                     | 4.8         |  |  |  |  |  |  |
| 29歳以下                | 171   | 67.3 | 7    | 17.5 | 0.6 | 0    | 2.9                     | 4.7         |  |  |  |  |  |  |
| 30～34歳以下             | 235   | 63.4 | 4.3  | 17   | 0   | 4.3  | 5.5                     | 5.5         |  |  |  |  |  |  |
| 35～39歳以下             | 237   | 67.1 | 5.1  | 16.5 | 0.4 | 5.1  | 1.3                     | 4.6         |  |  |  |  |  |  |
| 40歳以上                | 255   | 65.9 | 5.1  | 16.9 | 0.4 | 5.9  | 1.6                     | 4.3         |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0    | 0                       | 0           |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 3.1  | 8    | 69.9 | 2.7 | 6.4  | 3.4                     | 6.5         |  |  |  |  |  |  |
| 30～299人以下            | 744   | 1.6  | 1.7  | 87.9 | 3.2 | 1.6  | 1.2                     | 2.7         |  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 0.7  | 1.1  | 91.2 | 2.5 | 1.5  | 0.6                     | 2.4         |  |  |  |  |  |  |
| わからない                | 71    | 0    | 7    | 66.2 | 1.4 | 16.9 | 2.8                     | 5.6         |  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 63.4 | 8.5  | 16   | 0.3 | 3.3  | 2.5                     | 6           |  |  |  |  |  |  |
| 30～299人以下            | 290   | 59.3 | 5.9  | 23.4 | 0.3 | 4.5  | 3.8                     | 2.8         |  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 54.3 | 5.8  | 28.7 | 1.3 | 4    | 1.8                     | 4           |  |  |  |  |  |  |
| わからない                | 188   | 63.8 | 5.3  | 16.5 | 0   | 6.9  | 3.2                     | 4.3         |  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 0    | 41.2 | 0   | 29.4 | 5.9                     | 11.8        |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 1.3  | 1.2  | 83.5 | 5.1 | 2.8  | 2.2                     | 4.1         |  |  |  |  |  |  |
| 事務                   | 551   | 1.5  | 0.5  | 91.7 | 0.9 | 0.5  | 0.9                     | 4           |  |  |  |  |  |  |
| 販売・サービス              | 760   | 3.3  | 2.5  | 77.2 | 3.3 | 6.1  | 2.6                     | 5           |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 1.3  | 9.5  | 77.6 | 1.6 | 4.9  | 1.6                     | 3.5         |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 47.5 | 9    | 27.9 | 2.5 | 4.1  | 4.9                     | 4.1         |  |  |  |  |  |  |
| 事務                   | 295   | 63.1 | 6.4  | 23.7 | 0.3 | 1.4  | 1.7                     | 3.4         |  |  |  |  |  |  |
| 販売・サービス              | 455   | 66.8 | 4.2  | 16   | 0   | 5.7  | 2.6                     | 4.6         |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 50.9 | 10.9 | 22.2 | 0.4 | 6.1  | 3.5                     | 6.1         |  |  |  |  |  |  |
| 無回答                  | 3     | 66.7 | 0    | 33.3 | 0   | 0    | 0                       | 0           |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |      |     |      |                         |             |  |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 1.6  | 3.6  | 81.3 | 3.6 | 3.5  | 1.5                     | 4.8         |  |  |  |  |  |  |
| その他の市町村              | 2126  | 1.9  | 4.1  | 81.7 | 2.4 | 4    | 2                       | 3.9         |  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 57.2 | 4.6  | 26   | 0.3 | 5.9  | 3.3                     | 2.6         |  |  |  |  |  |  |
| その他の市町村              | 800   | 61.6 | 7.5  | 18.6 | 0.5 | 3.9  | 2.6                     | 5.3         |  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0    | 0                       | 0           |  |  |  |  |  |  |

## 問42(1)2008年9月の給与(金額)

|                      | 該<br>当<br>者 | 1<br>時<br>間<br>あ<br>た<br>り | 1<br>日<br>あ<br>た<br>り | 1<br>カ<br>月<br>あ<br>た<br>り | 1<br>年<br>あ<br>た<br>り | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------------|----------------------------|-----------------------|----------------------------|-----------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,940       | 16                         | 5                     | 70                         | 4                     | 4           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,327       | 3.8                        | 5.9                   | 80.4                       | 5.9                   | 4           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,613       | 34.5                       | 4.3                   | 55.2                       | 2.1                   | 3.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 933         | 16.3                       | 7.2                   | 70.2                       | 3                     | 3.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1,066       | 15.7                       | 5.1                   | 71.2                       | 3.8                   | 4.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 988         | 16.5                       | 4.4                   | 70.3                       | 4.1                   | 4.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 953         | 17.1                       | 4.4                   | 68.6                       | 6.5                   | 3.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,326       | 1.5                        | 3.1                   | 87.1                       | 4.9                   | 3.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 927         | 54.8                       | 7.9                   | 33.2                       | 1.4                   | 2.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 146         | 54.8                       | 4.8                   | 34.2                       | 0.7                   | 5.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 541         | 3.9                        | 9.8                   | 69.9                       | 7.8                   | 8.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                          | 0                     | 0                          | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,617       | 18.1                       | 7.7                   | 66.4                       | 3.6                   | 4.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,206       | 21.5                       | 5.1                   | 65.6                       | 3.9                   | 4           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,114       | 8.3                        | 1.9                   | 80.4                       | 5.7                   | 3.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3           | 0                          | 0                     | 66.7                       | 33.3                  | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,450       | 18.3                       | 9.4                   | 62.9                       | 4.6                   | 4.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 1,014       | 15.2                       | 3                     | 75.2                       | 3.4                   | 3.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,209       | 9                          | 1.8                   | 81.1                       | 4.9                   | 3.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 251         | 45.4                       | 6.8                   | 37.8                       | 4.4                   | 5.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16          | 18.8                       | 0                     | 81.3                       | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 791         | 7.3                        | 2.5                   | 78                         | 8.8                   | 3.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 836         | 21.2                       | 2.6                   | 70.8                       | 2.5                   | 2.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,183       | 24.6                       | 3.9                   | 63                         | 3.2                   | 5.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,127       | 10.4                       | 10.5                  | 71.7                       | 3.7                   | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3           | 66.7                       | 0                     | 33.3                       | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 959         | 0.5                        | 1.6                   | 90.3                       | 5                     | 2.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,469       | 2.5                        | 5.5                   | 80.7                       | 6.1                   | 5.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 28          | 32.1                       | 3.6                   | 57.1                       | 0                     | 7.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 289         | 50.9                       | 11.4                  | 34.3                       | 0.3                   | 3.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 750         | 57.2                       | 6.1                   | 32.1                       | 1.7                   | 2.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 415         | 3.6                        | 7                     | 81.4                       | 4.3                   | 3.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 30          | 10                         | 3.3                   | 60                         | 6.7                   | 20          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,127       | 1.1                        | 5                     | 83.6                       | 6.3                   | 4           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 438         | 1.4                        | 7.3                   | 84.7                       | 3.9                   | 2.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 609         | 1                          | 5.4                   | 83.1                       | 5.4                   | 5.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 559         | 0.9                        | 3.9                   | 85                         | 6.3                   | 3.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 521         | 1.2                        | 3.8                   | 82                         | 9.2                   | 3.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 740         | 4.6                        | 2.6                   | 84.6                       | 3.2                   | 5           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 244         | 5.3                        | 2.9                   | 83.2                       | 4.1                   | 4.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 181         | 4.4                        | 1.7                   | 86.7                       | 3.3                   | 3.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 158         | 3.8                        | 3.2                   | 82.9                       | 1.3                   | 8.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 157         | 4.5                        | 2.5                   | 86                         | 3.8                   | 3.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 200         | 33                         | 15                    | 46.5                       | 2                     | 3.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 85          | 35.3                       | 18.8                  | 44.7                       | 0                     | 1.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 54          | 33.3                       | 11.1                  | 51.9                       | 0                     | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 37          | 32.4                       | 13.5                  | 40.5                       | 5.4                   | 8.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 24          | 25                         | 12.5                  | 50                         | 8.3                   | 4.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 873         | 59.8                       | 5.7                   | 30.4                       | 1.1                   | 3           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 166         | 62                         | 7.2                   | 25.9                       | 0.6                   | 4.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 222         | 60.8                       | 5.4                   | 30.6                       | 0.5                   | 2.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 234         | 59.8                       | 4.7                   | 31.6                       | 0.9                   | 3           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 251         | 57.4                       | 6                     | 31.9                       | 2.4                   | 2.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                          | 0                     | 0                          | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,061       | 3.2                        | 9.8                   | 75.7                       | 5.9                   | 5.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 735         | 1.5                        | 1.2                   | 89.1                       | 4.2                   | 3.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 990         | 0.9                        | 0.8                   | 89.6                       | 5.6                   | 3.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 69          | 2.9                        | 7.2                   | 71                         | 11.6                  | 7.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 389         | 59.4                       | 8.5                   | 28                         | 1                     | 3.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 279         | 51.3                       | 7.5                   | 38.7                       | 1.1                   | 1.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 219         | 45.7                       | 6.4                   | 42.5                       | 1.8                   | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 182         | 61.5                       | 6.6                   | 25.3                       | 1.6                   | 4.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 16          | 18.8                       | 0                     | 81.3                       | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 675         | 1.2                        | 1                     | 84.4                       | 9.8                   | 3.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 546         | 2                          | 0.9                   | 91                         | 3.1                   | 2.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 740         | 3.1                        | 3.6                   | 81.6                       | 4.6                   | 7           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 905         | 1.7                        | 9.6                   | 81                         | 4.4                   | 3.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 116         | 43.1                       | 11.2                  | 40.5                       | 3.4                   | 1.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 290         | 57.2                       | 5.9                   | 32.8                       | 1.4                   | 2.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 443         | 60.5                       | 4.3                   | 31.8                       | 0.9                   | 2.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 222         | 45.9                       | 14                    | 33.8                       | 0.9                   | 5.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3           | 66.7                       | 0                     | 33.3                       | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |             |                            |                       |                            |                       |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 784         | 1.7                        | 4.2                   | 82.9                       | 7                     | 4.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,083       | 2.1                        | 4.5                   | 84.3                       | 4.9                   | 4.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 294         | 52.7                       | 5.1                   | 38.1                       | 1.7                   | 2.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 779         | 55.6                       | 8.3                   | 31.6                       | 1.2                   | 3.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                          | 0                     | 0                          | 0                     | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |

問42(1)2008年9月の給与(1時間あたり)

|                      | 該当者 | 5000円未満 | 5000円以上10000円未満 | 10000円以上12000円未満 | 12000円以上15000円未満 | 15000円以上20000円未満 | 20000円以上 | 無回答  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-----|---------|-----------------|------------------|------------------|------------------|----------|------|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 645 | 0       | 67              | 14               | 10               | 6                | 3        | 1    |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 89  | 0       | 40.4            | 16.9             | 20.2             | 12.4             | 9        | 1.1  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 556 | 0       | 71.2            | 12.9             | 8.6              | 4.5              | 2        | 0.7  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 152 | 0       | 56.6            | 20.4             | 15.1             | 7.2              | 0.7      | 0    |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 167 | 0       | 65.3            | 14.4             | 12.6             | 5.4              | 1.2      | 1.2  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 163 | 0       | 70.6            | 10.4             | 8                | 5.5              | 4.9      | 0.6  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 163 | 0       | 74.8            | 9.2              | 5.5              | 4.3              | 4.9      | 1.2  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 36  | 0       | 38.9            | 19.4             | 11.1             | 19.4             | 8.3      | 2.8  |  |  |  |  |  |  |  |  |  |  |
| パート・契約など             | 508 | 0       | 76.8            | 12.8             | 6.5              | 2.4              | 1.2      | 0.4  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 80  | 0       | 25              | 18.8             | 32.5             | 20               | 1.3      | 2.5  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 21  | 0       | 38.1            | 0                | 14.3             | 4.8              | 42.9     | 0    |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0               | 0                | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 293 | 0       | 76.1            | 11.6             | 7.5              | 2.7              | 1.7      | 0.3  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 259 | 0       | 61.4            | 16.2             | 12               | 7.3              | 2.7      | 0.4  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 93  | 0       | 53.8            | 11.8             | 14               | 9.7              | 7.5      | 3.2  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0               | 0                | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 265 | 0       | 72.5            | 9.8              | 8.7              | 4.2              | 4.2      | 0.8  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 154 | 0       | 64.9            | 18.2             | 9.1              | 5.2              | 2.6      | 0    |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 109 | 0       | 49.5            | 14.7             | 18.3             | 11.9             | 2.8      | 2.8  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 114 | 0       | 75.4            | 14               | 7                | 3.5              | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3   | 0       | 0               | 33.3             | 33.3             | 0                | 33.3     | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 58  | 0       | 20.7            | 19               | 24.1             | 19               | 13.8     | 3.4  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 177 | 0       | 61.6            | 11.9             | 16.9             | 9                | 0        | 0.6  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 291 | 0       | 79              | 12.7             | 4.5              | 0.3              | 2.7      | 0.7  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 117 | 0       | 67.5            | 15.4             | 7.7              | 6.8              | 2.6      | 0    |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2   | 0       | 100             | 0                | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 5   | 0       | 20              | 0                | 20               | 0                | 40       | 20   |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 37  | 0       | 29.7            | 18.9             | 10.8             | 16.2             | 24.3     | 0    |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 9   | 0       | 55.6            | 22.2             | 11.1             | 0                | 11.1     | 0    |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 147 | 0       | 63.9            | 15.6             | 9.5              | 8.2              | 1.4      | 1.4  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 429 | 0       | 72.3            | 12.6             | 10.3             | 3.7              | 0.7      | 0.5  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 15  | 0       | 66.7            | 0                | 13.3             | 13.3             | 6.7      | 0    |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3   | 0       | 33.3            | 33.3             | 0                | 0                | 33.3     | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 23  | 0       | 13              | 13               | 17.4             | 26.1             | 26.1     | 4.3  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 6   | 0       | 0               | 33.3             | 50               | 16.7             | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 6   | 0       | 50              | 0                | 16.7             | 16.7             | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 5   | 0       | 0               | 20               | 0                | 20               | 60       | 0    |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 6   | 0       | 0               | 0                | 0                | 50               | 33.3     | 16.7 |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 34  | 0       | 55.9            | 11.8             | 8.8              | 5.9              | 17.6     | 0    |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 13  | 0       | 69.2            | 23.1             | 7.7              | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 8   | 0       | 62.5            | 12.5             | 12.5             | 12.5             | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 6   | 0       | 50              | 0                | 0                | 16.7             | 33.3     | 0    |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 7   | 0       | 28.6            | 0                | 14.3             | 0                | 57.1     | 0    |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 66  | 0       | 50              | 18.2             | 21.2             | 7.6              | 3        | 0    |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 30  | 0       | 33.3            | 23.3             | 30               | 13.3             | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 18  | 0       | 61.1            | 11.1             | 16.7             | 5.6              | 5.6      | 0    |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 12  | 0       | 58.3            | 16.7             | 16.7             | 0                | 8.3      | 0    |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 6   | 0       | 83.3            | 16.7             | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 522 | 0       | 72.2            | 13               | 8.6              | 4.4              | 1        | 0.8  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 103 | 0       | 65              | 18.4             | 9.7              | 5.8              | 1        | 0    |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 135 | 0       | 66.7            | 15.6             | 11.9             | 4.4              | 0        | 1.5  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 140 | 0       | 75              | 10               | 7.9              | 5                | 1.4      | 0.7  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 144 | 0       | 79.9            | 9.7              | 5.6              | 2.8              | 1.4      | 0.7  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0               | 0                | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 34  | 0       | 41.2            | 8.8              | 17.6             | 8.8              | 23.5     | 0    |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 11  | 0       | 45.5            | 27.3             | 0                | 27.3             | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 9   | 0       | 11.1            | 11.1             | 11.1             | 22.2             | 33.3     | 11.1 |  |  |  |  |  |  |  |  |  |  |
| わからない                | 2   | 0       | 100             | 0                | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 231 | 0       | 77.1            | 10               | 7.4              | 3.5              | 1.3      | 0.9  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 143 | 0       | 66.4            | 17.5             | 9.8              | 3.5              | 2.8      | 0    |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 100 | 0       | 53              | 15               | 19               | 11               | 0        | 2    |  |  |  |  |  |  |  |  |  |  |
| わからない                | 112 | 0       | 75              | 14.3             | 7.1              | 3.6              | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3   | 0       | 0               | 33.3             | 33.3             | 0                | 33.3     | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 8   | 0       | 25              | 12.5             | 0                | 12.5             | 37.5     | 12.5 |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 11  | 0       | 45.5            | 9.1              | 18.2             | 27.3             | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 23  | 0       | 47.8            | 13               | 13               | 0                | 26.1     | 0    |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 15  | 0       | 26.7            | 13.3             | 13.3             | 26.7             | 20       | 0    |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 50  | 0       | 20              | 20               | 28               | 20               | 10       | 2    |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 166 | 0       | 62.7            | 12               | 16.9             | 7.8              | 0        | 0.6  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 268 | 0       | 81.7            | 12.7             | 3.7              | 0.4              | 0.7      | 0.7  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 102 | 0       | 73.5            | 15.7             | 6.9              | 3.9              | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2   | 0       | 100             | 0                | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |     |         |                 |                  |                  |                  |          |      |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 13  | 0       | 38.5            | 15.4             | 30.8             | 7.7              | 0        | 7.7  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 44  | 0       | 38.6            | 11.4             | 6.8              | 15.9             | 27.3     | 0    |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 155 | 0       | 61.3            | 20.6             | 8.4              | 7.1              | 2.6      | 0    |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 433 | 0       | 72.7            | 11.1             | 10.6             | 3.9              | 0.7      | 0.9  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0       | 0               | 0                | 0                | 0                | 0        | 0    |  |  |  |  |  |  |  |  |  |  |

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|                      | 該当者 | 10000円未満 | 満10000円未満 | 満30000円未満 | 満50000円未満 | 80000円未満 | 100000円以上 | 無回答  |  |  |  |  |  |  |
|----------------------|-----|----------|-----------|-----------|-----------|----------|-----------|------|--|--|--|--|--|--|
| <b>全体</b>            | 206 | 0        | 1         | 5         | 23        | 18       | 51        | 2    |  |  |  |  |  |  |
| <b>【性別】</b>          |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 男性                   | 137 | 0        | 0.7       | 0         | 8.8       | 19.7     | 69.3      | 1.5  |  |  |  |  |  |  |
| 女性                   | 69  | 0        | 1.4       | 15.9      | 52.2      | 15.9     | 13        | 1.4  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 29歳以下                | 67  | 0        | 1.5       | 1.5       | 23.9      | 25.4     | 47.8      | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 54  | 0        | 0         | 7.4       | 14.8      | 13       | 61.1      | 3.7  |  |  |  |  |  |  |
| 35～39歳以下             | 43  | 0        | 2.3       | 2.3       | 23.3      | 18.6     | 53.5      | 0    |  |  |  |  |  |  |
| 40歳以上                | 42  | 0        | 0         | 11.9      | 33.3      | 14.3     | 38.1      | 2.4  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 正社員                  | 73  | 0        | 0         | 0         | 17.8      | 16.4     | 64.4      | 1.4  |  |  |  |  |  |  |
| パート・契約など             | 73  | 0        | 2.7       | 15.1      | 38.4      | 21.9     | 21.9      | 0    |  |  |  |  |  |  |
| 派遣社員                 | 7   | 0        | 0         | 0         | 28.6      | 57.1     | 14.3      | 0    |  |  |  |  |  |  |
| 自営業など                | 53  | 0        | 0         | 0         | 9.4       | 11.3     | 75.5      | 3.8  |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 中高卒                  | 124 | 0        | 0.8       | 4         | 18.5      | 19.4     | 55.6      | 1.6  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 61  | 0        | 1.6       | 6.6       | 31.1      | 16.4     | 42.6      | 1.6  |  |  |  |  |  |  |
| 大学・大学院卒              | 21  | 0        | 0         | 9.5       | 28.6      | 19       | 42.9      | 0    |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |
| <b>【企業規模】</b>        |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 29人以下                | 137 | 0        | 0.7       | 2.9       | 17.5      | 16.8     | 60.6      | 1.5  |  |  |  |  |  |  |
| 30～299人以下            | 30  | 0        | 0         | 13.3      | 40        | 16.7     | 26.7      | 3.3  |  |  |  |  |  |  |
| 300人以上・官公庁           | 22  | 0        | 4.5       | 9.1       | 31.8      | 27.3     | 27.3      | 0    |  |  |  |  |  |  |
| わからない                | 17  | 0        | 0         | 5.9       | 29.4      | 23.5     | 41.2      | 0    |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |
| <b>【職種】</b>          |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 専門・技術・管理             | 20  | 0        | 0         | 5         | 35        | 10       | 50        | 0    |  |  |  |  |  |  |
| 事務                   | 22  | 0        | 0         | 0         | 81.8      | 4.5      | 13.6      | 0    |  |  |  |  |  |  |
| 販売・サービス              | 46  | 0        | 2.2       | 10.9      | 32.6      | 26.1     | 23.9      | 4.3  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 118 | 0        | 0.8       | 4.2       | 6.8       | 19.5     | 67.8      | 0.8  |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 正→正(転職なし)            | 15  | 0        | 0         | 0         | 0         | 13.3     | 86.7      | 0    |  |  |  |  |  |  |
| 正→正(転職あり)            | 81  | 0        | 0         | 0         | 12.3      | 17.3     | 67.9      | 2.5  |  |  |  |  |  |  |
| 非→非(転職なし)            | 1   | 0        | 0         | 0         | 0         | 0        | 100       | 0    |  |  |  |  |  |  |
| 非→非(転職あり)            | 33  | 0        | 3         | 9.1       | 33.3      | 27.3     | 27.3      | 0    |  |  |  |  |  |  |
| 正→非                  | 46  | 0        | 2.2       | 17.4      | 41.3      | 23.9     | 15.2      | 0    |  |  |  |  |  |  |
| 非→正                  | 29  | 0        | 0         | 0         | 27.6      | 6.9      | 62.1      | 3.4  |  |  |  |  |  |  |
| 無回答                  | 1   | 0        | 0         | 0         | 0         | 0        | 100       | 0    |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 正規社員*男性(計)           | 107 | 0        | 0         | 0         | 4.7       | 14       | 79.4      | 1.9  |  |  |  |  |  |  |
| 29歳以下                | 32  | 0        | 0         | 0         | 3.1       | 21.9     | 75        | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 33  | 0        | 0         | 0         | 3         | 9.1      | 84.8      | 3    |  |  |  |  |  |  |
| 35～39歳以下             | 22  | 0        | 0         | 0         | 9.1       | 9.1      | 81.8      | 0    |  |  |  |  |  |  |
| 40歳以上                | 20  | 0        | 0         | 0         | 5         | 15       | 75        | 5    |  |  |  |  |  |  |
| *女性(計)               | 19  | 0        | 0         | 0         | 68.4      | 15.8     | 10.5      | 5.3  |  |  |  |  |  |  |
| 29歳以下                | 7   | 0        | 0         | 0         | 71.4      | 28.6     | 0         | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 3   | 0        | 0         | 0         | 33.3      | 0        | 33.3      | 33.3 |  |  |  |  |  |  |
| 35～39歳以下             | 5   | 0        | 0         | 0         | 60        | 20       | 20        | 0    |  |  |  |  |  |  |
| 40歳以上                | 4   | 0        | 0         | 0         | 100       | 0        | 0         | 0    |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 30  | 0        | 3.3       | 0         | 23.3      | 40       | 33.3      | 0    |  |  |  |  |  |  |
| 29歳以下                | 16  | 0        | 6.3       | 0         | 12.5      | 43.8     | 37.5      | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 6   | 0        | 0         | 0         | 16.7      | 33.3     | 50        | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 5   | 0        | 0         | 0         | 40        | 40       | 20        | 0    |  |  |  |  |  |  |
| 40歳以上                | 3   | 0        | 0         | 0         | 66.7      | 33.3     | 0         | 0    |  |  |  |  |  |  |
| *女性(計)               | 50  | 0        | 2         | 22        | 46        | 16       | 14        | 0    |  |  |  |  |  |  |
| 29歳以下                | 12  | 0        | 0         | 8.3       | 66.7      | 8.3      | 16.7      | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 12  | 0        | 0         | 33.3      | 41.7      | 16.7     | 8.3       | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 11  | 0        | 9.1       | 9.1       | 27.3      | 27.3     | 27.3      | 0    |  |  |  |  |  |  |
| 40歳以上                | 15  | 0        | 0         | 33.3      | 46.7      | 13.3     | 6.7       | 0    |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 正規社員*29人以下           | 104 | 0        | 0         | 0         | 11.5      | 13.5     | 73.1      | 1.9  |  |  |  |  |  |  |
| 30～299人以下            | 9   | 0        | 0         | 0         | 33.3      | 22.2     | 33.3      | 11.1 |  |  |  |  |  |  |
| 300人以上・官公庁           | 8   | 0        | 0         | 0         | 25        | 25       | 50        | 0    |  |  |  |  |  |  |
| わからない                | 5   | 0        | 0         | 0         | 20        | 0        | 80        | 0    |  |  |  |  |  |  |
| 非正規社員*29人以下          | 33  | 0        | 3         | 12.1      | 36.4      | 27.3     | 21.2      | 0    |  |  |  |  |  |  |
| 30～299人以下            | 21  | 0        | 0         | 19        | 42.9      | 14.3     | 23.8      | 0    |  |  |  |  |  |  |
| 300人以上・官公庁           | 14  | 0        | 7.1       | 14.3      | 35.7      | 28.6     | 14.3      | 0    |  |  |  |  |  |  |
| わからない                | 12  | 0        | 0         | 8.3       | 33.3      | 33.3     | 25        | 0    |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 7   | 0        | 0         | 0         | 0         | 14.3     | 85.7      | 0    |  |  |  |  |  |  |
| 事務                   | 5   | 0        | 0         | 0         | 60        | 0        | 40        | 0    |  |  |  |  |  |  |
| 販売・サービス              | 27  | 0        | 0         | 0         | 44.4      | 18.5     | 29.6      | 7.4  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 87  | 0        | 0         | 0         | 3.4       | 13.8     | 81.6      | 1.1  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 13  | 0        | 0         | 7.7       | 53.8      | 7.7      | 30.8      | 0    |  |  |  |  |  |  |
| 事務                   | 17  | 0        | 0         | 0         | 88.2      | 5.9      | 5.9       | 0    |  |  |  |  |  |  |
| 販売・サービス              | 19  | 0        | 5.3       | 26.3      | 15.8      | 36.8     | 15.8      | 0    |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 31  | 0        | 3.2       | 16.1      | 16.1      | 35.5     | 29        | 0    |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |     |          |           |           |           |          |           |      |  |  |  |  |  |  |
| 正規社員*18大都市           | 33  | 0        | 0         | 0         | 15.2      | 6.1      | 75.8      | 3    |  |  |  |  |  |  |
| その他の市町村              | 93  | 0        | 0         | 0         | 14        | 17.2     | 66.7      | 2.2  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 15  | 0        | 0         | 20        | 26.7      | 13.3     | 40        | 0    |  |  |  |  |  |  |
| その他の市町村              | 65  | 0        | 3.1       | 12.3      | 40        | 27.7     | 16.9      | 0    |  |  |  |  |  |  |
| 無回答                  | 0   | 0        | 0         | 0         | 0         | 0        | 0         | 0    |  |  |  |  |  |  |

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|                      | 該当者   | 1万円未満 | 1～5万円未満 | 5～10万円未満 | 10～15万円未満 | 15～20万円未満 | 20～25万円未満 | 25～30万円未満 | 30～35万円未満 | 35～40万円未満 | 40～45万円未満 | 45～50万円未満 | 50万円以上 | 無回答  |
|----------------------|-------|-------|---------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|------|
| <b>全体</b>            | 2,763 | 0     | 2       | 6        | 6         | 13        | 21        | 16        | 15        | 7         | 6         | 2         | 4      | 2    |
| <b>【性別】</b>          |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 男性                   | 1872  | 0     | 0.2     | 0.7      | 2.1       | 8.7       | 21.1      | 19.4      | 19.1      | 9.5       | 8.6       | 2.9       | 5      | 2.5  |
| 女性                   | 891   | 0.2   | 7       | 15.9     | 14.9      | 23        | 20.3      | 8.6       | 5.2       | 2         | 0.7       | 0.3       | 0.4    | 1.3  |
| <b>【年齢別】</b>         |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 29歳以下                | 655   | 0     | 1.8     | 3.5      | 8.2       | 26        | 33        | 15.7      | 6.4       | 1.8       | 1.7       | 0.3       | 0.5    | 1.1  |
| 30～34歳以下             | 759   | 0     | 2.1     | 4.5      | 7         | 12.5      | 23.8      | 17.8      | 17        | 6.1       | 3.6       | 1.1       | 1.8    | 2.8  |
| 35～39歳以下             | 695   | 0.1   | 2.7     | 6.9      | 4         | 8.8       | 15.4      | 18.8      | 16.3      | 9.8       | 8.6       | 2.7       | 3.6    | 2.2  |
| 40歳以上                | 654   | 0.2   | 2.8     | 7.8      | 5.8       | 6.4       | 11        | 11        | 18.3      | 10.7      | 10.6      | 4.4       | 8.6    | 2.4  |
| <b>【就業形態】</b>        |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 正社員                  | 2027  | 0     | 0.1     | 0.4      | 3.7       | 13        | 23.8      | 18.9      | 17        | 8.7       | 6.4       | 2.4       | 3.1    | 2.5  |
| パート・契約など             | 308   | 0.3   | 9.7     | 35.7     | 19.2      | 16.6      | 8.1       | 5.5       | 2.9       | 0         | 0.6       | 0         | 0.6    | 0.6  |
| 派遣社員                 | 50    | 0     | 2       | 0        | 12        | 30        | 30        | 12        | 10        | 0         | 0         | 0         | 0      | 4    |
| 自営業など                | 378   | 0.3   | 8.2     | 10.1     | 8.7       | 10.3      | 14.3      | 9         | 12.2      | 5.3       | 9.3       | 2.4       | 8.7    | 1.3  |
| 無回答                  | 0     | 0     | 0       | 0        | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |
| <b>【最終学歴】</b>        |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 中高卒                  | 1074  | 0.1   | 2.8     | 7.5      | 8.8       | 13.3      | 19        | 15.7      | 15.4      | 6.4       | 4.9       | 2         | 1.8    | 2.2  |
| 専門・短大・高専卒など          | 791   | 0.1   | 3.3     | 7.2      | 7.5       | 18        | 21.2      | 13.9      | 12.8      | 5.2       | 5.3       | 1.6       | 2.1    | 1.8  |
| 大学・大学院卒              | 896   | 0     | 1       | 2        | 2.2       | 9.3       | 22.7      | 18        | 15.4      | 9.6       | 8         | 2.6       | 6.9    | 2.3  |
| 無回答                  | 2     | 0     | 0       | 0        | 0         | 0         | 50        | 50        | 0         | 0         | 0         | 0         | 0      | 0    |
| <b>【企業規模】</b>        |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 29人以下                | 912   | 0     | 3.6     | 9.6      | 8.8       | 15.5      | 19.7      | 12.4      | 13.6      | 4.5       | 5.6       | 1.5       | 3.6    | 1.5  |
| 30～299人以下            | 763   | 0     | 1.6     | 4.2      | 5.4       | 16.8      | 22.5      | 17.3      | 15.5      | 6.8       | 3.7       | 1.4       | 2      | 2.9  |
| 300人以上・官公庁           | 980   | 0     | 0.4     | 1.8      | 4         | 8.3       | 21.4      | 19        | 15.9      | 9.9       | 8.8       | 3.4       | 5.1    | 2    |
| わからない                | 95    | 2.1   | 14.7    | 17.9     | 12.6      | 16.8      | 12.6      | 8.4       | 6.3       | 5.3       | 1.1       | 0         | 0      | 2.1  |
| 無回答                  | 13    | 0     | 15.4    | 7.7      | 7.7       | 15.4      | 15.4      | 15.4      | 0         | 7.7       | 7.7       | 0         | 0      | 7.7  |
| <b>【職種】</b>          |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 専門・技術・管理             | 617   | 0     | 2.1     | 1.8      | 4.1       | 9.6       | 19.4      | 14.4      | 13.9      | 9.4       | 10.2      | 3.7       | 9.2    | 2.1  |
| 事務                   | 592   | 0.2   | 1.7     | 7.9      | 5.6       | 19.9      | 21.1      | 17.4      | 10.5      | 6.9       | 3.7       | 1.4       | 1.4    | 2.4  |
| 販売・サービス              | 745   | 0     | 3       | 10.9     | 10.5      | 14.6      | 20.5      | 12.3      | 13.2      | 5         | 4.8       | 1.6       | 2.3    | 1.3  |
| 技能・生産・運輸・保安など        | 808   | 0.1   | 2.5     | 2.1      | 4.6       | 10.1      | 21.9      | 19.4      | 19.6      | 7.4       | 5.7       | 1.9       | 2      | 2.7  |
| 無回答                  | 1     | 0     | 0       | 0        | 0         | 0         | 100       | 0         | 0         | 0         | 0         | 0         | 0      | 0    |
| <b>【キャリアパス】</b>      |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 正→正(転職なし)            | 866   | 0     | 0.2     | 0.5      | 2.1       | 11.4      | 22.2      | 19.6      | 16.6      | 9.2       | 7.9       | 3         | 4.7    | 2.5  |
| 正→正(転職あり)            | 1185  | 0.1   | 1.8     | 2.5      | 5.3       | 12.2      | 22.3      | 16.2      | 17.4      | 7.8       | 6.5       | 1.9       | 4.1    | 1.9  |
| 非→非(転職なし)            | 16    | 0     | 0       | 6.3      | 18.8      | 37.5      | 25        | 0         | 0         | 0         | 0         | 0         | 6.3    | 6.3  |
| 非→非(転職あり)            | 99    | 0     | 4       | 23.2     | 23.2      | 14.1      | 20.2      | 8.1       | 5.1       | 0         | 1         | 0         | 0      | 1    |
| 正→非                  | 241   | 0.4   | 11.2    | 34.9     | 16.2      | 19.1      | 6.6       | 6.2       | 3.7       | 0         | 0.4       | 0         | 0.4    | 0.8  |
| 非→正                  | 338   | 0     | 3       | 3.6      | 8         | 16.9      | 22.2      | 15.7      | 11.2      | 7.1       | 5.9       | 2.4       | 1.5    | 2.7  |
| 無回答                  | 18    | 0     | 5.6     | 11.1     | 0         | 11.1      | 27.8      | 16.7      | 11.1      | 0         | 0         | 5.6       | 5.6    | 5.6  |
| <b>【就業形態2×性別×年齢】</b> |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 正規社員*男性(計)           | 1779  | 0     | 0.2     | 0.5      | 1.7       | 7.9       | 21        | 19.4      | 19.6      | 10        | 8.9       | 3.1       | 5.2    | 2.5  |
| 29歳以下                | 371   | 0     | 0.5     | 0.5      | 4.6       | 18.9      | 36.7      | 20.8      | 9.4       | 3         | 3         | 0.5       | 0.5    | 1.6  |
| 30～34歳以下             | 506   | 0     | 0       | 1        | 1.6       | 7.9       | 25.1      | 21.1      | 23.1      | 8.3       | 4.7       | 1.4       | 2.4    | 3.4  |
| 35～39歳以下             | 475   | 0     | 0.2     | 0.4      | 0.8       | 4.4       | 14.1      | 22.9      | 20        | 13.5      | 12.6      | 3.8       | 4.8    | 2.3  |
| 40歳以上                | 427   | 0     | 0       | 0        | 0.5       | 2.3       | 10.1      | 12.4      | 23.7      | 14.3      | 15        | 6.6       | 12.9   | 2.3  |
| *女性(計)               | 626   | 0.2   | 5       | 5.9      | 12.3      | 25.7      | 26        | 11.5      | 6.7       | 2.9       | 1         | 0.5       | 0.6    | 1.8  |
| 29歳以下                | 203   | 0     | 3.9     | 5.4      | 9.9       | 39.4      | 29.1      | 8.9       | 2         | 0.5       | 0         | 0         | 0.5    | 0.5  |
| 30～34歳以下             | 157   | 0     | 4.5     | 3.8      | 15.9      | 21        | 28        | 14        | 6.4       | 2.5       | 0.6       | 0.6       | 0      | 2.5  |
| 35～39歳以下             | 131   | 0     | 6.1     | 7.6      | 10.7      | 18.3      | 25.2      | 14.5      | 11.5      | 3.1       | 0         | 0.8       | 1.5    | 0.8  |
| 40歳以上                | 135   | 0.7   | 5.9     | 7.4      | 13.3      | 17.8      | 20        | 9.6       | 9.6       | 6.7       | 3.7       | 0.7       | 0.7    | 3.7  |
| 非正規社員*男性(計)          | 93    | 0     | 0       | 5.4      | 9.7       | 23.7      | 23.7      | 19.4      | 10.8      | 0         | 2.2       | 0         | 2.2    | 3.2  |
| 29歳以下                | 38    | 0     | 0       | 5.3      | 7.9       | 26.3      | 34.2      | 21.1      | 5.3       | 0         | 0         | 0         | 0      | 0    |
| 30～34歳以下             | 28    | 0     | 0       | 3.6      | 14.3      | 25        | 17.9      | 17.9      | 7.1       | 0         | 7.1       | 0         | 7.1    | 0    |
| 35～39歳以下             | 15    | 0     | 0       | 0        | 13.3      | 26.7      | 20        | 13.3      | 13.3      | 0         | 0         | 0         | 0      | 13.3 |
| 40歳以上                | 12    | 0     | 0       | 16.7     | 0         | 8.3       | 8.3       | 25        | 33.3      | 0         | 0         | 0         | 0      | 8.3  |
| *女性(計)               | 265   | 0.4   | 11.7    | 39.6     | 21.1      | 16.6      | 6.8       | 1.9       | 1.5       | 0         | 0         | 0         | 0      | 0.4  |
| 29歳以下                | 43    | 0     | 4.7     | 18.6     | 32.6      | 23.3      | 18.6      | 0         | 2.3       | 0         | 0         | 0         | 0      | 0    |
| 30～34歳以下             | 68    | 0     | 13.2    | 32.4     | 23.5      | 22.1      | 7.4       | 1.5       | 0         | 0         | 0         | 0         | 0      | 0    |
| 35～39歳以下             | 74    | 1.4   | 13.5    | 48.6     | 10.8      | 16.2      | 5.4       | 1.4       | 1.4       | 0         | 0         | 0         | 0      | 1.4  |
| 40歳以上                | 80    | 0     | 12.5    | 48.8     | 22.5      | 8.8       | 1.3       | 3.8       | 2.5       | 0         | 0         | 0         | 0      | 0    |
| 無回答                  | 0     | 0     | 0       | 0        | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |
| <b>【就業形態2×企業規模】</b>  |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 正規社員*29人以下           | 803   | 0     | 2.7     | 4.7      | 7.5       | 15.4      | 21.9      | 13.8      | 15.1      | 5.1       | 6.2       | 1.7       | 4      | 1.7  |
| 30～299人以下            | 655   | 0     | 0.3     | 0.5      | 3.2       | 16.3      | 24.4      | 19.4      | 16.9      | 7.9       | 4.3       | 1.7       | 2.1    | 2.9  |
| 300人以上・官公庁           | 887   | 0     | 0.2     | 0.3      | 2.4       | 7         | 21.4      | 19.3      | 17.2      | 10.9      | 9.6       | 3.7       | 5.6    | 2.3  |
| わからない                | 49    | 2     | 12.2    | 2        | 12.2      | 14.3      | 16.3      | 14.3      | 10.2      | 10.2      | 2         | 0         | 0      | 4.1  |
| 非正規社員*29人以下          | 109   | 0     | 10.1    | 45.9     | 18.3      | 15.6      | 3.7       | 1.8       | 2.8       | 0         | 0.9       | 0         | 0.9    | 0    |
| 30～299人以下            | 108   | 0     | 9.3     | 26.9     | 18.5      | 19.4      | 11.1      | 4.6       | 6.5       | 0         | 0         | 0         | 0.9    | 2.8  |
| 300人以上・官公庁           | 93    | 0     | 2.2     | 16.1     | 19.4      | 20.4      | 21.5      | 16.1      | 3.2       | 0         | 1.1       | 0         | 0      | 0    |
| わからない                | 46    | 2.2   | 17.4    | 34.8     | 13        | 19.6      | 8.7       | 2.2       | 2.2       | 0         | 0         | 0         | 0      | 0    |
| 無回答                  | 13    | 0     | 15.4    | 7.7      | 7.7       | 15.4      | 15.4      | 15.4      | 0         | 7.7       | 7.7       | 0         | 0      | 7.7  |
| <b>【就業形態2×職種】</b>    |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 正規社員*専門・技術・管理        | 570   | 0     | 1.6     | 0.9      | 3         | 8.2       | 19.3      | 15.3      | 14.6      | 10.2      | 10.9      | 4         | 9.8    | 2.3  |
| 事務                   | 497   | 0.2   | 1.2     | 2.8      | 3.6       | 19.1      | 23.1      | 19.5      | 11.9      | 8.2       | 4.4       | 1.6       | 1.6    | 2.6  |
| 販売・サービス              | 604   | 0     | 1.2     | 3.6      | 7.8       | 15.2      | 23.7      | 14.6      | 15.7      | 6.1       | 6         | 2         | 2.6    | 1.5  |
| 技能・生産・運輸・保安          | 733   | 0     | 1.6     | 0.7      | 3.5       | 9.3       | 22.8      | 19.9      | 20.9      | 8.2       | 6.1       | 2         | 2.2    | 2.7  |
| 非正規社員*専門・技術・管理       | 47    | 0     | 8.5     | 12.8     | 17        | 25.5      | 21.3      | 4.3       | 6.4       | 0         | 2.1       | 0         | 2.1    | 0    |
| 事務                   | 95    | 0     | 4.2     | 34.7     | 15.8      | 24.2      | 10.5      | 6.3       | 3.2       | 0         | 0         | 0         | 0      | 1.1  |
| 販売・サービス              | 141   | 0     | 10.6    | 41.8     | 22        | 12.1      | 7.1       | 2.8       | 2.1       | 0         | 0         | 0         | 0.7    | 0.7  |
| 技能・生産・運輸・保安          | 75    | 1.3   | 10.7    | 16       | 14.7      | 18.7      | 13.3      | 14.7      | 6.7       | 0         | 1.3       | 0         | 0      | 2.7  |
| 無回答                  | 1     | 0     | 0       | 0        | 0         | 0         | 100       | 0         | 0         | 0         | 0         | 0         | 0      | 0    |
| <b>【就業形態2×都市】</b>    |       |       |         |          |           |           |           |           |           |           |           |           |        |      |
| 正規社員*18大都市           | 650   | 0.2   | 1.2     | 1.8      | 2.8       | 8.8       | 21.8      | 18.6      | 14.5      | 9.4       | 8.9       | 3.8       | 5.2    | 2.9  |
| その他の市町村              | 1755  | 0     | 1.5     | 1.9      | 5.1       | 14        | 22.5      | 16.9      | 16.9      | 7.7       | 6.1       | 1.9       | 3.5    | 2.1  |
| 非正規社員*18大都市          | 112   | 0     | 7.1     | 32.1     | 11.6      | 17.9      | 17        | 6.3       | 5.4       | 0         | 0.9       | 0         | 0.9    | 0.9  |
| その他の市町村              | 246   | 0.4   | 9.3     | 30.1     | 21.1      | 18.7      | 8.5       | 6.5       | 3.3       | 0         | 0.4       | 0         | 0.4    | 1.2  |
| 無回答                  | 0     | 0     | 0       | 0        | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0      | 0    |

問42(1)2008年9月の給与(1年あたり)

|                      | 該当者 | 10万円未満 | 105000円未満 | 50510000円未満 | 100520000円未満 | 200530000円未満 | 300540000円未満 | 400550000円未満 | 500560000円未満 | 600570000円未満 | 700580000円未満 | 800590000円未満 | 90051000000円未満 | 100000円以上 |
|----------------------|-----|--------|-----------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|-----------|
| <b>全体</b>            | 171 | 1      | 4         | 2           | 6            | 9            | 16           | 18           | 18           | 9            | 5            | 5            | 1              | 4         |
| <b>【性別】</b>          |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 男性                   | 137 | 0      | 2.2       | 0.7         | 2.9          | 5.1          | 14.6         | 19.7         | 20.4         | 11.7         | 6.6          | 6.6          | 1.5            | 4.4       |
| 女性                   | 34  | 2.9    | 8.8       | 5.9         | 20.6         | 26.5         | 20.6         | 8.8          | 5.9          | 0            | 0            | 0            | 0              | 0         |
| <b>【年齢別】</b>         |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 29歳以下                | 28  | 0      | 10.7      | 0           | 10.7         | 10.7         | 32.1         | 10.7         | 10.7         | 7.1          | 0            | 0            | 0              | 0         |
| 30～34歳以下             | 40  | 0      | 2.5       | 0           | 0            | 10           | 15           | 27.5         | 12.5         | 17.5         | 0            | 2.5          | 0              | 10        |
| 35～39歳以下             | 41  | 2.4    | 4.9       | 2.4         | 7.3          | 4.9          | 12.2         | 22           | 22           | 12.2         | 0            | 7.3          | 0              | 2.4       |
| 40歳以上                | 62  | 0      | 0         | 3.2         | 8.1          | 11.3         | 11.3         | 11.3         | 21           | 3.2          | 14.5         | 8.1          | 3.2            | 1.6       |
| <b>【就業形態】</b>        |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 正社員                  | 115 | 0      | 5.2       | 0           | 2.6          | 5.2          | 15.7         | 20           | 21.7         | 12.2         | 5.2          | 5.2          | 1.7            | 2.6       |
| パート、契約など             | 13  | 7.7    | 0         | 15.4        | 30.8         | 15.4         | 15.4         | 0            | 7.7          | 0            | 0            | 7.7          | 0              | 0         |
| 派遣社員                 | 1   | 0      | 0         | 0           | 0            | 100          | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 自営業など                | 42  | 0      | 0         | 2.4         | 9.5          | 16.7         | 16.7         | 16.7         | 9.5          | 4.8          | 7.1          | 4.8          | 0              | 7.1       |
| 無回答                  | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| <b>【最終学歴】</b>        |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 中高卒                  | 59  | 0      | 1.7       | 0           | 13.6         | 10.2         | 20.3         | 23.7         | 18.6         | 6.8          | 1.7          | 0            | 0              | 1.7       |
| 専門・短大・高専卒など          | 47  | 2.1    | 0         | 4.3         | 4.3          | 19.1         | 14.9         | 17           | 19.1         | 2.1          | 6.4          | 6.4          | 0              | 2.1       |
| 大学・大学院卒              | 64  | 0      | 7.8       | 1.6         | 1.6          | 1.6          | 12.5         | 12.5         | 14.1         | 17.2         | 7.8          | 9.4          | 3.1            | 6.3       |
| 無回答                  | 1   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 100          | 0            | 0            | 0            | 0              | 0         |
| <b>【企業規模】</b>        |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 29人以下                | 67  | 0      | 0         | 3           | 10.4         | 16.4         | 17.9         | 13.4         | 13.4         | 6            | 4.5          | 4.5          | 0              | 6         |
| 30～299人以下            | 34  | 0      | 0         | 0           | 0            | 11.8         | 11.8         | 38.2         | 23.5         | 5.9          | 5.9          | 2.9          | 0              | 0         |
| 300人以上・官公庁           | 59  | 0      | 8.5       | 1.7         | 3.4          | 1.7          | 10.2         | 13.6         | 20.3         | 15.3         | 6.8          | 8.5          | 3.4            | 3.4       |
| わからない                | 11  | 9.1    | 9.1       | 0           | 18.2         | 0            | 45.5         | 0            | 9.1          | 9.1          | 0            | 0            | 0              | 0         |
| 無回答                  | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| <b>【職種】</b>          |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 専門・技術・管理             | 70  | 0      | 2.9       | 1.4         | 2.9          | 11.4         | 10           | 17.1         | 17.1         | 10           | 10           | 8.6          | 1.4            | 5.7       |
| 事務                   | 21  | 0      | 4.8       | 4.8         | 14.3         | 0            | 19           | 23.8         | 9.5          | 9.5          | 4.8          | 0            | 4.8            | 4.8       |
| 販売・サービス              | 38  | 2.6    | 5.3       | 0           | 7.9          | 13.2         | 13.2         | 10.5         | 23.7         | 13.2         | 0            | 5.3          | 0              | 0         |
| 技能・生産・運輸・保安など        | 42  | 0      | 2.4       | 2.4         | 7.1          | 7.1          | 26.2         | 21.4         | 16.7         | 4.8          | 2.4          | 2.4          | 0              | 2.4       |
| 無回答                  | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| <b>【キャリアパス】</b>      |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 正→正(転職なし)            | 48  | 0      | 4.2       | 2.1         | 4.2          | 2.1          | 14.6         | 20.8         | 14.6         | 14.6         | 8.3          | 4.2          | 2.1            | 0         |
| 正→正(転職あり)            | 89  | 0      | 4.5       | 0           | 4.5          | 11.2         | 15.7         | 14.6         | 22.5         | 10.1         | 5.6          | 4.5          | 1.1            | 4.5       |
| 非→非(転職なし)            | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 非→非(転職あり)            | 1   | 0      | 0         | 0           | 0            | 100          | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 正→非                  | 13  | 7.7    | 0         | 15.4        | 30.8         | 15.4         | 15.4         | 0            | 7.7          | 0            | 0            | 7.7          | 0              | 0         |
| 非→正                  | 18  | 0      | 0         | 0           | 5.6          | 5.6          | 22.2         | 33.3         | 11.1         | 0            | 0            | 11.1         | 0              | 11.1      |
| 無回答                  | 2   | 0      | 0         | 0           | 0            | 50           | 0            | 50           | 0            | 0            | 0            | 0            | 0              | 0         |
| <b>【就業形態2×性別×年齢】</b> |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 正規社員*男性(計)           | 133 | 0      | 2.3       | 0.8         | 3            | 4.5          | 14.3         | 20.3         | 20.3         | 12           | 6.8          | 6            | 1.5            | 4.5       |
| 29歳以下                | 17  | 0      | 11.8      | 0           | 0            | 5.9          | 29.4         | 11.8         | 17.6         | 11.8         | 0            | 0            | 0              | 0         |
| 30～34歳以下             | 33  | 0      | 0         | 0           | 0            | 0            | 15.2         | 30.3         | 15.2         | 21.2         | 0            | 3            | 0              | 12.1      |
| 35～39歳以下             | 35  | 0      | 2.9       | 2.9         | 8.6          | 2.9          | 8.6          | 25.7         | 25.7         | 14.3         | 0            | 5.7          | 0              | 2.9       |
| 40歳以上                | 48  | 0      | 0         | 0           | 2.1          | 8.3          | 12.5         | 12.5         | 20.8         | 4.2          | 18.8         | 10.4         | 4.2            | 2.1       |
| *女性(計)               | 24  | 0      | 12.5      | 0           | 12.5         | 29.2         | 25           | 12.5         | 8.3          | 0            | 0            | 0            | 0              | 0         |
| 29歳以下                | 10  | 0      | 10        | 0           | 20           | 20           | 40           | 10           | 0            | 0            | 0            | 0            | 0              | 0         |
| 30～34歳以下             | 6   | 0      | 16.7      | 0           | 0            | 50           | 16.7         | 16.7         | 0            | 0            | 0            | 0            | 0              | 0         |
| 35～39歳以下             | 2   | 0      | 50        | 0           | 0            | 0            | 50           | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 40歳以上                | 6   | 0      | 0         | 0           | 16.7         | 33.3         | 0            | 16.7         | 33.3         | 0            | 0            | 0            | 0              | 0         |
| 非正規社員*男性(計)          | 4   | 0      | 0         | 0           | 25           | 25           | 0            | 25           | 0            | 0            | 25           | 0            | 0              | 0         |
| 29歳以下                | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 30～34歳以下             | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 35～39歳以下             | 2   | 0      | 0         | 0           | 0            | 0            | 50           | 0            | 0            | 0            | 0            | 50           | 0              | 0         |
| 40歳以上                | 2   | 0      | 0         | 0           | 0            | 50           | 0            | 0            | 50           | 0            | 0            | 0            | 0              | 0         |
| *女性(計)               | 10  | 10     | 0         | 20          | 40           | 20           | 10           | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 29歳以下                | 1   | 0      | 0         | 0           | 100          | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 30～34歳以下             | 1   | 0      | 0         | 0           | 0            | 100          | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 35～39歳以下             | 2   | 50     | 0         | 0           | 0            | 50           | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 40歳以上                | 6   | 0      | 0         | 33.3        | 50           | 0            | 16.7         | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 無回答                  | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| <b>【就業形態2×企業規模】</b>  |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 正規社員*29人以下           | 63  | 0      | 0         | 1.6         | 9.5          | 15.9         | 19           | 14.3         | 12.7         | 6.3          | 4.8          | 4.8          | 0              | 6.3       |
| 30～299人以下            | 31  | 0      | 0         | 0           | 0            | 6.5          | 9.7          | 41.9         | 25.8         | 6.5          | 6.5          | 3.2          | 0              | 0         |
| 300人以上・官公庁           | 55  | 0      | 9.1       | 0           | 1.8          | 1.8          | 9.1          | 14.5         | 21.8         | 16.4         | 7.3          | 7.3          | 3.6            | 3.6       |
| わからない                | 8   | 0      | 12.5      | 0           | 0            | 0            | 62.5         | 0            | 12.5         | 12.5         | 0            | 0            | 0              | 0         |
| 非正規社員*29人以下          | 4   | 0      | 0         | 25          | 25           | 25           | 0            | 0            | 25           | 0            | 0            | 0            | 0              | 0         |
| 30～299人以下            | 3   | 0      | 0         | 0           | 0            | 66.7         | 33.3         | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 300人以上・官公庁           | 4   | 0      | 0         | 25          | 25           | 0            | 25           | 0            | 0            | 0            | 0            | 25           | 0              | 0         |
| わからない                | 3   | 33.3   | 0         | 0           | 66.7         | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 無回答                  | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| <b>【就業形態2×職種】</b>    |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 正規社員*専門・技術・管理        | 66  | 0      | 3         | 0           | 3            | 10.6         | 9.1          | 18.2         | 18.2         | 10.6         | 10.6         | 7.6          | 1.5            | 6.1       |
| 事務                   | 17  | 0      | 5.9       | 0           | 5.9          | 0            | 17.6         | 29.4         | 11.8         | 11.8         | 5.9          | 0            | 5.9            | 5.9       |
| 販売・サービス              | 34  | 0      | 5.9       | 0           | 5.9          | 11.8         | 14.7         | 11.8         | 23.5         | 14.7         | 0            | 5.9          | 0              | 0         |
| 技能・生産・運輸・保安          | 40  | 0      | 2.5       | 2.5         | 5            | 5            | 27.5         | 22.5         | 17.5         | 5            | 2.5          | 2.5          | 0              | 2.5       |
| 非正規社員*専門・技術・管理       | 4   | 0      | 0         | 25          | 0            | 25           | 25           | 0            | 0            | 0            | 0            | 25           | 0              | 0         |
| 事務                   | 4   | 0      | 0         | 25          | 50           | 0            | 25           | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 販売・サービス              | 4   | 25     | 0         | 0           | 25           | 25           | 0            | 0            | 25           | 0            | 0            | 0            | 0              | 0         |
| 技能・生産・運輸・保安          | 2   | 0      | 0         | 0           | 50           | 50           | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| 無回答                  | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |
| <b>【就業形態2×都市】</b>    |     |        |           |             |              |              |              |              |              |              |              |              |                |           |
| 正規社員*18大都市           | 55  | 0      | 5.5       | 0           | 7.3          | 9.1          | 9.1          | 18.2         | 25.5         | 7.3          | 5.5          | 1.8          | 3.6            | 3.6       |
| その他の市町村              | 102 | 0      | 2.9       | 1           | 2.9          | 7.8          | 19.6         | 19.6         | 14.7         | 11.8         | 5.9          | 6.9          | 0              | 3.9       |
| 非正規社員*18大都市          | 5   | 20     | 0         | 0           | 0            | 60           | 0            | 0            | 20           | 0            | 0            | 0            | 0              | 0         |
| その他の市町村              | 9   | 0      | 0         | 22.2        | 44.4         | 0            | 22.2         | 0            | 0            | 0            | 0            | 11.1         | 0              | 0         |
| 無回答                  | 0   | 0      | 0         | 0           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0              | 0         |

問42(1)2008年9月の給与(1年あたり)

|                      | 該当者 | 無回答  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-----|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 171 | 3    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 137 | 3.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 34  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 28  | 7.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 40  | 2.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 41  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 62  | 3.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 115 | 2.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 13  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 1   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 42  | 4.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 59  | 1.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 47  | 2.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 64  | 4.7  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 1   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 67  | 4.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 34  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 59  | 3.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 11  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 70  | 1.4  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 21  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 38  | 5.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 42  | 4.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 48  | 8.3  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 89  | 1.1  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 1   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 13  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 18  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 133 | 3.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 17  | 11.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 33  | 3    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 35  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 48  | 4.2  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 24  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 10  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 6   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 2   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 6   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 4   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 2   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 2   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 10  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 1   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 1   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 2   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 6   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 63  | 4.8  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 31  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 55  | 3.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 8   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 4   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 3   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 4   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 3   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 66  | 1.5  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 17  | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 34  | 5.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 40  | 5    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 4   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 4   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 4   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 2   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |     |      |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 55  | 3.6  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 102 | 2.9  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 5   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 9   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0   | 0    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



問42(1)2008年9月の給与(その他)

|                      | 該<br>当<br>者 | 1<br>0<br>0<br>0<br>円<br>未<br>満 | 満<br>1<br>0<br>0<br>0<br>0<br>0<br>5<br>0<br>0<br>0<br>円<br>未<br>満 | 5<br>0<br>0<br>0<br>0<br>0<br>1<br>万<br>円<br>未<br>満 | 1<br>5<br>万<br>円<br>未<br>満 | 5<br>5<br>1<br>0<br>万<br>円<br>未<br>満 | 1<br>0<br>万<br>円<br>以<br>上 | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------------|---------------------------------|--|---|----------------------------|--------------------------------------|----------------------------|-------------|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 155         | 0                               | 0  | 0   | 1                          | 0                                    | 1                          | 99          |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 92          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 63          | 0                               | 0  | 0   | 1.6                        | 0                                    | 1.6                        | 96.8        |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 31          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 46          | 0                               | 0  | 0   | 2.2                        | 0                                    | 2.2                        | 95.7        |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 46          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 32          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 75          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 25          | 0                               | 0  | 0   | 4                          | 0                                    | 0                          | 96          |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 8           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 47          | 0                               | 0  | 0   | 0                          | 0                                    | 2.1                        | 97.9        |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 67          | 0                               | 0  | 0   | 1.5                        | 0                                    | 1.5                        | 97          |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 48          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 40          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 69          | 0                               | 0  | 0   | 0                          | 0                                    | 1.4                        | 98.6        |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 33          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 39          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| わからない                | 14          | 0                               | 0  | 0   | 7.1                        | 0                                    | 0                          | 92.9        |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 26          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 24          | 0                               | 0  | 0   | 4.2                        | 0                                    | 0                          | 95.8        |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 63          | 0                               | 0  | 0   | 0                          | 0                                    | 1.6                        | 98.4        |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 42          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 25          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 77          | 0                               | 0  | 0   | 0                          | 0                                    | 1.3                        | 98.7        |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 2           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 9           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 21          | 0                               | 0  | 0   | 4.8                        | 0                                    | 0                          | 95.2        |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 15          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 6           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 85          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 12          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 31          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 22          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 20          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 37          | 0                               | 0  | 0   | 0                          | 0                                    | 2.7                        | 97.3        |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 11          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 7           | 0                               | 0  | 0   | 0                          | 0                                    | 14.3                       | 85.7        |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 14          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 5           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 7           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 1           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 2           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 3           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 1           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 26          | 0                               | 0  | 0   | 3.8                        | 0                                    | 0                          | 96.2        |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 7           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 6           | 0                               | 0  | 0   | 16.7                       | 0                                    | 0                          | 83.3        |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 7           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 6           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 57          | 0                               | 0  | 0   | 0                          | 0                                    | 1.8                        | 98.2        |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 29          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 31          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| わからない                | 5           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 12          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 4           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 8           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| わからない                | 9           | 0                               | 0  | 0   | 11.1                       | 0                                    | 0                          | 88.9        |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 24          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 16          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 52          | 0                               | 0  | 0   | 0                          | 0                                    | 1.9                        | 98.1        |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 30          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 2           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 8           | 0                               | 0  | 0   | 12.5                       | 0                                    | 0                          | 87.5        |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 11          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 12          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |             |                                 |  |   |                            |                                      |                            |             |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 33          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 89          | 0                               | 0  | 0   | 0                          | 0                                    | 1.1                        | 98.9        |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 7           | 0                               | 0  | 0   | 14.3                       | 0                                    | 0                          | 85.7        |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 26          | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 100         |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                               | 0  | 0   | 0                          | 0                                    | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |

問42(2)2007年3月の給与(支払い形態)

|                      | 全体    | 時給   | 日給   | 月給   | 年俸  | 歩合制  | 給与はなかった | 働いていなかった | 無回答  |  |  |  |  |  |
|----------------------|-------|------|------|------|-----|------|---------|----------|------|--|--|--|--|--|
| <b>全体</b>            | 4,026 | 15   | 4    | 61   | 2   | 4    | 1       | 7        | 6    |  |  |  |  |  |
| <b>【性別】</b>          |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 男性                   | 2360  | 3.9  | 5.2  | 74.7 | 2.8 | 3.5  | 0.8     | 2.3      | 6.7  |  |  |  |  |  |
| 女性                   | 1666  | 30.6 | 3.1  | 41.2 | 1   | 3.6  | 0.5     | 14.1     | 5.9  |  |  |  |  |  |
| <b>【年齢別】</b>         |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 29歳以下                | 951   | 15   | 6.2  | 59.5 | 1.4 | 2    | 0.2     | 9.6      | 6.1  |  |  |  |  |  |
| 30～34歳以下             | 1092  | 13.5 | 4    | 60.8 | 2.6 | 3.7  | 0.6     | 8.2      | 6.7  |  |  |  |  |  |
| 35～39歳以下             | 1006  | 14.9 | 4.1  | 62.8 | 1.5 | 4.2  | 0.8     | 5.7      | 6.1  |  |  |  |  |  |
| 40歳以上                | 977   | 16.6 | 3.1  | 60.2 | 2.8 | 4.2  | 1.2     | 5.4      | 6.6  |  |  |  |  |  |
| <b>【就業形態】</b>        |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 正社員                  | 2345  | 3    | 3.1  | 81.3 | 2.4 | 1.4  | 0.1     | 2.8      | 6    |  |  |  |  |  |
| パート、契約など             | 954   | 46.9 | 5.3  | 19.2 | 0.7 | 4.1  | 0.2     | 18.8     | 4.8  |  |  |  |  |  |
| 派遣社員                 | 150   | 43.3 | 4    | 32.7 | 0.7 | 2    | 0.7     | 12.7     | 4    |  |  |  |  |  |
| 自営業など                | 577   | 3.5  | 7.8  | 53.9 | 3.1 | 11.8 | 4.2     | 4.7      | 11.1 |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0    | 0       | 0        | 0    |  |  |  |  |  |
| <b>【最終学歴】</b>        |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 中高卒                  | 1641  | 17.9 | 6.9  | 55.6 | 1.6 | 4.6  | 0.5     | 6.5      | 6.3  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1247  | 18.1 | 3.4  | 56   | 1.8 | 4    | 1.2     | 9.1      | 6.4  |  |  |  |  |  |
| 大学・大学院卒              | 1135  | 7.2  | 1.5  | 73.7 | 3.1 | 1.5  | 0.4     | 6.2      | 6.3  |  |  |  |  |  |
| 無回答                  | 3     | 0    | 0    | 66.7 | 0   | 0    | 0       | 0        | 33.3 |  |  |  |  |  |
| <b>【企業規模】</b>        |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 29人以下                | 1497  | 16.2 | 7.4  | 52   | 1.9 | 5.3  | 1.7     | 7.7      | 7.7  |  |  |  |  |  |
| 30～299人以下            | 1034  | 14.4 | 3    | 65.1 | 2   | 2.4  | 0       | 7.5      | 5.5  |  |  |  |  |  |
| 300人以上・官公庁           | 1219  | 9.6  | 1.5  | 75.2 | 2.5 | 1.5  | 0.2     | 3.9      | 5.7  |  |  |  |  |  |
| わからない                | 259   | 35.1 | 5.4  | 29   | 1.2 | 6.2  | 0.4     | 18.1     | 4.6  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 0    | 35.3 | 0   | 23.5 | 5.9     | 5.9      | 17.6 |  |  |  |  |  |
| <b>【職種】</b>          |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 専門・技術・管理             | 812   | 8.5  | 1.5  | 71.4 | 4.2 | 2.1  | 0.5     | 5.2      | 6.7  |  |  |  |  |  |
| 事務                   | 846   | 19.3 | 1.9  | 62.5 | 0.9 | 1.2  | 0.2     | 8.5      | 5.4  |  |  |  |  |  |
| 販売・サービス              | 1215  | 21   | 3.1  | 51.2 | 1.8 | 5.1  | 1.2     | 9.8      | 6.8  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1150  | 9.9  | 9.4  | 62.4 | 1.7 | 4.6  | 0.8     | 4.9      | 6.3  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 0    | 33.3 | 0   | 0    | 0       | 33.3     | 0    |  |  |  |  |  |
| <b>【キャリアパス】</b>      |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 正→正(転職なし)            | 972   | 0.7  | 1.2  | 87.7 | 1.7 | 0.5  | 0       | 1.9      | 6.3  |  |  |  |  |  |
| 正→正(転職あり)            | 1502  | 3.5  | 5.4  | 71.5 | 3.3 | 4.9  | 1.4     | 3.4      | 6.7  |  |  |  |  |  |
| 非→非(転職なし)            | 29    | 37.9 | 0    | 37.9 | 0   | 13.8 | 0       | 6.9      | 3.4  |  |  |  |  |  |
| 非→非(転職あり)            | 302   | 44.4 | 7.9  | 22.2 | 0.7 | 4    | 0.3     | 16.9     | 3.6  |  |  |  |  |  |
| 正→非                  | 766   | 47.7 | 4.2  | 20   | 0.8 | 3.3  | 0.3     | 18.7     | 5.2  |  |  |  |  |  |
| 非→正                  | 423   | 7.3  | 5.4  | 64.5 | 1.9 | 5    | 1.2     | 5.2      | 9.5  |  |  |  |  |  |
| 無回答                  | 32    | 6.3  | 6.3  | 62.5 | 3.1 | 6.3  | 0       | 9.4      | 6.3  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 正規社員*男性(計)           | 2154  | 1.4  | 4.6  | 78.3 | 3   | 3.2  | 0.8     | 1.8      | 6.9  |  |  |  |  |  |
| 29歳以下                | 442   | 3.4  | 7.7  | 73.1 | 2   | 2.5  | 0       | 5.2      | 6.1  |  |  |  |  |  |
| 30～34歳以下             | 612   | 1.1  | 4.1  | 77.3 | 3.8 | 3.4  | 0.7     | 2.1      | 7.5  |  |  |  |  |  |
| 35～39歳以下             | 566   | 0.5  | 4.1  | 83.4 | 1.8 | 3.7  | 0.9     | 0        | 5.7  |  |  |  |  |  |
| 40歳以上                | 534   | 0.9  | 3.2  | 78.3 | 4.1 | 3.2  | 1.7     | 0.4      | 8.2  |  |  |  |  |  |
| *女性(計)               | 768   | 7.8  | 2.3  | 69.3 | 1.4 | 3.9  | 1       | 7        | 7.2  |  |  |  |  |  |
| 29歳以下                | 251   | 9.6  | 2.8  | 71.7 | 0.8 | 1.6  | 0.4     | 6.4      | 6.8  |  |  |  |  |  |
| 30～34歳以下             | 190   | 4.2  | 2.1  | 66.8 | 2.1 | 4.7  | 1.1     | 11.6     | 7.4  |  |  |  |  |  |
| 35～39歳以下             | 164   | 8.5  | 2.4  | 67.1 | 1.2 | 4.3  | 1.2     | 6.1      | 9.1  |  |  |  |  |  |
| 40歳以上                | 163   | 8.6  | 1.8  | 70.6 | 1.8 | 6.1  | 1.8     | 3.7      | 5.5  |  |  |  |  |  |
| 非正規社員*男性(計)          | 206   | 30.6 | 11.2 | 37.4 | 1.5 | 5.8  | 1       | 8.3      | 4.4  |  |  |  |  |  |
| 29歳以下                | 87    | 34.5 | 11.5 | 33.3 | 1.1 | 3.4  | 1.1     | 10.3     | 4.6  |  |  |  |  |  |
| 30～34歳以下             | 55    | 32.7 | 12.7 | 38.2 | 0   | 7.3  | 1.8     | 5.5      | 1.8  |  |  |  |  |  |
| 35～39歳以下             | 39    | 25.6 | 10.3 | 38.5 | 5.1 | 10.3 | 0       | 5.1      | 5.1  |  |  |  |  |  |
| 40歳以上                | 25    | 20   | 8    | 48   | 0   | 4    | 0       | 12       | 8    |  |  |  |  |  |
| *女性(計)               | 898   | 50   | 3.8  | 17.3 | 0.6 | 3.3  | 0.1     | 20.2     | 4.8  |  |  |  |  |  |
| 29歳以下                | 171   | 43.3 | 4.7  | 19.9 | 0.6 | 0.6  | 0       | 25.1     | 5.8  |  |  |  |  |  |
| 30～34歳以下             | 235   | 48.5 | 3.4  | 18.3 | 0.4 | 2.6  | 0       | 21.7     | 5.1  |  |  |  |  |  |
| 35～39歳以下             | 237   | 51.9 | 4.2  | 14.8 | 0.4 | 4.2  | 0.4     | 19       | 5.1  |  |  |  |  |  |
| 40歳以上                | 255   | 54.1 | 3.1  | 16.9 | 0.8 | 5.1  | 0       | 16.5     | 3.5  |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0    | 0       | 0        | 0    |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 正規社員*29人以下           | 1098  | 5    | 7.7  | 64.2 | 2.6 | 6.3  | 2.1     | 3.7      | 8.5  |  |  |  |  |  |
| 30～299人以下            | 744   | 2.3  | 2.4  | 82.3 | 2.7 | 1.3  | 0       | 3.2      | 5.8  |  |  |  |  |  |
| 300人以上・官公庁           | 996   | 1.5  | 0.9  | 85.6 | 2.6 | 0.9  | 0.2     | 2.3      | 5.9  |  |  |  |  |  |
| わからない                | 71    | 4.2  | 8.5  | 60.6 | 1.4 | 12.7 | 0       | 4.2      | 8.5  |  |  |  |  |  |
| 非正規社員*29人以下          | 399   | 47.1 | 6.8  | 18.5 | 0.3 | 2.5  | 0.5     | 18.8     | 5.5  |  |  |  |  |  |
| 30～299人以下            | 290   | 45.5 | 4.5  | 21   | 0.3 | 5.2  | 0       | 18.6     | 4.8  |  |  |  |  |  |
| 300人以上・官公庁           | 223   | 45.7 | 4    | 28.7 | 1.8 | 4    | 0       | 11.2     | 4.5  |  |  |  |  |  |
| わからない                | 188   | 46.8 | 4.3  | 17   | 1.1 | 3.7  | 0.5     | 23.4     | 3.2  |  |  |  |  |  |
| 無回答                  | 17    | 11.8 | 0    | 35.3 | 0   | 23.5 | 5.9     | 5.9      | 17.6 |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 690   | 2.3  | 0.7  | 79.3 | 4.5 | 1.7  | 0.6     | 4.1      | 6.8  |  |  |  |  |  |
| 事務                   | 551   | 3.6  | 0.7  | 82.4 | 1.1 | 0.5  | 0.4     | 4.7      | 6.5  |  |  |  |  |  |
| 販売・サービス              | 760   | 4.7  | 2.9  | 71.4 | 2.9 | 5.5  | 1.7     | 2.6      | 8.2  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 920   | 2    | 9.3  | 73.2 | 1.7 | 4.7  | 0.8     | 2        | 6.4  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 122   | 43.4 | 5.7  | 27   | 2.5 | 4.1  | 0       | 11.5     | 5.7  |  |  |  |  |  |
| 事務                   | 295   | 48.5 | 4.1  | 25.4 | 0.7 | 2.4  | 0       | 15.6     | 3.4  |  |  |  |  |  |
| 販売・サービス              | 455   | 48.1 | 3.5  | 17.4 | 0   | 4.4  | 0.2     | 21.8     | 4.6  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 230   | 41.7 | 9.6  | 19.6 | 1.3 | 4.3  | 0.9     | 16.5     | 6.1  |  |  |  |  |  |
| 無回答                  | 3     | 33.3 | 0    | 33.3 | 0   | 0    | 0       | 33.3     | 0    |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |       |      |      |      |     |      |         |          |      |  |  |  |  |  |
| 正規社員*18大都市           | 796   | 2.5  | 3.4  | 75.8 | 3.8 | 3    | 1.3     | 2.8      | 7.5  |  |  |  |  |  |
| その他の市町村              | 2126  | 3.3  | 4.2  | 76   | 2.1 | 3.6  | 0.8     | 3.3      | 6.8  |  |  |  |  |  |
| 非正規社員*18大都市          | 304   | 46.1 | 3.9  | 25   | 0.7 | 5.6  | 0       | 17.4     | 1.3  |  |  |  |  |  |
| その他の市町村              | 800   | 46.5 | 5.6  | 19.5 | 0.8 | 3.1  | 0.4     | 18.1     | 6    |  |  |  |  |  |
| 無回答                  | 0     | 0    | 0    | 0    | 0   | 0    | 0       | 0        | 0    |  |  |  |  |  |

## 問42(2) 2007年3月の給与(金額)

|                      | 該<br>当<br>者 | り<br>1<br>時<br>間<br>あ<br>た | り<br>1<br>日<br>あ<br>た<br>り | り<br>1<br>カ<br>月<br>あ<br>た | り<br>1<br>年<br>あ<br>た<br>り | 無<br>回<br>答 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|-------------|----------------------------|----------------------------|----------------------------|----------------------------|-------------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>全体</b>            | 3,707       | 15                         | 5                          | 72                         | 5                          | 4           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【性別】</b>          |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 男性                   | 2,285       | 3.8                        | 5.9                        | 80                         | 5.9                        | 4.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 女性                   | 1,422       | 31.6                       | 3.6                        | 57.7                       | 2.7                        | 4.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 858         | 14.3                       | 6.9                        | 71.6                       | 3.1                        | 4.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 996         | 13.2                       | 5.6                        | 72.1                       | 4.5                        | 4.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 941         | 14.5                       | 3.9                        | 72.7                       | 4.1                        | 4.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 912         | 16                         | 3.7                        | 69.5                       | 6.8                        | 3.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正社員                  | 2,278       | 2.8                        | 3.2                        | 85.4                       | 5                          | 3.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| パート、契約など             | 773         | 50.1                       | 7                          | 37.4                       | 1.9                        | 3.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 派遣社員                 | 130         | 47.7                       | 4.6                        | 40.8                       | 0.8                        | 6.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 自営業など                | 526         | 4.6                        | 9.9                        | 68.8                       | 8                          | 8.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                          | 0                          | 0                          | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 中高卒                  | 1,525       | 17.2                       | 7.1                        | 67                         | 3.9                        | 4.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 1,119       | 17.8                       | 5.1                        | 68.1                       | 4.5                        | 4.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 大学・大学院卒              | 1,060       | 7                          | 2                          | 81.5                       | 5.8                        | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 3           | 0                          | 0                          | 66.7                       | 33.3                       | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【企業規模】</b>        |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29人以下                | 1,356       | 16.7                       | 9.4                        | 63.9                       | 4.9                        | 5.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 956         | 13.2                       | 2.9                        | 76                         | 3.9                        | 4           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 1,169       | 8.7                        | 1.6                        | 81.4                       | 5                          | 3.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 211         | 37.9                       | 5.7                        | 43.6                       | 5.7                        | 7.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 15          | 13.3                       | 0                          | 80                         | 0                          | 6.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【職種】</b>          |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 専門・技術・管理             | 766         | 7.3                        | 2                          | 77.9                       | 9.3                        | 3.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 772         | 19.2                       | 2.1                        | 72.7                       | 3.1                        | 3           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 1,082       | 20.6                       | 3.7                        | 66.3                       | 3.6                        | 5.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 1,085       | 10                         | 10.6                       | 71.3                       | 3.6                        | 4.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2           | 50                         | 0                          | 50                         | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職なし)            | 954         | 0.7                        | 1.7                        | 89.7                       | 5                          | 2.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→正(転職あり)            | 1,430       | 3.8                        | 5.7                        | 79                         | 6.3                        | 5.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職なし)            | 27          | 37                         | 3.7                        | 51.9                       | 0                          | 7.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→非(転職あり)            | 250         | 48.8                       | 10.4                       | 37.2                       | 0.4                        | 3.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正→非                  | 621         | 50.7                       | 5.3                        | 37.4                       | 2.4                        | 4.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非→正                  | 396         | 6.6                        | 7.3                        | 77                         | 4                          | 5.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 29          | 6.9                        | 0                          | 69                         | 10.3                       | 13.8        |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*男性(計)           | 2,098       | 1.6                        | 5.2                        | 82.6                       | 6.2                        | 4.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 419         | 3.1                        | 7.6                        | 82.1                       | 3.6                        | 3.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 595         | 1.2                        | 6.2                        | 81.8                       | 5.7                        | 5           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 561         | 0.9                        | 3.6                        | 85.4                       | 5.9                        | 4.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 523         | 1.5                        | 3.8                        | 80.9                       | 9.4                        | 4.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 706         | 7.6                        | 2.4                        | 81.4                       | 3.7                        | 4.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 234         | 8.5                        | 3                          | 79.9                       | 4.3                        | 4.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 166         | 4.2                        | 2.4                        | 84.9                       | 5.4                        | 3           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 152         | 7.9                        | 2.6                        | 80.9                       | 1.3                        | 7.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 154         | 9.7                        | 1.3                        | 80.5                       | 3.2                        | 5.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 187         | 28.9                       | 13.9                       | 51.3                       | 2.1                        | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 77          | 31.2                       | 18.2                       | 49.4                       | 0                          | 1.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 51          | 29.4                       | 9.8                        | 56.9                       | 0                          | 3.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 37          | 27                         | 13.5                       | 45.9                       | 5.4                        | 8.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 22          | 22.7                       | 9.1                        | 54.5                       | 9.1                        | 4.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *女性(計)               | 716         | 55.2                       | 4.7                        | 34.4                       | 1.7                        | 4.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29歳以下                | 128         | 51.6                       | 4.7                        | 35.2                       | 1.6                        | 7           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～34歳以下             | 184         | 55.4                       | 5.4                        | 33.2                       | 1.1                        | 4.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35～39歳以下             | 191         | 57.1                       | 4.2                        | 34                         | 1                          | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40歳以上                | 213         | 55.4                       | 4.7                        | 35.2                       | 2.8                        | 1.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                          | 0                          | 0                          | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*29人以下           | 1,034       | 5.2                        | 9.9                        | 73.5                       | 5.9                        | 5.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 720         | 1.8                        | 1.5                        | 87.2                       | 4.7                        | 4.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 971         | 1.8                        | 0.9                        | 88.9                       | 5.6                        | 2.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 68          | 4.4                        | 5.9                        | 69.1                       | 11.8                       | 8.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*29人以下          | 322         | 53.4                       | 7.8                        | 33.2                       | 1.6                        | 4           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30～299人以下            | 236         | 47.9                       | 7.2                        | 41.9                       | 1.3                        | 1.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 300人以上・官公庁           | 198         | 42.9                       | 5.1                        | 44.9                       | 2                          | 5.1         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| わからない                | 143         | 53.8                       | 5.6                        | 31.5                       | 2.8                        | 6.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 15          | 13.3                       | 0                          | 80                         | 0                          | 6.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 658         | 2                          | 1.2                        | 83.3                       | 10                         | 3.5         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 523         | 3.8                        | 1.1                        | 88.7                       | 3.6                        | 2.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 727         | 4.4                        | 3.4                        | 80.5                       | 4.8                        | 6.9         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 895         | 2.5                        | 9.7                        | 79.3                       | 4.1                        | 4.4         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 108         | 39.8                       | 6.5                        | 45.4                       | 4.6                        | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 事務                   | 249         | 51.4                       | 4                          | 39                         | 2                          | 3.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 販売・サービス              | 355         | 53.8                       | 4.2                        | 37.2                       | 1.1                        | 3.7         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 190         | 45.3                       | 14.7                       | 33.7                       | 1.1                        | 5.3         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 2           | 50                         | 0                          | 50                         | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |             |                            |                            |                            |                            |             |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 正規社員*18大都市           | 764         | 2.4                        | 4.2                        | 82.2                       | 7.1                        | 4.2         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 2,040       | 3.4                        | 4.6                        | 82.4                       | 5                          | 4.6         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 251         | 47                         | 5.2                        | 44.2                       | 1.6                        | 2           |  |  |  |  |  |  |  |  |  |  |  |  |  |
| その他の市町村              | 652         | 50.8                       | 7.2                        | 35.4                       | 1.8                        | 4.8         |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 無回答                  | 0           | 0                          | 0                          | 0                          | 0                          | 0           |  |  |  |  |  |  |  |  |  |  |  |  |  |

問42(2)2007年3月の給与(1時間あたり)

|                      | 該当者 | 500円未満 | 500円～1000円未満 | 1000円～1200円未満 | 1200円～1500円未満 | 1500円～2000円未満 | 2000円以上 | 無回答  |  |  |  |  |  |  |
|----------------------|-----|--------|--------------|---------------|---------------|---------------|---------|------|--|--|--|--|--|--|
| <b>全体</b>            | 536 | 0      | 67           | 13            | 10            | 6             | 4       | 1    |  |  |  |  |  |  |
| <b>【性別】</b>          |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 男性                   | 87  | 0      | 42.5         | 21.8          | 10.3          | 13.8          | 10.3    | 1.1  |  |  |  |  |  |  |
| 女性                   | 449 | 0.2    | 71.3         | 11.4          | 9.6           | 4.5           | 2.4     | 0.7  |  |  |  |  |  |  |
| <b>【年齢別】</b>         |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 29歳以下                | 123 | 0      | 57.7         | 18.7          | 10.6          | 9.8           | 3.3     | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 131 | 0      | 65.6         | 14.5          | 13            | 4.6           | 1.5     | 0.8  |  |  |  |  |  |  |
| 35～39歳以下             | 136 | 0      | 71.3         | 9.6           | 8.8           | 5.1           | 4.4     | 0.7  |  |  |  |  |  |  |
| 40歳以上                | 146 | 0.7    | 70.5         | 10.3          | 6.8           | 4.8           | 5.5     | 1.4  |  |  |  |  |  |  |
| <b>【就業形態】</b>        |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 正社員                  | 63  | 0      | 47.6         | 15.9          | 11.1          | 12.7          | 9.5     | 3.2  |  |  |  |  |  |  |
| パート、契約など             | 387 | 0.3    | 77.3         | 11.4          | 6.5           | 2.8           | 1.6     | 0.3  |  |  |  |  |  |  |
| 派遣社員                 | 62  | 0      | 30.6         | 19.4          | 29            | 19.4          | 0       | 1.6  |  |  |  |  |  |  |
| 自営業など                | 24  | 0      | 37.5         | 16.7          | 8.3           | 4.2           | 33.3    | 0    |  |  |  |  |  |  |
| 無回答                  | 0   | 0      | 0            | 0             | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| <b>【最終学歴】</b>        |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 中高卒                  | 263 | 0.4    | 77.2         | 9.5           | 7.6           | 3.4           | 1.9     | 0    |  |  |  |  |  |  |
| 専門・短大・高専卒など          | 199 | 0      | 61.3         | 16.6          | 11.6          | 7             | 2.5     | 1    |  |  |  |  |  |  |
| 大学・大学院卒              | 74  | 0      | 43.2         | 16.2          | 12.2          | 12.2          | 13.5    | 2.7  |  |  |  |  |  |  |
| 無回答                  | 0   | 0      | 0            | 0             | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| <b>【企業規模】</b>        |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 29人以下                | 226 | 0.4    | 68.1         | 11.9          | 9.7           | 4.4           | 5.3     | 0    |  |  |  |  |  |  |
| 30～299人以下            | 126 | 0      | 67.5         | 14.3          | 9.5           | 4.8           | 3.2     | 0.8  |  |  |  |  |  |  |
| 300人以上・官公庁           | 102 | 0      | 55.9         | 12.7          | 14.7          | 9.8           | 3.9     | 2.9  |  |  |  |  |  |  |
| わからない                | 80  | 0      | 76.3         | 12.5          | 3.8           | 7.5           | 0       | 0    |  |  |  |  |  |  |
| 無回答                  | 2   | 0      | 0            | 100           | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| <b>【職種】</b>          |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 専門・技術・管理             | 56  | 0      | 25           | 19.6          | 21.4          | 10.7          | 17.9    | 5.4  |  |  |  |  |  |  |
| 事務                   | 148 | 0      | 60.1         | 14.2          | 16.2          | 8.8           | 0       | 0.7  |  |  |  |  |  |  |
| 販売・サービス              | 223 | 0.4    | 80.3         | 10.8          | 4             | 1.3           | 3.1     | 0    |  |  |  |  |  |  |
| 技能・生産・運輸・保安など        | 108 | 0      | 68.5         | 13            | 6.5           | 9.3           | 2.8     | 0    |  |  |  |  |  |  |
| 無回答                  | 1   | 0      | 100          | 0             | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| <b>【キャリアパス】</b>      |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 正→正(転職なし)            | 7   | 0      | 42.9         | 14.3          | 0             | 0             | 28.6    | 14.3 |  |  |  |  |  |  |
| 正→正(転職あり)            | 54  | 0      | 38.9         | 14.8          | 13            | 13            | 18.5    | 1.9  |  |  |  |  |  |  |
| 非→非(転職なし)            | 10  | 0      | 60           | 30            | 0             | 0             | 10      | 0    |  |  |  |  |  |  |
| 非→非(転職あり)            | 122 | 0      | 65.6         | 15.6          | 9.8           | 6.6           | 1.6     | 0.8  |  |  |  |  |  |  |
| 正→非                  | 315 | 0.3    | 73.7         | 10.5          | 9.8           | 4.8           | 0.6     | 0.3  |  |  |  |  |  |  |
| 非→正                  | 26  | 0      | 57.7         | 19.2          | 7.7           | 7.7           | 7.7     | 0    |  |  |  |  |  |  |
| 無回答                  | 2   | 0      | 0            | 50            | 0             | 0             | 50      | 0    |  |  |  |  |  |  |
| <b>【就業形態2×性別×年齢】</b> |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 正規社員*男性(計)           | 33  | 0      | 27.3         | 15.2          | 9.1           | 21.2          | 24.2    | 3    |  |  |  |  |  |  |
| 29歳以下                | 13  | 0      | 38.5         | 15.4          | 15.4          | 15.4          | 15.4    | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 7   | 0      | 42.9         | 14.3          | 14.3          | 14.3          | 14.3    | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 5   | 0      | 20           | 20            | 0             | 20            | 40      | 0    |  |  |  |  |  |  |
| 40歳以上                | 8   | 0      | 0            | 12.5          | 0             | 37.5          | 37.5    | 12.5 |  |  |  |  |  |  |
| *女性(計)               | 54  | 0      | 55.6         | 16.7          | 11.1          | 3.7           | 11.1    | 1.9  |  |  |  |  |  |  |
| 29歳以下                | 20  | 0      | 55           | 25            | 10            | 5             | 5       | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 7   | 0      | 57.1         | 28.6          | 14.3          | 0             | 0       | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 12  | 0      | 50           | 0             | 16.7          | 8.3           | 16.7    | 8.3  |  |  |  |  |  |  |
| 40歳以上                | 15  | 0      | 60           | 13.3          | 6.7           | 0             | 20      | 0    |  |  |  |  |  |  |
| 非正規社員*男性(計)          | 54  | 0      | 51.9         | 25.9          | 11.1          | 9.3           | 1.9     | 0    |  |  |  |  |  |  |
| 29歳以下                | 24  | 0      | 37.5         | 33.3          | 12.5          | 16.7          | 0       | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 15  | 0      | 60           | 20            | 6.7           | 6.7           | 6.7     | 0    |  |  |  |  |  |  |
| 35～39歳以下             | 10  | 0      | 60           | 20            | 20            | 0             | 0       | 0    |  |  |  |  |  |  |
| 40歳以上                | 5   | 0      | 80           | 20            | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| *女性(計)               | 395 | 0.3    | 73.4         | 10.6          | 9.4           | 4.6           | 1.3     | 0.5  |  |  |  |  |  |  |
| 29歳以下                | 66  | 0      | 69.7         | 12.1          | 9.1           | 7.6           | 1.5     | 0    |  |  |  |  |  |  |
| 30～34歳以下             | 102 | 0      | 68.6         | 12.7          | 13.7          | 3.9           | 0       | 1    |  |  |  |  |  |  |
| 35～39歳以下             | 109 | 0      | 77.1         | 9.2           | 7.3           | 4.6           | 1.8     | 0    |  |  |  |  |  |  |
| 40歳以上                | 118 | 0.8    | 76.3         | 9.3           | 7.6           | 3.4           | 1.7     | 0.8  |  |  |  |  |  |  |
| 無回答                  | 0   | 0      | 0            | 0             | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| <b>【就業形態2×企業規模】</b>  |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 正規社員*29人以下           | 54  | 0      | 42.6         | 18.5          | 13            | 7.4           | 18.5    | 0    |  |  |  |  |  |  |
| 30～299人以下            | 13  | 0      | 53.8         | 23.1          | 7.7           | 15.4          | 0       | 0    |  |  |  |  |  |  |
| 300人以上・官公庁           | 17  | 0      | 35.3         | 5.9           | 5.9           | 17.6          | 23.5    | 11.8 |  |  |  |  |  |  |
| わからない                | 3   | 0      | 100          | 0             | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| 非正規社員*29人以下          | 172 | 0.6    | 76.2         | 9.9           | 8.7           | 3.5           | 1.2     | 0    |  |  |  |  |  |  |
| 30～299人以下            | 113 | 0      | 69           | 13.3          | 9.7           | 3.5           | 3.5     | 0.9  |  |  |  |  |  |  |
| 300人以上・官公庁           | 85  | 0      | 60           | 14.1          | 16.5          | 8.2           | 0       | 1.2  |  |  |  |  |  |  |
| わからない                | 77  | 0      | 75.3         | 13            | 3.9           | 7.8           | 0       | 0    |  |  |  |  |  |  |
| 無回答                  | 2   | 0      | 0            | 100           | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| <b>【就業形態2×職種】</b>    |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 正規社員*専門・技術・管理        | 13  | 0      | 7.7          | 15.4          | 0             | 15.4          | 46.2    | 15.4 |  |  |  |  |  |  |
| 事務                   | 20  | 0      | 50           | 20            | 20            | 10            | 0       | 0    |  |  |  |  |  |  |
| 販売・サービス              | 32  | 0      | 56.3         | 15.6          | 9.4           | 3.1           | 15.6    | 0    |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 22  | 0      | 45.5         | 13.6          | 9.1           | 18.2          | 13.6    | 0    |  |  |  |  |  |  |
| 非正規社員*専門・技術・管理       | 43  | 0      | 30.2         | 20.9          | 27.9          | 9.3           | 9.3     | 2.3  |  |  |  |  |  |  |
| 事務                   | 128 | 0      | 61.7         | 13.3          | 15.6          | 8.6           | 0       | 0.8  |  |  |  |  |  |  |
| 販売・サービス              | 191 | 0.5    | 84.3         | 9.9           | 3.1           | 1             | 1       | 0    |  |  |  |  |  |  |
| 技能・生産・運輸・保安          | 86  | 0      | 74.4         | 12.8          | 5.8           | 7             | 0       | 0    |  |  |  |  |  |  |
| 無回答                  | 1   | 0      | 100          | 0             | 0             | 0             | 0       | 0    |  |  |  |  |  |  |
| <b>【就業形態2×都市】</b>    |     |        |              |               |               |               |         |      |  |  |  |  |  |  |
| 正規社員*18大都市           | 18  | 0      | 33.3         | 16.7          | 22.2          | 5.6           | 16.7    | 5.6  |  |  |  |  |  |  |
| その他の市町村              | 69  | 0      | 47.8         | 15.9          | 7.2           | 11.6          | 15.9    | 1.4  |  |  |  |  |  |  |
| 非正規社員*18大都市          | 118 | 0.8    | 65.3         | 14.4          | 10.2          | 6.8           | 2.5     | 0    |  |  |  |  |  |  |
| その他の市町村              | 331 | 0      | 72.8         | 11.8          | 9.4           | 4.5           | 0.9     | 0.6  |  |  |  |  |  |  |
| 無回答                  | 0   | 0      | 0            | 0             | 0             | 0             | 0       | 0    |  |  |  |  |  |  |