

	SC1 日本国内で報酬を得る仕事の有無			SC2 自営・雇用			SC3 年齢層							
	している	していない	(合計度数)	一人親方・フリーランス	自営業者(会社のオーナー経営者・同居の親戚)	会社に雇用されている(勤務先)	(合計度数)	20代	30代	40代	50代	60代	平均(歳)	(合計度数)
全体	100.0%	-	(10998)	-	100.0%	(10998)		17.6%	21.8%	25.9%	22.1%	12.6%	43.8	(10998)
性別	男性	100.0%	-	(7105)	-	100.0%	(7105)	15.3%	23.6%	26.2%	21.4%	13.5%	44.3	(7105)
	女性	100.0%	-	(3893)	-	100.0%	(3893)	21.7%	18.5%	25.3%	23.4%	11.1%	42.9	(3893)
年齢層	20代	100.0%	-	(1932)	-	100.0%	(1932)	100.0%	-	-	-	-	-	(1932)
	30代	100.0%	-	(2395)	-	100.0%	(2395)	-	100.0%	-	-	-	-	(2395)
	40代	100.0%	-	(2849)	-	100.0%	(2849)	-	-	100.0%	-	-	-	(2849)
	50代	100.0%	-	(2431)	-	100.0%	(2431)	-	-	-	100.0%	-	-	(2431)
	60代	100.0%	-	(1391)	-	100.0%	(1391)	-	-	-	-	100.0%	-	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	100.0%	-	(44)	-	100.0%	(44)	25.0%	31.8%	20.5%	18.2%	4.5%	39.5	(44)
	建設業	100.0%	-	(634)	-	100.0%	(634)	14.2%	14.8%	27.4%	27.6%	15.9%	46.1	(634)
	製造業	100.0%	-	(2762)	-	100.0%	(2762)	16.4%	23.4%	26.7%	22.0%	11.4%	43.7	(2762)
	電気・ガス・熱供給・水道業	100.0%	-	(189)	-	100.0%	(189)	19.0%	23.8%	18.5%	28.0%	10.6%	43.5	(189)
	情報通信業	100.0%	-	(905)	-	100.0%	(905)	18.1%	22.0%	25.1%	24.2%	10.6%	43.4	(905)
	運輸業、郵便業	100.0%	-	(616)	-	100.0%	(616)	16.9%	26.9%	26.3%	20.6%	9.3%	42.9	(616)
	卸売業、小売業	100.0%	-	(1096)	-	100.0%	(1096)	15.8%	19.7%	29.7%	21.4%	13.4%	44.3	(1096)
	金融業、保険業	100.0%	-	(633)	-	100.0%	(633)	17.5%	19.9%	22.9%	25.8%	13.9%	44.7	(633)
	不動産業、物品賃貸業	100.0%	-	(261)	-	100.0%	(261)	13.0%	21.8%	28.4%	21.1%	15.7%	45.1	(261)
	学術研究、専門・技術サービス業	100.0%	-	(253)	-	100.0%	(253)	17.0%	24.1%	24.5%	19.4%	15.0%	43.9	(253)
	宿泊業、飲食サービス業	100.0%	-	(195)	-	100.0%	(195)	28.2%	21.5%	20.5%	19.0%	10.8%	40.9	(195)
	生活関連サービス業、娯楽業	100.0%	-	(261)	-	100.0%	(261)	24.9%	24.5%	29.9%	14.9%	5.7%	40.1	(261)
	教育、学習支援業	100.0%	-	(450)	-	100.0%	(450)	18.0%	19.3%	23.3%	20.0%	19.3%	45.0	(450)
	医療、福祉	100.0%	-	(775)	-	100.0%	(775)	21.3%	23.7%	24.5%	18.6%	11.9%	42.2	(775)
	複合サービス業	100.0%	-	(82)	-	100.0%	(82)	18.3%	19.5%	22.0%	25.6%	14.6%	44.2	(82)
	その他サービス業	100.0%	-	(850)	-	100.0%	(850)	15.8%	21.3%	26.0%	20.2%	16.7%	44.6	(850)
公務	100.0%	-	(631)	-	100.0%	(631)	22.3%	20.6%	24.7%	23.8%	8.6%	42.5	(631)	
その他	100.0%	-	(361)	-	100.0%	(361)	15.8%	18.6%	24.7%	23.8%	17.2%	45.5	(361)	
従業員規模	9人以下	100.0%	-	(772)	-	100.0%	(772)	11.5%	18.3%	29.5%	24.2%	16.5%	46.0	(772)
	10~99人	100.0%	-	(2793)	-	100.0%	(2793)	16.4%	20.9%	27.0%	21.1%	14.5%	44.4	(2793)
	100~499人	100.0%	-	(2325)	-	100.0%	(2325)	19.6%	22.9%	25.2%	19.6%	12.7%	43.0	(2325)
	500~999人	100.0%	-	(956)	-	100.0%	(956)	21.2%	21.7%	26.2%	18.9%	12.0%	42.8	(956)
	1,000人以上	100.0%	-	(3551)	-	100.0%	(3551)	15.7%	22.3%	25.1%	25.5%	11.4%	44.2	(3551)
	わからない	100.0%	-	(601)	-	100.0%	(601)	28.1%	23.0%	23.0%	18.8%	7.2%	40.2	(601)
職種	管理的職業	100.0%	-	(1958)	-	100.0%	(1958)	1.6%	13.6%	31.2%	30.1%	23.5%	50.4	(1958)
	専門的・技術的職業	100.0%	-	(2115)	-	100.0%	(2115)	20.7%	23.7%	24.5%	20.8%	10.4%	42.5	(2115)
	事務	100.0%	-	(3003)	-	100.0%	(3003)	20.5%	21.2%	25.6%	22.2%	10.5%	42.8	(3003)
	販売	100.0%	-	(1088)	-	100.0%	(1088)	23.4%	24.7%	24.0%	17.2%	10.7%	41.6	(1088)
	サービス職業	100.0%	-	(811)	-	100.0%	(811)	24.3%	25.8%	21.3%	18.4%	10.2%	41.3	(811)
	保安職業	100.0%	-	(81)	-	100.0%	(81)	13.6%	24.7%	23.5%	24.7%	13.6%	44.8	(81)
	農林漁業	100.0%	-	(14)	-	100.0%	(14)	21.4%	7.1%	28.6%	28.6%	14.3%	45.4	(14)
	生産工程	100.0%	-	(1061)	-	100.0%	(1061)	21.1%	27.3%	27.0%	16.9%	7.7%	41.4	(1061)
	輸送・機械運転	100.0%	-	(183)	-	100.0%	(183)	20.2%	23.0%	29.0%	21.9%	6.0%	42.2	(183)
	建設・採掘	100.0%	-	(166)	-	100.0%	(166)	12.7%	21.7%	30.7%	27.1%	7.8%	44.2	(166)
	運搬・清掃・包装	100.0%	-	(244)	-	100.0%	(244)	19.7%	26.2%	25.8%	20.5%	7.8%	41.8	(244)
	その他	100.0%	-	(274)	-	100.0%	(274)	19.0%	21.5%	15.3%	22.3%	21.9%	45.2	(274)
職位	一般社員	100.0%	-	(6790)	-	100.0%	(6790)	26.4%	23.2%	21.9%	18.1%	10.3%	41.1	(6790)
	主任・係長相当	100.0%	-	(1533)	-	100.0%	(1533)	6.7%	29.2%	34.1%	24.3%	5.7%	44.2	(1533)
	課長代理相当(ライン職)	100.0%	-	(256)	-	100.0%	(256)	1.2%	18.4%	44.9%	27.7%	7.8%	47.2	(256)
	課長代理相当(スタッフ職)	100.0%	-	(193)	-	100.0%	(193)	2.6%	16.1%	39.4%	31.1%	10.9%	48.2	(193)
	課長相当(ライン職)	100.0%	-	(609)	-	100.0%	(609)	0.7%	20.0%	37.6%	30.2%	11.5%	48.0	(609)
	課長相当(スタッフ職)	100.0%	-	(519)	-	100.0%	(519)	1.2%	12.9%	33.9%	34.3%	17.7%	50.0	(519)
	部長相当(ライン職)	100.0%	-	(342)	-	100.0%	(342)	1.2%	9.6%	26.9%	33.0%	29.2%	52.1	(342)
	部長相当(スタッフ職)	100.0%	-	(335)	-	100.0%	(335)	-	8.7%	22.7%	34.9%	33.7%	53.5	(335)
	支社長・事業部長相当	100.0%	-	(111)	-	100.0%	(111)	3.6%	12.6%	23.4%	27.0%	33.3%	51.7	(111)
役員相当	100.0%	-	(310)	-	100.0%	(310)	3.2%	8.7%	16.1%	23.5%	48.4%	54.1	(310)	
勤務時間制度	通常の勤務時間制度	100.0%	-	(7623)	-	100.0%	(7623)	18.6%	21.6%	26.2%	21.3%	12.3%	43.5	(7623)
	フレックスタイム制	100.0%	-	(1617)	-	100.0%	(1617)	14.8%	22.2%	25.7%	24.2%	13.0%	44.6	(1617)
	変形労働時間制	100.0%	-	(338)	-	100.0%	(338)	18.0%	25.1%	25.7%	19.8%	11.2%	42.8	(338)
	交替制	100.0%	-	(645)	-	100.0%	(645)	22.5%	23.9%	24.7%	19.5%	9.5%	41.7	(645)
	事業場外労働のみなし労働時間制	100.0%	-	(73)	-	100.0%	(73)	12.3%	31.5%	19.2%	24.7%	12.3%	43.9	(73)
	裁量労働制	100.0%	-	(205)	-	100.0%	(205)	6.8%	22.9%	25.9%	33.7%	10.7%	46.9	(205)
	管理監督者扱い	100.0%	-	(358)	-	100.0%	(358)	0.8%	13.4%	26.5%	31.8%	27.4%	51.4	(358)
その他	100.0%	-	(17)	-	100.0%	(17)	35.3%	17.6%	29.4%	11.8%	5.9%	40.1	(17)	
わからない	100.0%	-	(122)	-	100.0%	(122)	31.1%	23.0%	19.7%	14.8%	11.5%	40.1	(122)	

	SC4_1 週の所定労働日数				SC4_2 1日の所定労働時間						F1 性別			
	4日	5日	6日	(合計度数)	6時7時未満	7時8時未満	8時9時未満	9時10時	10時以上	(合計度数)	男性	女性	(合計度数)	
全体	0.7%	93.1%	6.2%	(10998)	0.3%	31.3%	59.1%	6.0%	3.3%	(10998)	64.6%	35.4%	(10998)	
性別	男性	0.8%	92.8%	6.4%	(7105)	0.2%	28.8%	60.3%	6.7%	4.1%	(7105)	100.0%	-	(7105)
	女性	0.6%	93.6%	5.8%	(3893)	0.5%	36.0%	57.0%	4.7%	1.7%	(3893)	-	100.0%	(3893)
年齢層	20代	0.5%	93.9%	5.6%	(1932)	0.3%	28.3%	61.2%	6.4%	3.8%	(1932)	56.3%	43.7%	(1932)
	30代	1.0%	93.5%	5.5%	(2395)	0.2%	27.2%	61.5%	7.0%	4.1%	(2395)	69.9%	30.1%	(2395)
	40代	0.6%	92.9%	6.5%	(2849)	0.2%	29.3%	61.0%	5.8%	3.8%	(2849)	65.5%	34.5%	(2849)
	50代	0.8%	93.0%	6.3%	(2431)	0.2%	36.1%	54.8%	6.4%	2.4%	(2431)	62.6%	37.4%	(2431)
	60代	0.6%	91.9%	7.4%	(1391)	0.6%	38.5%	55.8%	3.5%	1.7%	(1391)	68.8%	31.2%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	-	77.3%	22.7%	(44)	2.3%	20.5%	75.0%	-	2.3%	(44)	70.5%	29.5%	(44)
	建設業	0.5%	81.2%	18.3%	(634)	0.2%	24.4%	67.8%	4.3%	3.3%	(634)	64.2%	35.8%	(634)
	製造業	0.7%	94.9%	4.5%	(2762)	0.1%	28.8%	61.1%	6.2%	3.7%	(2762)	75.6%	24.4%	(2762)
	電気・ガス・熱供給・水道業	-	95.2%	4.8%	(189)	-	36.5%	52.4%	7.4%	3.7%	(189)	75.1%	24.9%	(189)
	情報通信業	0.4%	98.1%	1.4%	(905)	0.2%	40.8%	52.5%	4.5%	2.0%	(905)	75.6%	24.4%	(905)
	運輸業、郵便業	1.3%	88.1%	10.6%	(616)	0.3%	22.7%	64.0%	8.4%	4.5%	(616)	79.9%	20.1%	(616)
	卸売業、小売業	0.6%	92.4%	6.9%	(1096)	0.3%	25.8%	61.8%	8.1%	4.0%	(1096)	56.8%	43.2%	(1096)
	金融業、保険業	0.6%	98.6%	0.8%	(633)	-	41.7%	49.9%	5.8%	2.5%	(633)	49.9%	50.1%	(633)
	不動産業、物品賃貸業	1.1%	89.3%	9.6%	(261)	0.4%	32.6%	59.0%	5.7%	2.3%	(261)	59.4%	40.6%	(261)
	学術研究、専門・技術サービス業	-	98.4%	1.6%	(253)	-	32.8%	61.3%	2.8%	3.2%	(253)	60.1%	39.9%	(253)
	宿泊業、飲食サービス業	1.5%	87.2%	11.3%	(195)	1.5%	12.3%	68.7%	11.3%	6.2%	(195)	56.4%	43.6%	(195)
	生活関連サービス業、娯楽業	2.3%	89.3%	8.4%	(261)	0.8%	23.0%	63.6%	8.8%	3.8%	(261)	52.9%	47.1%	(261)
	教育、学習支援業	0.2%	94.7%	5.1%	(450)	0.2%	37.6%	53.8%	5.3%	3.1%	(450)	49.8%	50.2%	(450)
	医療、福祉	0.8%	89.4%	9.8%	(775)	0.8%	21.0%	70.1%	6.1%	2.1%	(775)	40.3%	59.7%	(775)
	複合サービス業	-	95.1%	4.9%	(82)	1.2%	28.0%	65.9%	2.4%	2.4%	(82)	56.1%	43.9%	(82)
	その他サービス業	1.3%	91.4%	7.3%	(850)	0.2%	28.4%	63.2%	5.3%	2.9%	(850)	63.9%	36.1%	(850)
	公務	0.3%	98.6%	1.1%	(631)	0.2%	63.1%	32.0%	3.0%	1.7%	(631)	71.0%	29.0%	(631)
	その他	0.6%	94.7%	4.7%	(361)	0.6%	31.9%	56.5%	6.4%	4.7%	(361)	53.7%	46.3%	(361)
従業員規模	9人以下	0.6%	81.3%	18.0%	(772)	1.3%	24.4%	67.2%	5.4%	1.7%	(772)	53.1%	46.9%	(772)
	10～99人	0.8%	88.2%	11.0%	(2793)	0.4%	23.6%	67.4%	5.9%	2.7%	(2793)	61.9%	38.1%	(2793)
	100～499人	0.6%	94.4%	5.0%	(2325)	0.3%	28.9%	60.3%	6.8%	3.7%	(2325)	67.3%	32.7%	(2325)
	500～999人	0.6%	95.6%	3.8%	(956)	0.1%	35.0%	55.6%	6.3%	2.9%	(956)	68.4%	31.6%	(956)
	1,000人以上	0.8%	97.7%	1.5%	(3551)	0.1%	39.2%	50.9%	5.8%	4.0%	(3551)	69.6%	30.4%	(3551)
	わからない	0.7%	95.0%	4.3%	(601)	-	33.3%	59.7%	4.7%	2.3%	(601)	45.6%	54.4%	(601)
職種	管理的職業	0.9%	94.4%	4.7%	(1958)	0.1%	30.5%	58.7%	6.7%	4.0%	(1958)	79.3%	20.7%	(1958)
	専門的・技術的職業	0.6%	95.7%	3.6%	(2115)	0.0%	32.4%	58.2%	5.4%	3.9%	(2115)	77.3%	22.7%	(2115)
	事務	0.2%	95.1%	4.7%	(3003)	0.4%	43.1%	51.9%	3.5%	1.1%	(3003)	34.8%	65.2%	(3003)
	販売	1.1%	92.9%	6.0%	(1088)	0.4%	21.1%	64.0%	9.6%	5.0%	(1088)	70.0%	30.0%	(1088)
	サービス職業	1.6%	88.5%	9.9%	(811)	0.7%	20.7%	66.1%	8.1%	4.3%	(811)	54.6%	45.4%	(811)
	保安職業	2.5%	87.7%	9.9%	(81)	-	25.9%	61.7%	9.9%	2.5%	(81)	96.3%	3.7%	(81)
	農林漁業	-	64.3%	35.7%	(14)	7.1%	21.4%	71.4%	-	-	(14)	92.9%	7.1%	(14)
	生産工程	0.6%	92.2%	7.3%	(1061)	0.3%	21.9%	68.8%	5.6%	3.5%	(1061)	82.4%	17.6%	(1061)
	輸送・機械運転	1.1%	82.5%	16.4%	(183)	-	23.0%	56.8%	12.6%	7.7%	(183)	95.1%	4.9%	(183)
	建設・採掘	-	64.5%	35.5%	(166)	-	16.9%	73.5%	5.4%	4.2%	(166)	97.0%	3.0%	(166)
	運搬・清掃・包装	2.5%	86.9%	10.7%	(244)	0.4%	15.6%	69.7%	10.2%	4.1%	(244)	88.1%	11.9%	(244)
	その他	0.4%	93.1%	6.6%	(274)	0.4%	38.7%	53.6%	5.5%	1.8%	(274)	55.8%	44.2%	(274)
職位	一般社員	0.6%	92.4%	7.0%	(6790)	0.4%	31.1%	60.1%	5.5%	2.8%	(6790)	56.4%	43.6%	(6790)
	主任・係長相当	0.9%	95.2%	3.9%	(1533)	0.1%	32.4%	57.2%	6.3%	4.0%	(1533)	75.1%	24.9%	(1533)
	課長代理相当(ライン職)	1.6%	95.3%	3.1%	(256)	0.4%	34.4%	50.8%	8.2%	6.3%	(256)	78.1%	21.9%	(256)
	課長代理相当(スタッフ職)	0.5%	95.3%	4.1%	(193)	-	42.0%	48.2%	7.8%	2.1%	(193)	79.3%	20.7%	(193)
	課長相当(ライン職)	1.0%	95.9%	3.1%	(609)	-	33.3%	52.4%	9.0%	5.3%	(609)	77.5%	22.5%	(609)
	課長相当(スタッフ職)	0.8%	95.2%	4.0%	(519)	-	30.6%	58.4%	6.9%	4.0%	(519)	79.0%	21.0%	(519)
	部長相当(ライン職)	0.9%	94.7%	4.4%	(342)	0.3%	27.5%	60.8%	6.4%	5.0%	(342)	81.6%	18.4%	(342)
	部長相当(スタッフ職)	0.6%	92.2%	7.2%	(335)	-	26.0%	64.5%	5.7%	3.9%	(335)	83.9%	16.1%	(335)
	支社長・事業部長相当	0.9%	91.9%	7.2%	(111)	0.9%	34.2%	55.9%	7.2%	1.8%	(111)	81.1%	18.9%	(111)
	役員相当	0.3%	86.5%	13.2%	(310)	-	27.4%	68.4%	3.2%	1.0%	(310)	77.4%	22.6%	(310)
勤務時間制度	通常の勤務時間制度	0.6%	92.4%	7.0%	(7623)	0.2%	30.2%	60.8%	5.8%	3.0%	(7623)	61.4%	38.6%	(7623)
	フレックスタイム制	0.6%	97.3%	2.0%	(1617)	0.3%	39.4%	50.3%	6.2%	3.7%	(1617)	71.2%	28.8%	(1617)
	変形労働時間制	1.2%	89.1%	9.8%	(338)	0.3%	25.7%	63.6%	6.8%	3.6%	(338)	72.8%	27.2%	(338)
	交替制	2.2%	92.2%	5.6%	(645)	0.5%	26.5%	61.6%	7.4%	4.0%	(645)	67.3%	32.7%	(645)
	事業場外労働のみなし労働時間制	1.4%	90.4%	8.2%	(73)	-	23.3%	60.3%	9.6%	6.8%	(73)	74.0%	26.0%	(73)
	裁量労働制	0.5%	98.5%	1.0%	(205)	0.5%	31.7%	59.5%	4.4%	3.9%	(205)	81.5%	18.5%	(205)
	管理監督者扱い	0.8%	93.3%	5.9%	(358)	-	36.9%	52.2%	6.1%	4.7%	(358)	80.2%	19.8%	(358)
	その他	-	100.0%	-	(17)	-	52.9%	47.1%	-	-	(17)	41.2%	58.8%	(17)
	わからない	0.8%	87.7%	11.5%	(122)	1.6%	23.8%	66.4%	4.9%	3.3%	(122)	65.6%	34.4%	(122)

	F2 最終学歴							F3 配偶者の有無			F3S01 配偶者の仕事の有無			
	中学校卒	高等学校卒	専修・各種学校卒	短大・高専卒	四年制大学卒	大学院修了（修士課程以上）	（合計度数）	いる	いない	（合計度数）	している	していない	（合計度数）	
全体	1.2%	28.9%	11.9%	10.4%	41.3%	6.4%	(10998)	53.0%	47.0%	(10998)	69.8%	30.2%	(5828)	
性別	男性	1.3%	30.6%	12.1%	5.5%	42.6%	7.8%	(7105)	61.6%	38.4%	(7105)	62.4%	37.6%	(4376)
	女性	0.9%	25.8%	11.4%	19.3%	38.7%	3.8%	(3893)	37.3%	62.7%	(3893)	92.1%	7.9%	(1452)
年齢層	20代	0.9%	24.8%	9.6%	8.1%	51.7%	4.9%	(1932)	23.5%	76.5%	(1932)	83.0%	17.0%	(454)
	30代	1.5%	23.3%	12.1%	8.1%	45.8%	9.3%	(2395)	49.1%	50.9%	(2395)	74.6%	25.4%	(1176)
	40代	1.3%	30.5%	15.0%	11.9%	34.4%	6.9%	(2849)	55.8%	44.2%	(2849)	74.0%	26.0%	(1591)
	50代	1.4%	35.5%	11.8%	11.9%	34.7%	4.6%	(2431)	63.3%	36.7%	(2431)	67.9%	32.1%	(1538)
	60代	0.6%	29.5%	8.4%	11.9%	44.5%	5.2%	(1391)	76.9%	23.1%	(1391)	55.1%	44.9%	(1069)
業種	農林漁業、鉱業、採石業、砂利採取業	-	43.2%	6.8%	13.6%	31.8%	4.5%	(44)	54.5%	45.5%	(44)	91.7%	8.3%	(24)
	建設業	2.1%	38.5%	11.8%	14.8%	29.3%	3.5%	(634)	59.0%	41.0%	(634)	66.8%	33.2%	(374)
	製造業	1.2%	33.9%	8.2%	9.2%	36.8%	10.6%	(2762)	56.3%	43.7%	(2762)	65.3%	34.7%	(1555)
	電気・ガス・熱供給・水道業	1.1%	43.9%	6.3%	10.1%	36.5%	2.1%	(189)	60.8%	39.2%	(189)	60.9%	39.1%	(115)
	情報通信業	0.1%	18.2%	17.2%	8.2%	48.0%	8.3%	(905)	48.5%	51.5%	(905)	64.2%	35.8%	(439)
	運輸業、郵便業	2.9%	49.0%	11.2%	6.3%	29.1%	1.5%	(616)	51.3%	48.7%	(616)	68.0%	32.0%	(316)
	卸売業、小売業	1.1%	30.5%	14.2%	11.6%	40.9%	1.7%	(1096)	49.6%	50.4%	(1096)	71.1%	28.9%	(544)
	金融業、保険業	0.5%	19.7%	4.6%	12.8%	58.1%	4.3%	(633)	56.2%	43.8%	(633)	72.2%	27.8%	(356)
	不動産業、物品賃貸業	1.1%	23.0%	11.5%	11.9%	49.4%	3.1%	(261)	50.6%	49.4%	(261)	75.0%	25.0%	(132)
	学術研究、専門・技術サービス業	-	14.2%	17.8%	9.1%	45.1%	13.8%	(253)	47.4%	52.6%	(253)	81.7%	18.3%	(120)
	宿泊業、飲食サービス業	4.1%	31.8%	22.6%	7.2%	33.8%	0.5%	(195)	43.1%	56.9%	(195)	73.8%	26.2%	(84)
	生活関連サービス業、娯楽業	3.8%	31.0%	13.0%	16.1%	33.0%	3.1%	(261)	44.1%	55.9%	(261)	73.0%	27.0%	(115)
	教育、学習支援業	0.2%	6.7%	4.2%	11.6%	62.0%	15.3%	(450)	57.3%	42.7%	(450)	78.7%	21.3%	(258)
	医療、福祉	0.6%	23.5%	22.7%	15.6%	34.2%	3.4%	(775)	48.1%	51.9%	(775)	80.7%	19.3%	(373)
	複合サービス業	-	28.0%	14.6%	8.5%	47.6%	1.2%	(82)	54.9%	45.1%	(82)	77.8%	22.2%	(45)
	その他サービス業	1.1%	29.3%	14.1%	9.6%	41.9%	4.0%	(850)	49.6%	50.4%	(850)	68.0%	32.0%	(422)
公務	1.0%	25.0%	6.3%	5.9%	53.2%	8.6%	(631)	59.7%	40.3%	(631)	71.1%	28.9%	(377)	
その他	1.7%	24.4%	16.6%	11.4%	42.4%	3.6%	(361)	49.6%	50.4%	(361)	72.6%	27.4%	(179)	
従業員規模	9人以下	2.2%	35.4%	17.4%	13.5%	29.7%	1.9%	(772)	49.7%	50.3%	(772)	75.5%	24.5%	(384)
	10～99人	1.6%	33.3%	15.3%	12.3%	34.2%	3.4%	(2793)	50.2%	49.8%	(2793)	73.1%	26.9%	(1403)
	100～499人	1.0%	28.9%	12.6%	10.3%	42.7%	4.6%	(2325)	52.7%	47.3%	(2325)	70.7%	29.3%	(1225)
	500～999人	1.4%	21.9%	11.5%	9.0%	48.7%	7.5%	(956)	56.1%	43.9%	(956)	68.7%	31.3%	(536)
	1,000人以上	0.7%	24.7%	7.3%	8.2%	48.0%	11.0%	(3551)	59.2%	40.8%	(3551)	65.7%	34.3%	(2103)
わからない	1.0%	36.1%	14.0%	13.3%	31.9%	3.7%	(601)	29.5%	70.5%	(601)	76.3%	23.7%	(177)	
職種	管理的職業	0.9%	22.1%	8.8%	8.1%	51.7%	8.4%	(1958)	76.3%	23.7%	(1958)	63.4%	36.6%	(1493)
	専門的・技術的職業	0.5%	16.5%	13.2%	9.0%	43.7%	17.0%	(2115)	55.6%	44.4%	(2115)	67.7%	32.3%	(1175)
	事務	0.6%	26.3%	9.5%	16.1%	44.6%	2.9%	(3003)	42.0%	58.0%	(3003)	80.0%	20.0%	(1260)
	販売	0.8%	24.6%	12.2%	8.0%	52.2%	2.1%	(1088)	52.0%	48.0%	(1088)	68.2%	31.8%	(566)
	サービス職業	2.1%	33.2%	21.8%	9.5%	31.4%	2.0%	(811)	41.6%	58.4%	(811)	76.0%	24.0%	(337)
	保安職業	2.5%	51.9%	12.3%	6.2%	27.2%	-	(81)	59.3%	40.7%	(81)	58.3%	41.7%	(48)
	農林漁業	-	28.6%	7.1%	21.4%	42.9%	-	(14)	42.9%	57.1%	(14)	83.3%	16.7%	(6)
	生産工程	2.5%	58.9%	11.7%	6.7%	17.4%	2.7%	(1061)	47.4%	52.6%	(1061)	70.0%	30.0%	(503)
	輸送・機械運転	2.2%	60.1%	10.4%	4.4%	20.2%	2.7%	(183)	60.1%	39.9%	(183)	66.4%	33.6%	(110)
	建設・採掘	3.6%	50.6%	15.1%	7.2%	21.7%	1.8%	(166)	56.6%	43.4%	(166)	67.0%	33.0%	(94)
運搬・清掃・包装	4.5%	54.9%	15.6%	4.1%	20.1%	0.8%	(244)	39.8%	60.2%	(244)	67.0%	33.0%	(97)	
その他	3.3%	25.2%	15.7%	14.2%	37.6%	4.0%	(274)	50.7%	49.3%	(274)	63.3%	36.7%	(139)	
職位	一般社員	1.5%	31.9%	13.1%	11.8%	36.6%	5.0%	(6790)	41.2%	58.8%	(6790)	73.8%	26.2%	(2797)
	主任・係長相当	1.0%	26.2%	10.6%	8.0%	46.3%	8.0%	(1533)	65.0%	35.0%	(1533)	71.4%	28.6%	(996)
	課長代理相当（ライン職）	0.8%	17.6%	8.2%	3.5%	59.0%	10.9%	(256)	74.6%	25.4%	(256)	71.2%	28.8%	(191)
	課長代理相当（スタッフ職）	-	25.4%	5.2%	9.8%	50.3%	9.3%	(193)	75.1%	24.9%	(193)	64.8%	35.2%	(145)
	課長相当（ライン職）	0.7%	22.7%	11.3%	6.7%	50.9%	7.7%	(609)	73.4%	26.6%	(609)	66.4%	33.6%	(447)
	課長相当（スタッフ職）	0.4%	23.3%	9.1%	11.6%	46.4%	9.2%	(519)	72.8%	27.2%	(519)	65.1%	34.9%	(378)
	部長相当（ライン職）	-	24.3%	8.5%	6.1%	49.4%	11.7%	(342)	80.7%	19.3%	(342)	55.4%	44.6%	(276)
	部長相当（スタッフ職）	0.3%	20.9%	9.6%	9.0%	52.2%	8.1%	(335)	80.0%	20.0%	(335)	62.3%	37.7%	(268)
	支社長・事業部長相当	0.9%	19.8%	9.9%	13.5%	48.6%	7.2%	(111)	82.0%	18.0%	(111)	64.8%	35.2%	(91)
役員相当	1.6%	25.8%	11.0%	9.0%	46.1%	6.5%	(310)	77.1%	22.9%	(310)	58.2%	41.8%	(239)	
勤務時間制度	通常の勤務時間制度	1.2%	30.3%	12.5%	11.2%	40.3%	4.5%	(7623)	50.4%	49.6%	(7623)	72.3%	27.7%	(3845)
	フレックスタイム制	0.5%	17.7%	7.7%	8.7%	50.6%	14.8%	(1617)	61.5%	38.5%	(1617)	64.6%	35.4%	(994)
	変形労働時間制	1.8%	38.2%	10.7%	8.0%	38.2%	3.3%	(338)	53.3%	46.7%	(338)	72.2%	27.8%	(180)
	交替制	2.5%	44.5%	17.2%	9.9%	24.3%	1.6%	(645)	44.8%	55.2%	(645)	70.2%	29.8%	(289)
	事業場外労働のみなし労働時間制	-	31.5%	8.2%	4.1%	50.7%	5.5%	(73)	57.5%	42.5%	(73)	69.0%	31.0%	(42)
	裁量労働制	-	11.2%	10.2%	4.9%	50.7%	22.9%	(205)	68.8%	31.2%	(205)	61.0%	39.0%	(141)
	管理監督者扱い	0.8%	22.1%	10.6%	7.0%	48.9%	10.6%	(358)	76.8%	23.2%	(358)	76.4%	43.6%	(275)
	その他	-	47.1%	-	17.6%	29.4%	5.9%	(17)	58.8%	41.2%	(17)	80.0%	20.0%	(10)
わからない	2.5%	27.9%	15.6%	12.3%	36.1%	5.7%	(122)	42.6%	57.4%	(122)	63.5%	36.5%	(52)	

		F3S02 婚姻状況（配偶者がいない人）（複数回答）				F4_1～5 同居家族（「いる」の％）						F5 介護・介助の有無（複数回答）			
		（結婚したことがある）	（結婚したことがある）	（結婚したことはない）	（合計度数）	3歳未満の子ども	前3歳以上、小学校就学	小学生の子ども	中学生の子ども	高校生以上の子ども	（合計度数）	いる（同居している）	いる（別居している）	いない	（合計度数）
全体		14.1%	1.2%	84.7%	(5170)	6.3%	6.9%	10.1%	6.5%	20.1%	(10998)	5.9%	7.4%	86.8%	(10998)
性別	男性	9.4%	1.0%	89.7%	(2729)	7.1%	8.7%	12.7%	8.1%	22.5%	(7105)	5.9%	7.3%	86.9%	(7105)
	女性	19.4%	1.4%	79.2%	(2441)	4.9%	3.6%	5.4%	3.6%	15.7%	(3893)	6.0%	7.6%	86.5%	(3893)
年齢層	20代	0.9%	0.1%	99.1%	(1478)	10.3%	3.9%	1.3%	0.8%	1.2%	(1932)	4.5%	4.8%	90.8%	(1932)
	30代	7.0%	0.3%	92.7%	(1219)	16.7%	18.3%	16.7%	4.0%	1.5%	(2395)	6.1%	6.0%	88.1%	(2395)
	40代	19.6%	0.9%	79.6%	(1258)	2.8%	7.5%	19.9%	15.3%	20.7%	(2849)	6.3%	5.0%	88.8%	(2849)
	50代	27.7%	2.7%	69.7%	(893)	0.5%	0.9%	4.5%	6.3%	38.7%	(2431)	6.5%	10.0%	83.6%	(2431)
	60代	42.9%	6.2%	50.9%	(322)	0.5%	0.2%	0.9%	1.3%	44.6%	(1391)	6.0%	13.9%	80.2%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	10.0%	0.0%	90.0%	(20)	9.1%	15.9%	9.1%	-	20.5%	(44)	9.1%	6.8%	84.1%	(44)
	建設業	20.8%	1.5%	77.7%	(260)	5.4%	6.5%	9.0%	6.6%	26.8%	(634)	7.6%	8.8%	83.8%	(634)
	製造業	11.1%	1.2%	87.7%	(1207)	6.6%	8.0%	11.8%	7.7%	22.0%	(2762)	6.4%	7.5%	86.2%	(2762)
	電気・ガス・熱供給・水道業	8.1%	1.4%	90.5%	(74)	7.4%	7.9%	11.6%	7.9%	22.8%	(189)	5.3%	9.0%	85.7%	(189)
	情報通信業	7.7%	0.6%	91.6%	(466)	3.9%	4.9%	8.4%	5.6%	18.6%	(905)	3.8%	6.4%	89.8%	(905)
	運輸業、郵便業	13.0%	1.0%	86.0%	(300)	8.0%	8.6%	10.1%	6.7%	18.0%	(616)	7.3%	6.2%	86.5%	(616)
	卸売業、小売業	17.6%	1.1%	81.3%	(552)	4.9%	4.5%	9.7%	7.1%	19.0%	(1096)	5.7%	6.2%	88.2%	(1096)
	金融業、保険業	17.3%	2.5%	80.1%	(277)	7.1%	5.5%	9.5%	5.4%	22.3%	(633)	6.2%	8.2%	85.6%	(633)
	不動産業、物品賃貸業	14.0%	3.1%	82.9%	(129)	5.0%	6.1%	12.3%	5.7%	16.1%	(261)	7.7%	6.9%	85.8%	(261)
	学術研究、専門・技術サービス業	9.0%	0.0%	91.0%	(133)	4.7%	6.7%	9.1%	4.0%	14.2%	(253)	4.7%	5.5%	89.7%	(253)
	宿泊業、飲食サービス業	9.0%	0.0%	91.0%	(111)	6.2%	6.2%	9.7%	3.6%	14.9%	(195)	4.6%	5.1%	90.8%	(195)
	生活関連サービス業、娯楽業	21.2%	0.0%	78.8%	(146)	7.3%	11.1%	11.1%	5.0%	14.9%	(261)	5.7%	6.1%	88.1%	(261)
	教育、学習支援業	18.8%	0.5%	80.7%	(192)	7.6%	8.4%	9.8%	6.4%	20.7%	(450)	5.8%	9.6%	84.9%	(450)
	医療、福祉	23.6%	1.0%	75.4%	(402)	8.0%	7.6%	9.7%	6.7%	17.8%	(775)	6.1%	8.9%	85.2%	(775)
	複合サービス業	16.2%	0.0%	83.8%	(37)	4.9%	3.7%	12.2%	9.8%	15.9%	(82)	8.5%	8.5%	82.9%	(82)
	その他サービス業	12.1%	0.7%	87.1%	(428)	5.9%	4.8%	8.2%	4.6%	18.7%	(850)	5.5%	6.2%	88.5%	(850)
公務	10.6%	2.8%	87.0%	(254)	9.2%	9.2%	11.6%	8.4%	20.4%	(631)	4.8%	7.4%	88.0%	(631)	
その他	14.8%	1.1%	84.1%	(182)	4.2%	4.4%	7.8%	4.7%	21.3%	(361)	5.5%	11.6%	82.8%	(361)	
従業員規模	9人以下	18.6%	1.8%	79.6%	(388)	2.8%	4.4%	8.8%	4.5%	18.9%	(772)	4.1%	5.6%	90.3%	(772)
	10～99人	17.6%	0.9%	81.4%	(1390)	6.0%	5.9%	8.7%	6.0%	21.1%	(2793)	5.9%	7.4%	86.8%	(2793)
	100～499人	12.5%	1.0%	86.5%	(1100)	6.4%	7.4%	10.0%	6.8%	18.7%	(2325)	6.5%	7.2%	86.4%	(2325)
	500～999人	11.0%	0.7%	88.3%	(420)	8.7%	9.4%	13.4%	7.2%	20.5%	(956)	7.7%	7.3%	85.1%	(956)
	1,000人以上	12.8%	1.6%	85.7%	(1448)	7.2%	7.8%	11.7%	7.5%	22.0%	(3551)	6.1%	8.4%	85.8%	(3551)
わからない	10.4%	0.7%	88.9%	(424)	3.2%	2.7%	4.7%	4.0%	11.1%	(601)	3.2%	5.0%	91.8%	(601)	
職種	管理的職業	22.8%	3.0%	74.2%	(465)	5.0%	7.3%	15.1%	10.9%	34.0%	(1958)	8.1%	10.0%	82.1%	(1958)
	専門的・技術的職業	9.0%	1.2%	89.9%	(940)	7.0%	8.2%	10.9%	6.7%	19.6%	(2115)	5.5%	7.8%	86.8%	(2115)
	事務	13.9%	0.9%	85.1%	(1743)	5.0%	4.7%	7.1%	3.7%	15.4%	(3003)	5.0%	6.9%	88.2%	(3003)
	販売	15.7%	1.3%	83.0%	(522)	8.3%	6.9%	10.9%	6.3%	17.0%	(1088)	4.3%	7.3%	88.5%	(1088)
	サービス職業	17.9%	0.8%	81.2%	(474)	7.4%	7.0%	7.5%	5.7%	14.2%	(811)	5.4%	6.3%	88.4%	(811)
	保安職業	6.1%	0.0%	93.9%	(33)	12.3%	14.8%	17.3%	8.6%	19.8%	(81)	7.4%	7.4%	86.4%	(81)
	農林漁業	25.0%	0.0%	75.0%	(8)	-	14.3%	7.1%	7.1%	7.1%	(14)	0.0%	0.0%	100.0%	(14)
	生産工程	11.8%	0.5%	87.6%	(558)	6.4%	8.4%	10.7%	7.4%	18.4%	(1061)	7.0%	5.6%	87.6%	(1061)
	輸送・機械運転	11.0%	0.0%	89.0%	(73)	13.7%	10.9%	12.6%	7.1%	18.6%	(183)	5.5%	6.0%	88.5%	(183)
	建設・採掘	13.9%	0.0%	86.1%	(72)	7.2%	7.8%	8.4%	7.2%	22.9%	(166)	4.8%	7.8%	87.3%	(166)
	運搬・清掃・包装	11.6%	1.4%	87.1%	(147)	7.4%	5.3%	5.3%	6.6%	13.9%	(244)	8.6%	5.3%	86.1%	(244)
その他	17.8%	2.2%	80.0%	(135)	6.2%	5.8%	5.8%	3.6%	19.7%	(274)	6.6%	6.6%	86.9%	(274)	
職位	一般社員	12.2%	0.9%	86.9%	(3993)	6.1%	5.3%	6.5%	3.9%	14.7%	(6790)	5.1%	6.2%	88.7%	(6790)
	主任・係長相当	17.5%	1.7%	81.0%	(537)	9.6%	12.4%	16.6%	9.7%	19.6%	(1533)	6.0%	8.3%	85.9%	(1533)
	課長代理相当（ライン職）	15.4%	0.0%	84.6%	(65)	5.1%	7.4%	23.4%	16.0%	28.5%	(256)	11.7%	11.3%	77.3%	(256)
	課長代理相当（スタッフ職）	16.7%	4.2%	79.2%	(48)	10.4%	7.3%	21.8%	9.8%	31.1%	(193)	9.3%	8.3%	82.9%	(193)
	課長相当（ライン職）	19.8%	3.1%	77.2%	(162)	5.7%	9.4%	18.7%	12.2%	27.1%	(609)	7.6%	9.5%	82.9%	(609)
	課長相当（スタッフ職）	24.8%	0.7%	74.5%	(141)	5.0%	8.9%	14.8%	12.3%	31.0%	(519)	6.2%	8.1%	85.9%	(519)
	部長相当（ライン職）	25.8%	1.5%	72.7%	(66)	3.5%	9.4%	14.3%	13.5%	44.4%	(342)	10.8%	8.8%	81.3%	(342)
	部長相当（スタッフ職）	25.4%	1.5%	73.1%	(67)	2.4%	4.5%	11.0%	9.3%	44.2%	(335)	8.4%	13.7%	78.2%	(335)
	支社長・事業部長相当	30.0%	5.0%	65.0%	(20)	5.4%	7.2%	9.9%	10.8%	38.7%	(111)	9.9%	16.2%	73.9%	(111)
役員相当	33.8%	7.0%	59.2%	(71)	3.9%	4.5%	9.7%	5.5%	35.8%	(310)	3.9%	9.0%	87.1%	(310)	
勤務時間制度	通常の勤務時間制度	14.1%	1.1%	84.8%	(3778)	6.1%	6.2%	9.4%	5.9%	19.3%	(7623)	5.8%	6.7%	87.6%	(7623)
	フレックスタイム制	11.2%	1.4%	87.3%	(623)	7.9%	8.5%	12.1%	8.4%	22.1%	(1617)	6.7%	9.1%	84.5%	(1617)
	変形労働時間制	16.5%	0.0%	83.5%	(158)	7.7%	10.4%	11.8%	5.9%	18.6%	(338)	6.8%	8.3%	84.9%	(338)
	交替制	12.9%	1.1%	86.0%	(356)	6.4%	6.7%	8.8%	5.6%	16.1%	(645)	5.1%	7.6%	87.4%	(645)
	事業場外労働のみなし労働時間制	41.9%	0.0%	58.1%	(31)	8.2%	9.6%	17.8%	5.5%	20.5%	(73)	2.7%	15.1%	82.2%	(73)
	裁量労働制	26.6%	3.1%	70.3%	(64)	5.9%	8.8%	12.7%	10.2%	24.9%	(205)	4.4%	11.7%	83.9%	(205)
	管理監督者扱い	21.7%	1.2%	77.1%	(83)	2.2%	6.7%	13.4%	11.5%	36.9%	(358)	6.7%	12.6%	81.0%	(358)
	その他	14.3%	0.0%	85.7%	(7)	29.4%	11.8%	5.9%	-	5.9%	(17)	5.9%	0.0%	94.1%	(17)
わからない	7.1%	2.9%	90.0%	(70)	6.6%	12.3%	12.3%	9.8%	15.6%	(122)	9.8%	2.5%	87.7%	(122)	

	F6 副業の有無			F6SQ1 副業の就業形態						F7 業種(続く)					
	している(副業をして)	していない(副業はし)	(合計度数)	役員(起業)	フリーランス	正社員・正職員	派遣・嘱託・契約社員など	正社員・正職員以外(パート・アルバイト・契約社員)	(合計度数)	業、農林漁業、鉱業、採石	建設業	製造業	水道業、電気・ガス・熱供給	情報通信業	運輸業、郵便業
全体	9.7%	90.3%	(10998)	5.9%	37.3%	17.3%	39.5%	(1071)	0.4%	5.8%	25.1%	1.7%	8.2%	5.6%	
性別	男性	9.4%	90.6%	(7105)	6.4%	39.1%	19.2%	35.3%	(668)	0.4%	5.7%	29.4%	2.0%	9.6%	6.9%
	女性	10.4%	89.6%	(3893)	5.0%	34.5%	14.1%	46.4%	(403)	0.3%	5.8%	17.3%	1.2%	5.7%	3.2%
年齢層	20代	14.4%	85.6%	(1932)	1.8%	38.4%	21.9%	38.0%	(279)	0.6%	4.7%	23.4%	1.9%	8.5%	5.4%
	30代	13.1%	86.9%	(2395)	4.8%	38.5%	20.1%	36.6%	(314)	0.6%	3.9%	27.0%	1.9%	8.3%	6.9%
	40代	8.6%	91.4%	(2849)	7.8%	35.2%	13.5%	43.4%	(244)	0.3%	6.1%	25.9%	1.2%	8.0%	5.7%
	50代	6.4%	93.6%	(2431)	8.4%	34.8%	12.9%	43.9%	(155)	0.3%	7.2%	25.1%	2.2%	9.0%	5.2%
	60代	5.7%	94.3%	(1391)	13.9%	40.5%	10.1%	35.4%	(79)	0.1%	7.3%	22.7%	1.4%	6.9%	4.1%
業種	農林漁業、鉱業、採石業、砂利採取業	29.5%	70.5%	(44)	23.1%	38.5%	15.4%	23.1%	(13)	100.0%	-	-	-	-	-
	建設業	9.5%	90.5%	(634)	10.0%	46.7%	16.7%	26.7%	(60)	-	100.0%	-	-	-	-
	製造業	7.5%	92.5%	(2762)	5.3%	35.6%	22.6%	36.5%	(208)	-	-	100.0%	-	-	-
	電気・ガス・熱供給・水道業	6.3%	93.7%	(189)	8.3%	33.3%	25.0%	33.3%	(12)	-	-	-	100.0%	-	-
	情報通信業	8.6%	91.4%	(905)	10.3%	44.9%	14.1%	30.8%	(78)	-	-	-	-	100.0%	-
	運輸業、郵便業	10.2%	89.8%	(616)	4.8%	27.0%	19.0%	49.2%	(63)	-	-	-	-	-	100.0%
	卸売業、小売業	9.3%	90.7%	(1096)	2.9%	39.2%	16.7%	41.2%	(102)	-	-	-	-	-	-
	金融業、保険業	8.1%	91.9%	(633)	5.9%	45.1%	23.5%	25.5%	(51)	-	-	-	-	-	-
	不動産業、物品賃貸業	14.6%	85.4%	(261)	10.5%	36.8%	18.4%	34.2%	(38)	-	-	-	-	-	-
	学術研究、専門・技術サービス業	15.8%	84.2%	(253)	7.5%	60.0%	7.5%	25.0%	(40)	-	-	-	-	-	-
	宿泊業、飲食サービス業	14.4%	85.6%	(195)	-	35.7%	7.1%	57.1%	(28)	-	-	-	-	-	-
	生活関連サービス業、娯楽業	19.5%	80.5%	(261)	-	35.3%	15.7%	49.0%	(51)	-	-	-	-	-	-
	教育、学習支援業	9.3%	90.7%	(450)	7.1%	33.3%	11.9%	47.6%	(42)	-	-	-	-	-	-
	医療、福祉	9.7%	90.3%	(775)	2.7%	34.7%	13.3%	49.3%	(75)	-	-	-	-	-	-
	複合サービス業	17.1%	82.9%	(82)	14.3%	7.1%	35.7%	42.9%	(14)	-	-	-	-	-	-
	その他サービス業	12.6%	87.4%	(850)	3.7%	32.7%	18.7%	44.9%	(107)	-	-	-	-	-	-
公務	3.0%	97.0%	(631)	10.5%	36.8%	21.1%	31.6%	(19)	-	-	-	-	-	-	
その他	19.4%	80.6%	(361)	7.1%	35.7%	10.0%	47.1%	(70)	-	-	-	-	-	-	
従業員規模	9人以下	13.1%	86.9%	(772)	8.9%	39.6%	7.9%	43.6%	(101)	1.4%	14.8%	11.0%	1.4%	6.1%	2.3%
	10~99人	10.0%	90.0%	(2793)	6.8%	36.2%	15.1%	41.9%	(279)	0.4%	8.7%	20.2%	0.9%	8.0%	4.9%
	100~499人	9.0%	91.0%	(2325)	3.8%	34.9%	18.2%	43.1%	(209)	0.4%	4.6%	29.2%	1.5%	8.8%	5.9%
	500~999人	11.1%	88.9%	(956)	4.7%	43.4%	26.4%	25.5%	(106)	0.5%	4.5%	27.2%	1.4%	8.5%	5.3%
	1,000人以上	9.0%	91.0%	(3551)	6.6%	38.4%	20.9%	34.1%	(320)	0.1%	3.1%	29.9%	2.4%	8.6%	6.4%
	わからない	9.3%	90.7%	(601)	1.8%	30.4%	3.6%	64.3%	(56)	0.7%	2.8%	18.8%	3.3%	6.8%	7.3%
職種	管理的職業	10.3%	89.7%	(1958)	17.4%	38.8%	19.9%	23.9%	(201)	0.4%	6.9%	25.5%	1.7%	9.2%	4.7%
	専門的・技術的職業	9.9%	90.1%	(2115)	5.3%	44.5%	17.2%	33.0%	(209)	0.1%	5.4%	26.1%	2.1%	18.8%	1.2%
	事務	8.1%	91.9%	(3003)	2.9%	36.9%	17.2%	43.0%	(244)	0.4%	7.1%	15.8%	1.9%	7.0%	4.3%
	販売	10.0%	90.0%	(1088)	1.8%	38.5%	15.6%	44.0%	(109)	0.4%	2.5%	17.8%	1.4%	5.1%	2.5%
	サービス職業	10.7%	89.3%	(811)	1.1%	25.3%	17.2%	56.3%	(87)	0.1%	0.2%	0.7%	0.6%	3.3%	3.0%
	保安職業	7.4%	92.6%	(81)	-	66.7%	-	33.3%	(6)	-	-	2.5%	4.9%	-	-
	農林漁業	7.1%	92.9%	(14)	-	-	-	100.0%	(1)	71.4%	-	-	-	-	-
	生産工程	9.8%	90.2%	(1061)	2.9%	30.8%	22.1%	44.2%	(104)	0.4%	0.4%	90.7%	1.0%	0.9%	2.2%
	輸送・機械運転	12.6%	87.4%	(183)	8.7%	43.5%	17.4%	30.4%	(23)	-	0.5%	11.5%	1.1%	-	72.7%
	建設・採掘	12.0%	88.0%	(166)	5.0%	50.0%	15.0%	30.0%	(20)	-	77.1%	0.6%	6.0%	2.4%	1.2%
	運搬・清掃・包装	13.1%	86.9%	(244)	-	15.6%	12.5%	71.9%	(32)	1.2%	1.6%	7.8%	2.5%	-	59.0%
その他	12.8%	87.2%	(274)	2.9%	40.0%	2.9%	54.3%	(35)	-	1.5%	10.9%	0.4%	6.9%	6.2%	
職位	一般社員	9.6%	90.4%	(6790)	2.7%	34.4%	15.9%	47.0%	(655)	0.4%	5.3%	25.3%	1.8%	7.7%	6.5%
	主任・係長相当	8.9%	91.1%	(1533)	3.7%	39.7%	23.5%	33.1%	(136)	0.3%	4.6%	23.6%	1.8%	8.9%	3.8%
	課長代理相当(ライン職)	8.2%	91.8%	(256)	-	42.9%	23.8%	33.3%	(21)	-	5.1%	18.8%	2.3%	9.8%	5.9%
	課長代理相当(スタッフ職)	12.4%	87.6%	(193)	12.5%	45.8%	25.0%	16.7%	(24)	1.0%	4.7%	31.6%	2.6%	8.8%	4.1%
	課長相当(ライン職)	7.9%	92.1%	(609)	8.3%	37.5%	18.8%	35.4%	(48)	0.2%	6.9%	24.6%	2.1%	10.7%	4.1%
	課長相当(スタッフ職)	8.3%	91.7%	(519)	9.3%	44.2%	16.3%	30.2%	(43)	0.8%	6.7%	31.8%	1.0%	7.1%	4.4%
	部長相当(ライン職)	13.7%	86.3%	(342)	8.5%	51.1%	25.5%	14.9%	(47)	-	7.6%	23.1%	0.9%	10.2%	4.4%
	部長相当(スタッフ職)	11.6%	88.4%	(335)	2.6%	56.4%	15.4%	25.6%	(39)	0.9%	9.9%	30.4%	1.2%	7.8%	3.0%
	支社長・事業部長相当	10.8%	89.2%	(111)	33.3%	41.7%	16.7%	8.3%	(12)	-	8.1%	10.8%	-	9.9%	3.6%
役員相当	14.8%	85.2%	(310)	43.5%	28.3%	4.3%	23.9%	(46)	1.0%	11.3%	21.6%	0.6%	8.7%	4.2%	
勤務時間制度	通常の勤務時間制度	9.1%	90.9%	(7623)	4.7%	34.4%	16.9%	43.9%	(697)	0.4%	6.9%	22.6%	1.6%	6.9%	5.4%
	フレックスタイム制	10.9%	89.1%	(1617)	9.0%	48.0%	19.8%	23.2%	(177)	0.2%	3.5%	38.2%	3.2%	15.6%	3.5%
	変形労働時間制	11.2%	88.8%	(338)	5.3%	44.7%	18.4%	31.6%	(38)	0.3%	4.1%	13.6%	1.2%	1.5%	14.8%
	交替制	10.9%	89.1%	(645)	1.4%	28.6%	14.3%	55.7%	(70)	0.3%	0.6%	24.2%	0.8%	3.1%	9.6%
	事業場外労働のみなし労働時間制	16.4%	83.6%	(73)	-	41.7%	16.7%	41.7%	(12)	-	1.4%	23.3%	1.4%	6.8%	5.5%
	裁量労働制	14.1%	85.9%	(205)	6.9%	51.7%	10.3%	31.0%	(29)	-	2.0%	30.2%	0.5%	25.4%	2.4%
	管理監督者扱い	8.4%	91.6%	(358)	20.0%	53.3%	13.3%	13.3%	(30)	0.6%	6.1%	31.0%	1.1%	9.5%	4.2%
	その他	-	100.0%	(17)	-	-	-	-	-	-	-	11.8%	-	5.9%	17.6%
わからない	14.8%	85.2%	(122)	16.7%	11.1%	33.3%	38.9%	(18)	1.6%	4.1%	26.2%	0.8%	4.9%	6.6%	

		F7 業種（続き）												
		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	宿泊業、 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	医療、 福祉	複合サービス 業	その他サービス 業	公務（国、 地方）	その他	（合計 度数）
全 体		10.0%	5.8%	2.4%	2.3%	1.8%	2.4%	4.1%	7.0%	0.7%	7.7%	5.7%	3.3%	(10998)
性別	男性	8.8%	4.4%	2.2%	2.1%	1.5%	1.9%	3.2%	4.4%	0.6%	7.6%	6.3%	2.7%	(7105)
	女性	12.2%	8.1%	2.7%	2.6%	2.2%	3.2%	5.8%	11.9%	0.9%	7.9%	4.7%	4.3%	(3893)
年齢層	20代	9.0%	5.7%	1.8%	2.2%	2.8%	3.4%	4.2%	8.5%	0.8%	6.9%	7.3%	3.0%	(1932)
	30代	9.0%	5.3%	2.4%	2.5%	1.8%	2.7%	3.6%	7.7%	0.7%	7.6%	5.4%	2.8%	(2395)
	40代	11.4%	5.1%	2.6%	2.2%	1.4%	2.7%	3.7%	6.7%	0.6%	7.8%	5.5%	3.1%	(2849)
	50代	9.6%	6.7%	2.3%	2.0%	1.5%	1.6%	3.7%	5.9%	0.9%	7.1%	6.2%	3.5%	(2431)
	60代	10.6%	6.3%	2.9%	2.7%	1.5%	1.1%	6.3%	6.6%	0.9%	10.2%	3.9%	4.5%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	-	-	-	-	-	-	-	-	-	-	-	-	(44)
	建設業	-	-	-	-	-	-	-	-	-	-	-	-	(634)
	製造業	-	-	-	-	-	-	-	-	-	-	-	-	(2762)
	電気・ガス・熱供給・水道業	-	-	-	-	-	-	-	-	-	-	-	-	(189)
	情報通信業	-	-	-	-	-	-	-	-	-	-	-	-	(905)
	運輸業、郵便業	-	-	-	-	-	-	-	-	-	-	-	-	(616)
	卸売業、小売業	100.0%	-	-	-	-	-	-	-	-	-	-	-	(1096)
	金融業、保険業	-	100.0%	-	-	-	-	-	-	-	-	-	-	(633)
	不動産業、物品賃貸業	-	-	100.0%	-	-	-	-	-	-	-	-	-	(261)
	学術研究、専門・技術サービス業	-	-	-	100.0%	-	-	-	-	-	-	-	-	(253)
	宿泊業、飲食サービス業	-	-	-	-	100.0%	-	-	-	-	-	-	-	(195)
	生活関連サービス業、娯楽業	-	-	-	-	-	100.0%	-	-	-	-	-	-	(261)
	教育、学習支援業	-	-	-	-	-	-	100.0%	-	-	-	-	-	(450)
	医療、福祉	-	-	-	-	-	-	-	100.0%	-	-	-	-	(775)
複合サービス業	-	-	-	-	-	-	-	-	100.0%	-	-	-	(82)	
その他サービス業	-	-	-	-	-	-	-	-	-	100.0%	-	-	(850)	
公務	-	-	-	-	-	-	-	-	-	-	100.0%	-	(631)	
その他	-	-	-	-	-	-	-	-	-	-	-	100.0%	(361)	
従業員規模	9人以下	15.2%	2.8%	7.4%	5.7%	2.5%	2.8%	1.4%	6.0%	1.3%	11.8%	0.4%	5.7%	(772)
	10～99人	11.7%	2.2%	2.6%	3.4%	2.1%	2.5%	7.0%	10.3%	0.9%	8.8%	2.1%	3.2%	(2793)
	100～499人	9.9%	3.8%	2.2%	2.1%	1.6%	2.6%	3.7%	8.2%	0.6%	7.6%	3.9%	3.4%	(2325)
	500～999人	10.0%	5.6%	2.8%	1.8%	1.5%	2.5%	2.8%	8.3%	0.7%	8.5%	5.4%	2.6%	(956)
	1,000人以上	7.7%	10.3%	1.4%	1.2%	1.5%	1.9%	2.9%	3.2%	0.6%	5.8%	10.1%	2.9%	(3551)
	わからない	8.8%	6.7%	0.8%	1.0%	2.0%	3.0%	4.3%	9.5%	0.5%	8.5%	11.1%	4.0%	(601)
職種	管理的職業	11.1%	7.9%	3.8%	2.2%	1.7%	2.2%	2.3%	5.1%	0.7%	8.3%	2.3%	3.9%	(1958)
	専門的・技術的職業	2.3%	1.4%	0.5%	6.5%	0.3%	1.0%	12.1%	7.9%	0.3%	5.5%	5.6%	2.9%	(2115)
	事務	10.1%	9.5%	3.2%	1.7%	0.9%	2.2%	3.3%	5.9%	1.2%	9.3%	12.1%	4.2%	(3003)
	販売	40.0%	12.9%	5.1%	0.6%	0.8%	2.7%	0.3%	0.6%	0.7%	4.8%	-	2.0%	(1088)
	サービス職業	4.6%	1.6%	1.7%	0.7%	14.2%	10.1%	2.6%	35.1%	1.5%	16.6%	1.8%	1.4%	(811)
	保安職業	1.2%	-	-	-	1.2%	4.9%	-	-	-	32.1%	44.4%	8.6%	(81)
	農林漁業	-	-	-	-	-	-	-	-	-	7.1%	14.3%	7.1%	(14)
	生産工程	1.5%	-	-	0.2%	0.1%	0.4%	-	0.2%	-	1.3%	0.3%	0.5%	(1061)
	輸送・機械運転	1.1%	-	0.5%	0.5%	-	1.1%	1.1%	-	0.5%	5.5%	2.7%	1.1%	(183)
	建設・採掘	-	-	1.8%	0.6%	-	0.6%	0.6%	0.6%	-	2.4%	4.8%	1.2%	(166)
	運搬・清掃・包装	7.8%	0.4%	0.4%	-	-	1.6%	0.4%	2.0%	0.8%	10.7%	3.3%	0.4%	(244)
	その他	6.6%	3.6%	2.2%	1.8%	1.1%	1.8%	8.8%	11.3%	1.1%	8.8%	9.9%	17.2%	(274)
職位	一般社員	9.4%	5.1%	1.9%	2.3%	1.7%	2.5%	4.6%	8.4%	0.8%	7.9%	5.1%	3.2%	(6790)
	主任・係長相当	9.3%	5.9%	2.0%	1.8%	1.9%	2.9%	4.0%	5.9%	0.8%	6.5%	13.5%	2.6%	(1533)
	課長代理相当（ライン職）	10.5%	10.2%	3.1%	1.2%	1.6%	0.4%	3.9%	2.0%	1.6%	7.0%	12.5%	4.3%	(256)
	課長代理相当（スタッフ職）	10.9%	6.7%	2.6%	2.6%	2.1%	1.6%	2.1%	3.1%	-	7.8%	6.7%	1.0%	(193)
	課長相当（ライン職）	11.2%	8.4%	4.1%	2.1%	2.1%	2.5%	2.6%	3.9%	0.7%	6.6%	2.5%	4.8%	(609)
	課長相当（スタッフ職）	12.7%	7.7%	3.5%	1.7%	2.1%	2.5%	2.3%	3.1%	0.8%	7.1%	1.3%	3.3%	(519)
	部長相当（ライン職）	10.5%	9.6%	3.2%	3.5%	0.9%	2.3%	2.9%	3.5%	0.6%	9.6%	1.8%	5.3%	(342)
	部長相当（スタッフ職）	12.8%	4.5%	3.6%	4.2%	1.5%	1.2%	1.5%	4.8%	0.3%	8.1%	0.9%	3.6%	(335)
	支社長・事業部長相当	14.4%	8.1%	1.8%	2.7%	3.6%	0.9%	7.2%	11.7%	1.8%	8.1%	2.7%	4.5%	(111)
役員相当	11.6%	3.5%	6.5%	3.9%	1.6%	1.6%	2.9%	6.1%	-	10.6%	0.6%	3.5%	(310)	
勤務時間制度	通常の勤務時間制度	10.4%	6.0%	2.5%	2.3%	1.3%	2.2%	4.7%	7.3%	0.9%	8.0%	7.2%	3.2%	(7623)
	フレックスタイム制	6.5%	5.1%	2.0%	2.6%	1.1%	1.5%	2.4%	1.5%	0.2%	6.7%	2.4%	3.9%	(1617)
	変形労働時間制	16.9%	3.3%	0.3%	1.5%	6.5%	5.0%	5.6%	11.5%	0.6%	9.5%	-	3.8%	(338)
	交替制	11.2%	2.2%	0.8%	0.2%	5.7%	5.3%	1.1%	20.0%	0.8%	7.6%	4.0%	2.6%	(645)
	事業場外労働のみなし労働時間制	23.3%	16.4%	4.1%	2.7%	-	2.7%	1.4%	2.7%	1.4%	5.5%	-	1.4%	(73)
	裁量労働制	2.4%	6.8%	1.0%	6.8%	1.5%	2.4%	8.3%	1.0%	-	4.4%	2.0%	2.9%	(205)
	管理監督者扱い	9.5%	8.7%	4.7%	1.7%	3.1%	2.5%	2.0%	2.5%	0.6%	6.1%	1.4%	4.7%	(358)
	その他	17.6%	11.8%	11.8%	-	-	5.9%	-	5.9%	-	5.9%	5.9%	-	(17)
わからない	7.4%	6.6%	4.1%	3.3%	2.5%	2.5%	1.6%	9.0%	-	12.3%	5.7%	0.8%	(122)	

	F8 従業員数							F10 片道の通勤時間							
	9人以下	100～999人	1000～4999人	5000～9999人	10000人以上	わからない	(合計度数)	15分以内	15分を超え30分以内	30分を超え1時間以内	1時間を超え1時間30分以内	1時間30分を超え2時間以内	2時間を超える	(合計度数)	
全体	7.0%	25.4%	21.1%	8.7%	32.3%	5.5%	(10998)	18.5%	26.7%	35.3%	15.3%	3.3%	0.9%	(10998)	
性別	男性	5.8%	24.3%	22.0%	9.2%	34.8%	3.9%	(7105)	16.7%	26.0%	35.6%	16.8%	3.8%	1.2%	(7105)
	女性	9.3%	27.3%	19.5%	7.8%	27.7%	8.4%	(3893)	22.0%	27.9%	34.6%	12.6%	2.5%	0.4%	(3893)
年齢層	20代	4.6%	23.7%	23.6%	10.5%	28.9%	8.7%	(1932)	18.4%	28.8%	34.9%	14.1%	3.2%	0.6%	(1932)
	30代	5.9%	24.4%	22.2%	8.6%	33.1%	5.8%	(2395)	17.4%	27.8%	37.7%	14.3%	2.1%	0.8%	(2395)
	40代	8.0%	26.5%	20.5%	8.8%	31.3%	4.8%	(2849)	19.3%	27.6%	34.7%	14.6%	2.9%	0.7%	(2849)
	50代	7.7%	24.3%	18.8%	7.4%	37.2%	4.6%	(2431)	18.8%	24.4%	34.3%	16.5%	4.8%	1.2%	(2431)
	60代	9.1%	29.2%	21.3%	8.3%	29.0%	3.1%	(1391)	18.6%	23.8%	34.3%	17.9%	3.8%	1.6%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	25.0%	25.0%	20.5%	11.4%	9.1%	9.1%	(44)	27.3%	31.8%	34.1%	4.5%	2.3%	-	(44)
	建設業	18.0%	38.5%	16.7%	6.8%	17.4%	2.7%	(634)	24.8%	27.4%	30.4%	14.0%	2.2%	1.1%	(634)
	製造業	3.1%	20.4%	24.6%	9.4%	38.4%	4.1%	(2762)	19.0%	30.1%	34.5%	12.9%	2.7%	0.8%	(2762)
	電気・ガス・熱供給・水道業	5.8%	13.8%	18.5%	6.9%	44.4%	10.6%	(189)	12.2%	27.0%	33.9%	19.0%	4.2%	3.7%	(189)
	情報通信業	5.2%	24.8%	22.7%	9.0%	33.9%	4.5%	(905)	7.1%	18.0%	41.9%	24.6%	6.9%	1.5%	(905)
	運輸業、郵便業	2.9%	22.1%	22.4%	8.3%	37.2%	7.1%	(616)	17.2%	30.8%	32.3%	15.1%	3.9%	0.6%	(616)
	卸売業、小売業	10.7%	29.7%	21.0%	8.8%	25.0%	4.8%	(1096)	19.9%	27.6%	34.2%	14.5%	3.3%	0.5%	(1096)
	金融業、保険業	3.5%	9.8%	13.9%	8.5%	58.0%	6.3%	(633)	11.5%	20.4%	40.9%	22.9%	3.3%	0.9%	(633)
	不動産業、物品賃貸業	21.8%	28.0%	19.2%	10.3%	18.8%	1.9%	(261)	18.0%	23.8%	39.8%	15.7%	2.3%	0.4%	(261)
	学術研究、専門・技術サービス業	17.4%	37.9%	19.4%	6.7%	16.2%	2.4%	(253)	11.9%	24.1%	40.3%	19.4%	3.2%	1.2%	(253)
	宿泊業、飲食サービス業	9.7%	30.8%	19.5%	7.2%	26.7%	6.2%	(195)	22.1%	24.6%	39.0%	11.8%	2.6%	-	(195)
	生活関連サービス業、娯楽業	8.4%	26.8%	23.4%	9.2%	25.3%	6.9%	(261)	19.2%	29.1%	35.6%	12.3%	3.1%	0.8%	(261)
	教育、学習支援業	2.4%	43.3%	19.3%	6.0%	23.1%	5.8%	(450)	24.4%	24.2%	33.6%	13.6%	4.0%	0.2%	(450)
	医療、福祉	5.9%	37.2%	24.6%	10.2%	14.7%	7.4%	(775)	29.7%	31.9%	28.9%	7.5%	1.5%	0.5%	(775)
	複合サービス業	12.2%	30.5%	17.1%	8.5%	28.0%	3.7%	(82)	19.5%	37.8%	26.8%	11.0%	3.7%	1.2%	(82)
	その他サービス業	10.7%	28.9%	20.7%	9.5%	24.1%	6.0%	(850)	15.6%	23.2%	40.0%	16.4%	3.9%	0.9%	(850)
	公務	0.5%	9.4%	14.4%	8.2%	56.9%	10.6%	(631)	23.1%	26.5%	31.9%	13.8%	3.3%	1.4%	(631)
	その他	12.2%	24.4%	21.6%	6.9%	28.3%	6.6%	(361)	15.5%	22.7%	35.7%	22.2%	2.5%	1.4%	(361)
従業員規模	9人以下	100.0%	-	-	-	-	-	(772)	35.5%	26.0%	26.6%	9.6%	1.7%	0.6%	(772)
	10～99人	-	100.0%	-	-	-	-	(2793)	24.1%	30.9%	31.7%	10.7%	2.0%	0.6%	(2793)
	100～499人	-	-	100.0%	-	-	-	(2325)	17.7%	28.0%	35.3%	14.6%	3.5%	0.8%	(2325)
	500～999人	-	-	-	100.0%	-	-	(956)	12.8%	24.5%	38.4%	19.9%	3.2%	1.3%	(956)
	1,000人以上	-	-	-	-	100.0%	-	(3551)	12.9%	22.9%	38.4%	19.6%	4.9%	1.3%	(3551)
	わからない	-	-	-	-	-	100.0%	(601)	16.6%	28.0%	39.8%	13.6%	1.7%	0.3%	(601)
職種	管理的職業	6.3%	22.8%	22.3%	9.4%	38.4%	0.7%	(1958)	14.8%	21.1%	37.9%	20.3%	4.3%	1.5%	(1958)
	専門的・技術的職業	5.0%	25.2%	20.1%	9.6%	35.9%	4.1%	(2115)	15.6%	23.6%	37.2%	18.1%	4.1%	1.5%	(2115)
	事務	8.8%	23.7%	20.1%	8.4%	32.1%	6.9%	(3003)	18.1%	25.9%	37.3%	14.7%	3.3%	0.6%	(3003)
	販売	9.5%	23.2%	19.9%	8.5%	33.3%	5.7%	(1088)	17.2%	27.6%	36.0%	15.1%	3.7%	0.5%	(1088)
	サービス職業	7.3%	31.3%	22.4%	9.0%	21.6%	8.4%	(811)	24.2%	30.6%	31.8%	10.6%	2.3%	0.5%	(811)
	保安職業	-	17.3%	23.5%	7.4%	45.7%	6.2%	(81)	28.4%	29.6%	21.0%	16.0%	3.7%	1.2%	(81)
	農林漁業	28.6%	28.6%	21.4%	-	7.1%	14.3%	(14)	42.9%	35.7%	21.4%	-	-	-	(14)
	生産工程	3.9%	28.7%	26.7%	8.5%	25.2%	7.1%	(1061)	27.3%	36.8%	27.8%	7.0%	0.8%	0.4%	(1061)
	輸送・機械運転	1.6%	23.0%	19.1%	4.9%	47.5%	3.8%	(183)	16.9%	30.1%	32.2%	17.5%	2.2%	1.1%	(183)
	建設・採掘	24.7%	42.8%	13.3%	2.4%	12.0%	4.8%	(166)	24.7%	33.1%	31.3%	9.6%	0.6%	0.6%	(166)
	運搬・清掃・包装	3.7%	31.1%	21.7%	8.6%	18.0%	16.8%	(244)	19.7%	36.9%	31.1%	10.2%	2.0%	-	(244)
	その他	6.9%	29.9%	16.8%	6.9%	29.9%	9.5%	(274)	20.1%	27.7%	28.5%	17.9%	4.4%	1.5%	(274)
職位	一般社員	8.1%	26.9%	20.3%	8.4%	28.2%	8.1%	(6790)	20.2%	28.5%	34.0%	13.8%	2.8%	0.7%	(6790)
	主任・係長相当	2.7%	21.4%	23.2%	8.9%	41.7%	2.2%	(1533)	16.6%	27.3%	36.1%	15.3%	4.0%	0.7%	(1533)
	課長代理相当(ライン職)	3.1%	14.5%	24.2%	12.1%	45.3%	0.8%	(256)	10.5%	19.9%	43.4%	19.9%	5.5%	0.8%	(256)
	課長代理相当(スタッフ職)	1.6%	15.0%	20.7%	13.5%	49.2%	-	(193)	8.3%	20.7%	40.9%	20.7%	7.3%	2.1%	(193)
	課長相当(ライン職)	2.1%	18.2%	23.5%	11.0%	44.7%	0.5%	(609)	13.8%	20.2%	39.1%	21.7%	3.3%	2.0%	(609)
	課長相当(スタッフ職)	3.7%	22.7%	21.8%	11.4%	39.7%	0.8%	(519)	14.5%	25.2%	39.3%	15.8%	3.9%	1.3%	(519)
	部長相当(ライン職)	4.1%	23.4%	23.4%	7.3%	41.2%	0.6%	(342)	11.4%	22.2%	42.7%	18.1%	4.7%	0.9%	(342)
	部長相当(スタッフ職)	7.8%	29.0%	23.9%	6.9%	32.5%	-	(335)	17.3%	19.7%	33.7%	22.4%	4.8%	2.1%	(335)
	支社長・事業部長相当	10.8%	38.7%	19.8%	8.1%	22.5%	-	(111)	18.9%	23.4%	36.0%	18.0%	2.7%	0.9%	(111)
	役員相当	27.1%	40.0%	17.4%	3.5%	10.6%	1.3%	(310)	30.3%	21.9%	28.1%	15.8%	2.9%	1.0%	(310)
勤務時間制度	通常の勤務時間制度	8.3%	29.5%	22.1%	8.1%	25.9%	6.0%	(7623)	20.5%	27.9%	33.9%	14.0%	3.0%	0.7%	(7623)
	フレックスタイム制	3.1%	12.8%	16.0%	11.4%	54.4%	2.3%	(1617)	8.8%	20.8%	41.6%	21.5%	5.3%	2.0%	(1617)
	変形労働時間制	3.6%	25.4%	21.3%	9.5%	35.8%	4.4%	(338)	21.0%	25.1%	34.6%	14.8%	3.8%	0.6%	(338)
	交替制	3.4%	17.4%	25.3%	9.5%	35.8%	8.7%	(645)	23.7%	31.8%	31.5%	10.7%	2.0%	0.3%	(645)
	事業場外労働のみなし労働時間制	5.5%	26.0%	19.2%	9.6%	34.2%	5.5%	(73)	20.5%	28.8%	39.7%	11.0%	-	-	(73)
	裁量労働制	5.4%	10.2%	12.7%	8.8%	61.5%	1.5%	(205)	8.8%	20.5%	41.5%	23.4%	5.4%	0.5%	(205)
	管理監督者扱い	7.3%	18.2%	22.1%	7.5%	45.0%	-	(358)	14.0%	21.2%	38.0%	21.5%	3.6%	1.7%	(358)
	その他	17.6%	11.8%	23.5%	11.8%	29.4%	5.9%	(17)	11.8%	29.4%	47.1%	11.8%	-	-	(17)
	わからない	8.2%	27.0%	18.9%	5.7%	20.5%	19.7%	(122)	19.7%	27.0%	36.9%	13.1%	1.6%	1.6%	(122)

		F9_1 居住地の都道府県										
		北海道	青森・秋田・山形・福島	東北(青森・岩手・宮城・秋田・山形・福島)	関東(埼玉・千葉・東京・神奈川)	中部(岐阜・愛知・三重)	近畿(滋賀・京都・大阪・和歌山)	中国(鳥取・島根・岡山)	四国(徳島・香川・愛媛・高知)	九州(福岡・佐賀・熊本・大分・宮崎)	(合計度数)	
全体		4.0%	6.2%	38.9%	5.1%	3.6%	11.0%	17.0%	5.1%	2.1%	7.1%	(10998)
性別	男性	3.7%	6.2%	39.0%	5.4%	3.7%	11.5%	16.8%	5.0%	2.0%	6.8%	(7105)
	女性	4.4%	6.2%	38.6%	4.7%	3.5%	10.0%	17.3%	5.4%	2.2%	7.6%	(3893)
年齢層	20代	3.6%	6.1%	36.1%	5.6%	3.6%	12.7%	17.0%	5.5%	1.8%	8.0%	(1932)
	30代	3.4%	6.6%	38.2%	4.7%	3.3%	11.8%	17.0%	5.8%	2.0%	7.2%	(2395)
	40代	4.3%	6.1%	38.4%	5.4%	4.0%	10.7%	16.5%	5.2%	2.3%	7.1%	(2849)
	50代	3.9%	6.5%	40.7%	5.0%	3.9%	9.5%	17.2%	4.6%	1.8%	6.8%	(2431)
	60代	4.9%	5.2%	41.9%	5.0%	2.7%	10.3%	17.4%	4.1%	2.6%	5.8%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	11.4%	22.7%	22.7%	6.8%	4.5%	6.8%	2.3%	11.4%	-	11.4%	(44)
	建設業	5.0%	8.8%	32.0%	6.0%	4.6%	9.9%	15.6%	6.0%	2.1%	9.9%	(634)
	製造業	2.1%	5.8%	32.9%	6.7%	4.3%	17.4%	18.8%	5.6%	2.2%	4.2%	(2762)
	電気・ガス・熱供給・水道業	4.2%	7.9%	32.3%	7.9%	6.3%	8.5%	19.6%	6.9%	0.5%	5.8%	(189)
	情報通信業	3.3%	4.4%	59.8%	2.2%	2.1%	6.2%	12.7%	1.8%	1.1%	6.4%	(905)
	運輸業、郵便業	5.4%	6.0%	39.3%	4.7%	1.6%	11.5%	17.9%	3.9%	1.6%	8.1%	(616)
	卸売業、小売業	4.4%	6.2%	35.3%	4.7%	3.4%	11.2%	18.8%	5.9%	3.0%	7.1%	(1096)
	金融業、保険業	5.2%	3.8%	47.9%	2.8%	2.5%	7.7%	16.7%	3.5%	3.8%	6.0%	(633)
	不動産業、物品賃貸業	5.4%	2.3%	54.0%	2.3%	3.8%	5.4%	19.5%	2.7%	1.5%	3.1%	(261)
	学術研究、専門・技術サービス業	4.0%	3.6%	52.6%	4.0%	2.8%	9.1%	12.6%	3.6%	0.4%	7.5%	(253)
	宿泊業、飲食サービス業	3.1%	6.7%	41.0%	4.6%	1.5%	11.3%	14.4%	5.6%	1.5%	10.3%	(195)
	生活関連サービス業、娯楽業	6.1%	7.3%	41.0%	3.8%	1.9%	5.7%	16.5%	6.5%	2.7%	8.4%	(261)
	教育、学習支援業	4.2%	5.1%	33.1%	6.9%	4.4%	10.9%	18.7%	4.9%	1.6%	10.2%	(450)
	医療、福祉	5.3%	9.5%	28.5%	6.3%	4.3%	9.2%	19.2%	5.0%	2.5%	10.2%	(775)
複合サービス業	8.5%	8.5%	30.5%	7.3%	4.9%	6.1%	14.6%	9.8%	1.2%	8.5%	(82)	
その他サービス業	3.6%	6.8%	45.5%	4.1%	3.2%	8.1%	13.5%	6.1%	1.4%	7.5%	(850)	
公務	5.7%	6.8%	29.5%	6.7%	5.2%	9.0%	16.5%	7.0%	3.2%	10.5%	(631)	
その他	2.8%	5.3%	52.9%	1.9%	3.0%	5.8%	15.5%	4.7%	0.6%	7.5%	(361)	
従業員規模	9人以下	4.0%	8.0%	33.5%	8.0%	3.1%	9.1%	16.1%	6.6%	2.5%	9.1%	(772)
	10～99人	5.0%	7.7%	32.4%	5.7%	4.9%	10.6%	17.1%	6.1%	2.6%	8.0%	(2793)
	100～499人	4.9%	6.7%	35.5%	5.1%	3.7%	11.6%	17.4%	5.2%	2.5%	7.4%	(2325)
	500～999人	2.8%	4.6%	43.0%	5.5%	3.9%	11.6%	16.4%	5.3%	1.2%	5.6%	(956)
	1,000人以上	2.8%	4.6%	46.6%	4.2%	2.7%	11.1%	16.8%	4.0%	1.7%	5.6%	(3551)
わからない	4.2%	6.7%	37.1%	4.0%	3.0%	11.1%	17.6%	4.7%	1.8%	9.8%	(601)	
職種	管理的職業	3.5%	4.7%	48.1%	3.5%	2.9%	9.8%	16.5%	4.0%	1.8%	5.2%	(1958)
	専門的・技術的職業	3.1%	5.3%	40.0%	5.9%	3.4%	12.2%	17.5%	4.1%	1.8%	6.7%	(2115)
	事務	4.5%	6.2%	40.8%	4.3%	3.6%	8.7%	17.0%	5.2%	1.9%	7.9%	(3003)
	販売	4.7%	5.7%	37.6%	4.5%	3.3%	10.2%	18.3%	5.5%	3.0%	7.2%	(1088)
	サービス職業	5.3%	7.8%	36.9%	7.3%	3.3%	8.6%	15.0%	5.3%	1.8%	8.6%	(811)
	保安職業	8.6%	12.3%	23.5%	8.6%	3.7%	9.9%	21.0%	4.9%	2.5%	4.9%	(81)
	農林漁業	7.1%	21.4%	-	14.3%	-	21.4%	-	14.3%	-	21.4%	(14)
	生産工程	2.3%	9.3%	19.8%	7.7%	6.2%	20.1%	17.4%	8.5%	3.0%	5.7%	(1061)
	輸送・機械運転	6.6%	6.0%	41.0%	4.9%	3.8%	10.4%	17.5%	2.2%	1.1%	6.6%	(183)
	建設・採掘	4.8%	10.2%	27.7%	6.6%	3.6%	9.0%	16.3%	6.6%	2.4%	12.7%	(166)
	運搬・清掃・包装	4.5%	4.9%	38.1%	5.3%	2.9%	11.5%	16.4%	4.9%	2.0%	9.4%	(244)
その他	3.3%	5.5%	41.6%	3.6%	3.6%	10.6%	14.2%	5.5%	2.2%	9.9%	(274)	
職位	一般社員	4.1%	6.7%	36.1%	5.6%	3.8%	11.5%	17.2%	5.4%	2.0%	7.5%	(6790)
	主任・係長相当	3.6%	6.2%	36.9%	5.5%	4.0%	10.8%	16.6%	5.6%	2.6%	8.2%	(1533)
	課長代理相当(ライン職)	3.1%	4.7%	52.3%	2.0%	1.6%	5.5%	19.5%	5.1%	2.0%	4.3%	(256)
	課長代理相当(スタッフ職)	3.1%	6.7%	45.1%	4.1%	3.6%	13.0%	14.0%	4.7%	1.0%	4.7%	(193)
	課長相当(ライン職)	3.9%	4.1%	46.5%	2.5%	3.1%	10.3%	16.6%	4.6%	2.3%	6.1%	(609)
	課長相当(スタッフ職)	3.9%	4.2%	47.4%	4.0%	3.7%	11.9%	15.0%	3.9%	1.3%	4.6%	(519)
	部長相当(ライン職)	4.7%	5.3%	55.0%	2.3%	2.0%	5.0%	16.1%	3.2%	2.0%	4.4%	(342)
	部長相当(スタッフ職)	3.3%	4.5%	45.4%	5.4%	2.4%	9.3%	19.4%	3.9%	1.2%	5.4%	(335)
支社長・事業部長相当	8.1%	3.6%	38.7%	6.3%	2.7%	15.3%	12.6%	4.5%	3.6%	4.5%	(111)	
役員相当	3.5%	6.8%	40.3%	6.1%	3.2%	10.3%	17.7%	3.2%	2.6%	6.1%	(310)	
勤務時間制度	通常の勤務時間制度	4.4%	6.6%	35.5%	5.3%	4.1%	10.7%	17.6%	5.9%	2.2%	7.6%	(7623)
	フレックスタイム制	1.5%	3.1%	55.1%	5.0%	1.7%	10.9%	14.6%	2.7%	1.2%	4.2%	(1617)
	変形労働時間制	4.4%	8.6%	31.4%	4.7%	4.7%	12.7%	18.6%	5.6%	2.4%	6.8%	(338)
	交替制	5.3%	10.4%	29.8%	5.0%	3.4%	14.1%	15.0%	4.7%	2.2%	10.2%	(645)
	事業場外労働のみなし労働時間制	5.5%	11.0%	32.9%	4.1%	6.8%	19.2%	12.3%	2.7%	2.7%	2.7%	(73)
	裁量労働制	2.4%	3.4%	59.0%	3.9%	1.0%	7.3%	15.1%	2.9%	2.0%	2.9%	(205)
	管理監督者扱い	2.5%	2.5%	49.7%	4.5%	1.7%	11.5%	16.5%	2.5%	2.0%	6.7%	(358)
その他	-	5.9%	41.2%	5.9%	5.9%	35.3%	-	-	-	-	(17)	
わからない	6.6%	7.4%	40.2%	2.5%	1.6%	8.2%	20.5%	4.9%	3.3%	4.9%	(122)	

		F9_2 勤務先の都道府県																			
		北海道	島根	東北(青森・岩手・宮城・秋田・山形・福)	東京(埼玉・千葉・神奈川)	南関東(埼玉・千葉)	野田	栃木	北関東(群馬・茨城・栃木・群馬・山梨・長)	川北(新潟・富山・石)	北陸(福井)	知東(岐阜・静岡・愛)	東海(三重)	山阪(滋賀・京都・和歌)	近畿(兵庫・奈良・和歌)	山中国(鳥取・島根・岡)	媛四(徳島・香川・愛)	高知	崎九(福岡・佐賀・長)	崎九(福岡・佐賀・長)	(合計度数)
全体		4.0%	6.2%	39.2%	5.0%	3.6%	11.0%	16.9%	5.1%	2.0%	7.0%	(10998)									
性別	男性	3.7%	6.2%	39.4%	5.2%	3.6%	11.5%	16.7%	5.0%	1.9%	6.7%	(7105)									
	女性	4.5%	6.2%	38.9%	4.5%	3.5%	10.0%	17.3%	5.4%	2.2%	7.6%	(3893)									
年齢層	20代	3.6%	6.2%	36.1%	5.5%	3.7%	12.6%	17.1%	5.5%	1.8%	8.0%	(1932)									
	30代	3.5%	6.7%	38.6%	4.6%	3.2%	11.6%	17.0%	5.7%	2.0%	7.2%	(2395)									
	40代	4.2%	6.1%	38.5%	5.3%	4.0%	10.8%	16.3%	5.3%	2.3%	7.1%	(2849)									
	50代	3.9%	6.5%	41.3%	4.6%	3.8%	9.7%	16.9%	4.6%	1.8%	6.7%	(2431)									
	60代	4.9%	5.2%	42.4%	4.7%	2.7%	10.1%	17.6%	4.0%	2.4%	5.8%	(1391)									
業種	農林漁業、鉱業、採石業、砂利採取業	11.4%	22.7%	27.3%	6.8%	-	6.8%	2.3%	11.4%	-	11.4%	(44)									
	建設業	5.2%	8.5%	32.6%	5.5%	4.7%	9.9%	15.6%	6.0%	2.1%	9.8%	(634)									
	製造業	2.1%	5.9%	32.9%	6.9%	4.3%	17.5%	18.5%	5.5%	2.2%	4.1%	(2762)									
	電気・ガス・熱供給・水道業	4.2%	7.9%	34.9%	6.3%	6.3%	7.9%	19.0%	6.9%	0.5%	5.8%	(189)									
	情報通信業	3.4%	4.3%	60.3%	1.5%	2.1%	6.2%	12.8%	1.8%	1.1%	6.4%	(905)									
	運輸業、郵便業	5.2%	6.0%	39.8%	4.5%	1.8%	11.4%	17.5%	4.4%	1.6%	7.8%	(616)									
	卸売業、小売業	4.4%	6.1%	35.8%	4.5%	3.3%	11.1%	18.8%	5.8%	3.0%	7.2%	(1096)									
	金融業、保険業	5.2%	3.9%	48.8%	2.1%	2.5%	7.6%	16.6%	3.5%	3.8%	6.0%	(633)									
	不動産業、物品賃貸業	5.7%	2.3%	54.0%	2.3%	3.8%	5.4%	19.5%	2.7%	1.1%	3.1%	(261)									
	学術研究、専門・技術サービス業	4.0%	3.6%	53.0%	4.3%	2.0%	9.1%	12.6%	3.6%	0.4%	7.5%	(253)									
	宿泊業、飲食サービス業	3.1%	6.7%	42.1%	4.1%	1.5%	10.8%	14.4%	5.6%	1.0%	10.8%	(195)									
	生活関連サービス業、娯楽業	6.1%	7.7%	41.4%	3.1%	1.9%	5.7%	16.5%	6.5%	2.7%	8.4%	(261)									
	教育、学習支援業	4.2%	4.9%	33.3%	6.9%	4.4%	10.9%	18.4%	4.9%	1.6%	10.4%	(450)									
	医療、福祉	5.2%	9.7%	28.5%	6.2%	4.1%	9.4%	19.2%	5.0%	2.5%	10.2%	(775)									
複合サービス業	8.5%	8.5%	30.5%	7.3%	4.9%	6.1%	14.6%	9.8%	1.2%	8.5%	(82)										
その他サービス業	3.6%	6.9%	45.6%	4.1%	3.1%	8.0%	13.6%	6.1%	1.3%	7.5%	(850)										
公務	5.7%	7.0%	29.2%	6.7%	5.4%	9.2%	16.5%	7.0%	3.2%	10.3%	(631)										
その他	2.8%	5.0%	53.5%	1.7%	3.0%	5.8%	15.8%	4.7%	0.6%	7.2%	(361)										
従業員規模	9人以下	4.0%	7.9%	33.8%	7.9%	3.1%	9.1%	16.1%	6.6%	2.5%	9.1%	(772)									
	10~99人	5.0%	7.6%	32.9%	5.4%	4.7%	10.7%	17.0%	6.1%	2.5%	8.0%	(2793)									
	100~499人	4.9%	6.7%	35.7%	5.0%	3.7%	11.7%	17.4%	5.3%	2.4%	7.3%	(2325)									
	500~999人	2.8%	4.5%	43.3%	5.2%	4.1%	11.5%	16.4%	5.3%	1.2%	5.6%	(956)									
	1,000人以上	2.8%	4.8%	46.9%	4.1%	2.7%	11.0%	16.6%	4.0%	1.6%	5.5%	(3551)									
わからない	4.2%	6.7%	37.3%	3.8%	3.2%	11.1%	17.6%	4.3%	1.8%	10.0%	(601)										
職種	管理的職業	3.5%	4.8%	48.8%	3.1%	2.8%	9.7%	16.4%	4.1%	1.7%	5.2%	(1958)									
	専門的・技術的職業	3.2%	5.2%	40.4%	5.7%	3.4%	12.3%	17.4%	4.1%	1.8%	6.5%	(2115)									
	事務	4.5%	6.2%	41.1%	4.2%	3.5%	8.6%	16.9%	5.2%	1.9%	7.9%	(3003)									
	販売	4.7%	5.7%	37.9%	4.4%	3.2%	10.3%	18.4%	5.4%	2.8%	7.2%	(1088)									
	サービス職業	5.3%	7.8%	37.0%	6.9%	3.3%	8.8%	15.2%	5.3%	1.8%	8.6%	(811)									
	保安職業	8.6%	13.6%	23.5%	7.4%	3.7%	9.9%	21.0%	4.9%	2.5%	4.9%	(81)									
	農林漁業	7.1%	21.4%	-	14.3%	-	21.4%	-	14.3%	-	21.4%	(14)									
	生産工程	2.3%	9.5%	19.8%	7.9%	6.3%	20.1%	17.2%	8.4%	2.9%	5.6%	(1061)									
	輸送・機械運転	6.6%	6.6%	39.9%	4.9%	3.8%	10.4%	16.9%	3.3%	1.1%	6.6%	(183)									
	建設・採掘	4.8%	9.6%	28.9%	6.0%	3.6%	9.0%	16.3%	6.6%	2.4%	12.7%	(166)									
	運搬・清掃・包装	4.5%	4.9%	37.3%	5.7%	3.3%	11.5%	16.4%	4.9%	2.0%	9.4%	(244)									
その他	3.3%	4.7%	42.3%	4.0%	3.6%	10.6%	13.9%	5.5%	2.2%	9.9%	(274)										
職位	一般社員	4.1%	6.8%	36.3%	5.5%	3.8%	11.5%	17.1%	5.4%	2.0%	7.5%	(6790)									
	主任・係長相当	3.6%	6.1%	37.5%	5.0%	4.0%	11.0%	16.4%	5.6%	2.6%	8.1%	(1533)									
	課長代理相当(ライン職)	3.1%	4.7%	51.2%	2.7%	1.6%	5.5%	19.5%	5.5%	2.0%	4.3%	(256)									
	課長代理相当(スタッフ職)	3.1%	6.7%	46.1%	4.1%	3.6%	12.4%	14.5%	4.1%	1.0%	4.1%	(193)									
	課長相当(ライン職)	3.9%	4.1%	46.8%	2.3%	3.1%	10.2%	16.6%	4.6%	2.3%	6.1%	(609)									
	課長相当(スタッフ職)	4.0%	4.2%	48.0%	3.5%	3.7%	12.1%	14.8%	3.9%	1.2%	4.6%	(519)									
	部長相当(ライン職)	4.7%	5.0%	56.1%	2.0%	2.0%	5.3%	15.5%	3.2%	2.0%	4.1%	(342)									
	部長相当(スタッフ職)	3.3%	4.5%	46.3%	5.1%	2.4%	9.6%	18.5%	4.2%	0.9%	5.4%	(335)									
	支社長・事業部長相当	8.1%	3.6%	41.4%	4.5%	2.7%	14.4%	12.6%	4.5%	3.6%	4.5%	(111)									
役員相当	3.5%	6.8%	41.0%	5.8%	2.9%	10.0%	18.4%	3.2%	2.3%	6.1%	(310)										
勤務時間制度	通常の勤務時間制度	4.4%	6.6%	35.7%	5.2%	4.1%	10.7%	17.5%	5.9%	2.2%	7.6%	(7623)									
	フレックスタイム制	1.5%	3.2%	55.8%	4.5%	1.7%	11.1%	14.3%	2.7%	1.2%	4.0%	(1617)									
	変形労働時間制	4.1%	9.2%	32.2%	4.1%	4.4%	12.1%	18.6%	6.2%	2.4%	6.5%	(338)									
	交替制	5.3%	10.5%	29.3%	5.1%	3.4%	14.4%	15.0%	4.7%	2.2%	10.1%	(645)									
	事業場外労働のみなし労働時間制	5.5%	11.0%	31.5%	5.5%	6.8%	19.2%	12.3%	2.7%	2.7%	2.7%	(73)									
	裁量労働制	2.4%	2.9%	60.5%	3.4%	1.0%	6.8%	15.1%	2.9%	1.5%	3.4%	(205)									
	管理監督者扱い	2.5%	2.2%	52.2%	2.8%	1.7%	11.2%	16.5%	2.5%	1.7%	6.7%	(358)									
	その他	-	5.9%	41.2%	5.9%	5.9%	35.3%	-	-	-	-	(17)									
わからない	6.6%	7.4%	40.2%	3.3%	1.6%	8.2%	19.7%	4.9%	3.3%	4.9%	(122)										

	F11_1 勤続年数							F12 転職の経験			F12SQ_1 経験した勤め先の数					
	5年未満	5～9年	10～14年	15～19年	20～29年	30年以上	(合計度数)	ある	ない	(合計度数)	2社	3社	4社	5社	6社以上	(合計度数)
全体	26.9%	20.4%	14.8%	10.3%	14.7%	13.0%	(10998)	59.5%	40.5%	(10998)	36.5%	27.2%	13.0%	11.9%	11.4%	(6547)
性別	男性	23.5%	19.5%	14.9%	10.6%	15.8%	(7105)	55.3%	44.7%	(7105)	40.6%	27.9%	12.2%	10.6%	8.7%	(3928)
	女性	33.1%	21.9%	14.6%	9.7%	12.6%	(3893)	67.3%	32.7%	(3893)	30.4%	26.2%	14.1%	13.9%	15.5%	(2619)
年齢層	20代	61.3%	35.4%	3.0%	0.3%	-	(1932)	41.3%	58.7%	(1932)	61.9%	23.5%	8.3%	3.9%	2.5%	(797)
	30代	26.0%	28.2%	30.0%	14.2%	1.5%	(2395)	57.5%	42.5%	(2395)	40.5%	28.2%	12.9%	9.7%	8.6%	(1377)
	40代	18.7%	14.7%	15.7%	15.7%	32.0%	(2849)	65.7%	34.3%	(2849)	31.1%	28.9%	13.2%	14.5%	12.3%	(1873)
	50代	15.3%	12.1%	10.5%	9.7%	20.7%	(2431)	64.3%	35.7%	(2431)	28.7%	26.1%	14.4%	14.2%	16.6%	(1562)
	60代	17.3%	11.9%	10.8%	7.5%	11.8%	(1391)	67.4%	32.6%	(1391)	32.8%	27.1%	14.3%	13.1%	12.7%	(938)
業種	農林漁業、鉱業、採石業、砂利採取業	34.1%	36.4%	6.8%	13.6%	4.5%	(44)	79.5%	20.5%	(44)	42.9%	22.9%	8.6%	14.3%	11.4%	(35)
	建設業	22.4%	19.7%	14.8%	9.6%	17.8%	(634)	67.5%	32.5%	(634)	36.0%	27.8%	14.3%	11.2%	10.7%	(428)
	製造業	20.9%	19.7%	15.7%	11.6%	16.1%	(2762)	53.5%	46.5%	(2762)	39.1%	28.5%	11.5%	11.2%	9.6%	(1477)
	電気・ガス・熱供給・水道業	27.0%	19.0%	13.8%	7.9%	13.8%	(189)	49.7%	50.3%	(189)	37.2%	31.9%	11.7%	6.4%	12.8%	(94)
	情報通信業	29.0%	16.9%	13.3%	12.9%	14.9%	(905)	57.2%	42.8%	(905)	37.8%	29.2%	10.0%	11.6%	11.4%	(518)
	運輸業、郵便業	29.2%	21.3%	14.8%	11.2%	12.3%	(616)	62.5%	37.5%	(616)	32.5%	25.7%	13.5%	15.3%	13.0%	(385)
	卸売業、小売業	23.6%	19.0%	15.7%	11.5%	17.7%	(1096)	64.1%	35.9%	(1096)	36.0%	29.7%	14.9%	11.0%	8.4%	(703)
	金融業、保険業	20.5%	22.1%	16.7%	9.3%	14.7%	(633)	50.2%	49.8%	(633)	33.3%	26.1%	13.8%	12.3%	14.5%	(318)
	不動産業、物品賃貸業	29.1%	24.9%	14.2%	11.1%	13.0%	(261)	76.6%	23.4%	(261)	31.0%	27.5%	15.5%	11.0%	15.0%	(200)
	学術研究、専門・技術サービス業	28.9%	20.9%	16.6%	9.1%	13.0%	(253)	69.2%	30.8%	(253)	41.1%	24.0%	14.3%	10.9%	9.7%	(175)
	宿泊業、飲食サービス業	37.4%	24.1%	8.7%	13.3%	12.3%	(195)	63.6%	36.4%	(195)	39.5%	19.4%	11.3%	12.9%	16.9%	(124)
	生活関連サービス業、娯楽業	30.7%	24.5%	18.4%	7.7%	13.4%	(261)	63.6%	36.4%	(261)	33.7%	30.1%	9.0%	17.5%	9.6%	(166)
	教育、学習支援業	30.0%	18.4%	13.8%	8.9%	12.7%	(450)	49.3%	50.7%	(450)	43.2%	28.8%	12.2%	6.8%	9.0%	(222)
	医療、福祉	41.7%	25.9%	16.6%	6.3%	6.3%	(775)	75.9%	24.1%	(775)	29.3%	27.4%	13.1%	16.0%	14.3%	(588)
	複合サービス業	26.8%	23.2%	9.8%	9.8%	15.6%	(82)	64.6%	35.4%	(82)	50.9%	15.1%	11.3%	11.3%	11.3%	(53)
その他サービス業	33.9%	21.6%	12.1%	9.8%	14.5%	(850)	70.4%	29.6%	(850)	33.6%	26.3%	16.2%	11.2%	12.7%	(598)	
公務	24.1%	17.1%	12.4%	8.1%	19.0%	(631)	33.6%	66.4%	(631)	51.9%	21.2%	8.5%	8.0%	10.4%	(212)	
その他	32.1%	16.9%	16.6%	8.0%	12.5%	(361)	69.5%	30.5%	(361)	33.1%	21.1%	16.7%	13.9%	15.1%	(251)	
従業員規模	9人以下	25.8%	18.4%	20.2%	12.0%	15.4%	(772)	80.1%	19.9%	(772)	31.2%	30.9%	13.3%	12.5%	12.1%	(618)
	10～99人	30.6%	22.2%	14.6%	10.1%	14.2%	(2793)	72.8%	27.2%	(2793)	34.6%	28.1%	13.5%	12.4%	11.5%	(2032)
	100～499人	28.3%	22.2%	14.8%	10.2%	12.9%	(2325)	61.5%	38.5%	(2325)	36.6%	26.8%	13.6%	12.2%	10.7%	(1431)
	500～999人	26.3%	22.1%	14.1%	10.4%	14.5%	(956)	55.8%	44.2%	(956)	41.3%	28.1%	11.6%	10.3%	8.6%	(533)
	1,000人以上	19.4%	17.6%	14.8%	11.0%	17.5%	(3551)	43.3%	56.7%	(3551)	41.6%	26.2%	11.5%	10.5%	10.1%	(1573)
わからない	50.9%	21.1%	10.6%	5.0%	6.5%	(601)	65.9%	34.1%	(601)	28.0%	20.5%	14.9%	15.2%	21.5%	(396)	
職種	管理的職業	13.0%	11.6%	12.6%	12.7%	24.5%	(1958)	56.3%	43.7%	(1958)	41.7%	30.8%	11.3%	9.0%	7.4%	(1102)
	専門的・技術的職業	27.1%	20.1%	14.8%	9.2%	14.9%	(2115)	49.4%	50.6%	(2115)	45.1%	27.0%	11.6%	8.0%	8.2%	(1044)
	事務	30.6%	21.7%	14.8%	9.9%	12.5%	(3003)	61.2%	38.8%	(3003)	32.6%	25.3%	13.1%	13.6%	15.3%	(1838)
	販売	27.6%	23.8%	15.5%	11.0%	12.6%	(1088)	60.1%	39.9%	(1088)	40.8%	26.3%	14.4%	11.5%	7.0%	(654)
	サービス職業	39.3%	26.0%	14.1%	8.8%	7.8%	(811)	70.2%	29.8%	(811)	32.9%	25.7%	12.5%	15.5%	13.5%	(569)
	保安職業	23.5%	24.7%	14.8%	11.1%	16.0%	(81)	58.0%	42.0%	(81)	27.7%	27.7%	10.6%	21.3%	12.8%	(47)
	農林漁業	35.7%	35.7%	7.1%	7.1%	7.1%	(14)	78.6%	21.4%	(14)	36.4%	27.3%	9.1%	18.2%	9.1%	(11)
	生産工程	25.0%	23.0%	18.9%	11.1%	12.5%	(1061)	63.8%	36.2%	(1061)	33.4%	29.5%	13.6%	11.8%	11.7%	(677)
	輸送・機械運転	30.6%	25.1%	16.9%	8.7%	11.5%	(183)	63.4%	36.6%	(183)	24.1%	25.9%	13.8%	19.8%	16.4%	(116)
	建設・採掘	24.1%	24.7%	15.7%	9.0%	16.9%	(166)	69.9%	30.1%	(166)	32.8%	28.4%	18.1%	11.2%	9.5%	(116)
運搬・清掃・包装	46.3%	19.7%	13.5%	7.8%	10.7%	(244)	78.7%	21.3%	(244)	22.4%	28.6%	16.7%	17.2%	15.1%	(192)	
その他	33.6%	21.5%	14.2%	8.0%	9.1%	(274)	66.1%	33.9%	(274)	29.8%	22.7%	17.7%	12.7%	17.1%	(181)	
職位	一般社員	36.6%	24.4%	14.3%	8.1%	9.2%	(6790)	63.4%	36.6%	(6790)	33.7%	26.1%	13.1%	13.5%	13.6%	(4306)
	主任・係長相当	10.5%	17.7%	19.7%	15.6%	21.6%	(1533)	49.4%	50.6%	(1533)	42.1%	28.5%	12.4%	9.6%	7.4%	(758)
	課長代理相当(ライン職)	7.4%	12.1%	13.3%	18.8%	28.5%	(256)	45.7%	54.3%	(256)	39.3%	30.8%	21.4%	4.3%	4.3%	(117)
	課長代理相当(スタッフ職)	10.4%	11.9%	14.0%	11.9%	25.9%	(193)	49.2%	50.8%	(193)	49.5%	21.1%	10.5%	10.5%	8.4%	(95)
	課長相当(ライン職)	9.4%	12.2%	13.5%	14.6%	30.0%	(609)	49.1%	50.9%	(609)	40.8%	30.4%	14.4%	7.7%	6.7%	(299)
	課長相当(スタッフ職)	10.6%	9.2%	15.0%	13.9%	25.4%	(519)	54.3%	45.7%	(519)	37.6%	29.4%	14.9%	11.3%	6.7%	(282)
	部長相当(ライン職)	12.6%	10.8%	10.2%	12.3%	22.5%	(342)	61.4%	38.6%	(342)	44.8%	32.4%	9.5%	4.8%	8.6%	(210)
	部長相当(スタッフ職)	11.6%	9.3%	14.0%	8.1%	21.5%	(335)	57.3%	42.7%	(335)	43.8%	27.1%	12.5%	8.9%	7.8%	(192)
支社長・事業部長相当	15.3%	18.9%	11.7%	9.0%	19.8%	(111)	66.7%	33.3%	(111)	41.9%	31.1%	6.8%	12.2%	8.1%	(74)	
役員相当	19.0%	13.5%	12.9%	9.7%	16.5%	(310)	69.0%	31.0%	(310)	42.1%	31.3%	10.3%	9.8%	6.5%	(214)	
勤務時間制度	通常の勤務時間制度	29.1%	21.0%	14.9%	9.7%	14.0%	(7623)	62.1%	37.9%	(7623)	35.9%	26.8%	12.7%	12.6%	12.1%	(4736)
	フレックスタイム制	18.9%	17.6%	13.1%	11.9%	18.2%	(1617)	46.8%	53.2%	(1617)	43.0%	29.6%	12.3%	6.9%	8.2%	(756)
	変形労働時間制	26.3%	20.1%	18.6%	11.5%	12.1%	(338)	61.2%	38.8%	(338)	32.9%	29.0%	12.1%	16.4%	9.7%	(207)
	交替制	30.9%	25.1%	16.9%	10.4%	10.5%	(645)	67.0%	33.0%	(645)	31.5%	24.8%	16.4%	14.1%	13.2%	(432)
	事業場外労働のみなし労働時間制	31.5%	19.2%	16.4%	12.3%	12.3%	(73)	74.0%	26.0%	(73)	44.4%	29.6%	14.8%	5.6%	5.6%	(54)
	裁量労働制	14.6%	15.1%	14.6%	11.7%	21.0%	(205)	46.8%	53.2%	(205)	49.0%	29.2%	9.4%	7.3%	5.2%	(96)
	管理監督者扱い	12.8%	11.5%	14.0%	11.5%	21.2%	(358)	52.2%	47.8%	(358)	33.2%	31.6%	17.1%	8.6%	9.6%	(187)
その他	11.8%	41.2%	11.8%	17.6%	11.8%	(17)	58.8%	41.2%	(17)	40.0%	10.0%	-	20.0%	30.0%	(10)	
わからない	36.1%	25.4%	12.3%	10.7%	10.7%	(122)	56.6%	43.4%	(122)	36.2%	24.6%	13.0%	14.5%	11.6%	(69)	

		F13 年収										F14 給与形態							
		2000万円未満	2000万円～2999万円	3000万円～3999万円	4000万円～4999万円	5000万円～5999万円	6000万円～6999万円	7000万円～7999万円	8000万円～8999万円	9000万円以上	(合計度数)	1時間単位(時給制)	1日単位(日給制)	1週間単位(週給制)	1か月単位(月給制)	1年単位(年俸制)	その他	わからない	(合計度数)
全体		7.1%	16.6%	19.2%	16.4%	11.6%	8.6%	6.9%	7.4%	6.2%	(10998)	9.6%	4.0%	0.2%	74.9%	8.0%	0.3%	3.0%	(10998)
性別	男性	4.1%	10.3%	17.0%	17.8%	13.8%	10.7%	8.8%	9.4%	8.0%	(7105)	6.7%	4.3%	0.3%	76.5%	9.2%	0.4%	2.6%	(7105)
	女性	12.5%	28.1%	23.4%	13.8%	7.4%	4.7%	3.5%	3.6%	3.0%	(3893)	15.0%	3.3%	0.1%	71.9%	5.7%	0.2%	3.7%	(3893)
年齢層	20代	11.0%	27.1%	30.9%	20.1%	6.0%	2.4%	0.9%	0.8%	0.8%	(1932)	13.9%	4.0%	0.6%	73.8%	2.4%	0.4%	5.0%	(1932)
	30代	6.7%	14.9%	21.4%	19.5%	14.6%	8.6%	6.1%	4.8%	3.3%	(2395)	9.5%	4.6%	0.3%	76.3%	6.1%	0.2%	3.0%	(2395)
	40代	5.6%	14.3%	16.1%	15.7%	12.7%	11.1%	8.8%	9.3%	6.3%	(2849)	8.3%	3.9%	0.1%	76.9%	7.9%	0.2%	2.6%	(2849)
	50代	6.3%	13.0%	13.5%	12.5%	12.0%	10.0%	10.2%	11.8%	10.6%	(2431)	8.4%	3.6%	-	75.6%	9.2%	0.4%	2.8%	(2431)
	60代	6.9%	15.7%	15.7%	14.0%	10.9%	9.4%	7.0%	9.2%	11.1%	(1391)	8.8%	3.6%	0.1%	68.7%	17.2%	0.4%	1.4%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	6.8%	27.3%	27.3%	13.6%	6.8%	11.4%	-	4.5%	2.3%	(44)	11.4%	6.8%	-	72.7%	2.3%	-	6.8%	(44)
	建設業	6.9%	18.5%	20.2%	14.7%	10.9%	7.9%	7.6%	7.7%	5.7%	(634)	4.4%	7.7%	-	76.2%	7.7%	0.2%	3.8%	(634)
	製造業	6.6%	13.2%	17.6%	16.8%	12.3%	8.7%	7.2%	9.0%	8.7%	(2762)	10.7%	4.3%	0.2%	72.2%	9.5%	0.3%	2.8%	(2762)
	電気・ガス・熱供給・水道業	5.8%	12.7%	19.0%	20.1%	13.2%	4.8%	5.3%	9.0%	10.1%	(189)	11.6%	4.8%	-	68.8%	10.1%	0.5%	4.2%	(189)
	情報通信業	4.3%	12.5%	17.2%	15.5%	12.9%	10.3%	8.2%	11.3%	7.8%	(905)	10.4%	2.2%	0.2%	73.5%	11.4%	-	2.3%	(905)
	運輸業、郵便業	6.3%	19.2%	23.2%	17.2%	10.1%	8.1%	6.7%	5.0%	4.2%	(616)	15.1%	6.5%	0.2%	68.5%	4.5%	0.8%	4.4%	(616)
	卸売業、小売業	8.9%	20.5%	19.5%	16.4%	10.9%	8.3%	5.9%	5.4%	4.0%	(1096)	8.5%	4.0%	0.2%	76.1%	8.2%	0.1%	2.9%	(1096)
	金融業、保険業	6.0%	16.6%	16.3%	14.7%	10.4%	8.2%	6.0%	9.2%	12.6%	(633)	11.2%	0.9%	0.2%	72.2%	10.3%	1.3%	3.9%	(633)
	不動産業、物品賃貸業	5.7%	13.4%	18.4%	14.2%	9.6%	12.3%	8.4%	7.3%	10.7%	(261)	6.5%	1.1%	0.4%	78.9%	11.5%	0.4%	1.1%	(261)
	学術研究、専門・技術サービス業	5.1%	16.6%	20.2%	14.6%	15.8%	8.7%	7.1%	7.5%	4.3%	(253)	6.7%	2.0%	-	75.5%	10.3%	0.8%	4.7%	(253)
	宿泊業、飲食サービス業	10.3%	26.2%	21.5%	19.5%	4.1%	6.7%	7.2%	3.1%	1.5%	(195)	10.3%	3.6%	-	77.4%	6.7%	-	2.1%	(195)
	生活関連サービス業、娯楽業	6.9%	25.7%	23.8%	18.0%	9.6%	6.5%	3.4%	4.2%	1.9%	(261)	11.9%	2.3%	0.4%	77.0%	6.1%	0.8%	1.5%	(261)
	教育、学習支援業	6.7%	11.3%	16.2%	17.8%	11.6%	14.0%	9.3%	9.6%	3.6%	(450)	5.8%	3.3%	-	83.3%	5.1%	-	2.4%	(450)
	医療、福祉	8.8%	25.7%	28.9%	18.3%	8.8%	4.0%	1.9%	1.2%	2.5%	(775)	6.6%	4.3%	0.1%	81.4%	4.0%	0.3%	3.4%	(775)
	複合サービス業	7.3%	22.0%	14.6%	19.5%	14.6%	8.5%	7.3%	3.7%	2.4%	(82)	8.5%	4.9%	-	78.0%	7.3%	-	1.2%	(82)
	その他サービス業	9.9%	19.3%	21.4%	15.5%	13.5%	5.5%	4.7%	5.5%	4.6%	(850)	12.4%	4.8%	0.5%	72.2%	7.6%	-	2.5%	(850)
公務	6.0%	8.1%	13.2%	15.8%	13.2%	13.8%	16.2%	10.0%	3.8%	(631)	5.5%	3.5%	0.6%	85.9%	1.6%	-	2.9%	(631)	
その他	10.2%	18.3%	17.2%	15.2%	11.6%	10.0%	4.7%	6.4%	6.4%	(361)	13.6%	3.0%	0.3%	68.1%	11.4%	0.6%	3.0%	(361)	
従業員規模	9人以下	12.0%	26.6%	25.0%	14.5%	10.2%	4.8%	2.7%	2.5%	1.7%	(772)	5.1%	5.2%	0.1%	78.4%	6.9%	0.5%	3.9%	(772)
	10～99人	8.8%	21.4%	24.2%	17.2%	10.1%	7.4%	4.0%	3.9%	2.8%	(2793)	7.7%	5.2%	0.1%	77.4%	6.7%	0.3%	2.6%	(2793)
	100～499人	7.1%	15.4%	20.4%	19.2%	12.6%	8.5%	6.4%	5.9%	4.4%	(2325)	10.2%	4.3%	0.3%	74.8%	8.3%	0.2%	1.9%	(2325)
	500～999人	4.2%	13.1%	18.7%	17.7%	13.4%	10.7%	9.1%	9.1%	4.1%	(956)	6.8%	3.6%	0.4%	77.2%	7.0%	0.1%	2.8%	(956)
	1,000人以上	3.0%	9.5%	13.2%	15.0%	12.9%	10.6%	10.7%	12.5%	12.5%	(3551)	8.2%	2.5%	0.1%	76.1%	10.3%	0.4%	2.4%	(3551)
	わからない	22.0%	32.6%	20.3%	10.1%	4.7%	4.0%	2.2%	2.0%	2.2%	(601)	31.6%	5.0%	0.3%	48.8%	2.2%	0.5%	11.6%	(601)
職種	管理的職業	1.6%	2.5%	4.7%	9.3%	12.4%	12.1%	12.3%	20.8%	24.2%	(1958)	0.8%	1.6%	0.2%	72.7%	22.8%	0.2%	1.7%	(1958)
	専門的・技術的職業	4.7%	8.4%	17.1%	19.7%	14.6%	10.9%	10.3%	9.6%	4.9%	(2115)	5.8%	3.7%	0.2%	78.8%	8.2%	0.2%	3.0%	(2115)
	事務	9.9%	25.2%	23.1%	15.8%	7.9%	6.9%	4.9%	3.1%	1.3%	(3003)	13.7%	2.7%	0.2%	76.9%	3.5%	0.1%	2.9%	(3003)
	販売	5.9%	16.1%	22.6%	18.9%	13.6%	10.4%	5.1%	4.2%	3.1%	(1088)	6.4%	3.8%	0.4%	77.2%	8.0%	0.8%	3.4%	(1088)
	サービス職業	10.4%	28.7%	28.7%	18.1%	6.7%	3.9%	2.2%	0.7%	0.5%	(811)	11.3%	6.0%	0.2%	76.2%	1.8%	0.2%	4.1%	(811)
	保安職業	4.9%	16.0%	32.1%	8.6%	12.3%	7.4%	12.3%	4.9%	1.2%	(81)	9.9%	12.3%	-	74.1%	-	-	3.7%	(81)
	農林漁業	14.3%	28.6%	35.7%	14.3%	-	-	-	7.1%	-	(14)	7.1%	21.4%	-	57.1%	7.1%	-	7.1%	(14)
	生産工程	10.9%	21.5%	24.0%	19.8%	11.0%	6.0%	3.1%	2.4%	1.2%	(1061)	20.0%	6.2%	0.2%	67.7%	1.9%	0.5%	3.6%	(1061)
	輸送・機械運転	5.5%	12.0%	23.5%	19.7%	15.8%	11.5%	9.3%	1.1%	1.6%	(183)	6.6%	7.1%	-	78.7%	3.8%	1.1%	2.7%	(183)
	建設・採掘	6.0%	15.7%	26.5%	20.5%	16.9%	6.6%	4.2%	1.2%	2.4%	(166)	3.6%	16.3%	-	71.7%	3.0%	1.8%	3.6%	(166)
	運搬・清掃・包装	12.7%	32.0%	21.7%	18.0%	7.8%	3.7%	2.0%	0.8%	1.2%	(244)	27.0%	11.5%	0.8%	52.5%	0.8%	0.8%	6.6%	(244)
	その他	12.0%	21.9%	22.6%	16.1%	8.4%	5.8%	3.6%	6.9%	2.6%	(274)	15.7%	2.2%	-	74.1%	5.5%	0.4%	2.2%	(274)
職位	一般社員	10.5%	24.9%	26.3%	17.6%	9.2%	4.9%	3.2%	2.3%	1.0%	(6790)	14.8%	5.1%	0.2%	72.1%	3.6%	0.3%	3.8%	(6790)
	主任・係長相当	1.2%	4.9%	13.0%	21.5%	18.3%	16.1%	13.4%	8.7%	3.0%	(1533)	1.7%	3.4%	0.2%	87.9%	4.8%	0.3%	1.8%	(1533)
	課長代理相当(ライン職)	2.0%	1.2%	3.1%	11.7%	18.4%	17.6%	14.1%	19.9%	12.1%	(256)	1.6%	1.6%	0.4%	84.4%	9.4%	-	2.7%	(256)
	課長代理相当(スタッフ職)	0.5%	2.1%	6.2%	12.4%	15.0%	16.1%	14.5%	22.3%	10.9%	(193)	1.0%	2.6%	1.6%	81.9%	12.4%	-	0.5%	(193)
	課長相当(ライン職)	1.3%	1.3%	5.1%	11.2%	15.4%	15.3%	14.4%	20.5%	15.4%	(609)	0.8%	1.3%	0.3%	80.6%	15.9%	-	1.0%	(609)
	課長相当(スタッフ職)	1.0%	1.5%	5.6%	11.2%	16.6%	14.1%	12.9%	19.3%	17.9%	(519)	0.8%	0.8%	0.2%	76.3%	18.9%	0.2%	2.9%	(519)
	部長相当(ライン職)	1.5%	0.9%	2.9%	9.4%	8.2%	9.9%	13.2%	23.1%	31.0%	(342)	0.6%	1.5%	0.3%	73.4%	23.1%	0.3%	0.9%	(342)
	部長相当(スタッフ職)	1.8%	2.7%	3.9%	9.0%	14.0%	14.3%	12.5%	18.2%	23.6%	(335)	0.9%	1.5%	-	71.0%	26.0%	-	0.6%	(335)
	支社長・事業部長相当	1.8%	6.3%	6.3%	11.7%	10.8%	9.0%	12.6%	18.0%	23.4%	(111)	0.9%	-	-	73.9%	22.5%	0.9%	1.8%	(111)
	役員相当	5.2%	5.5%	6.8%	7.4%	8.4%	9.0%	5.2%	13.5%	39.0%	(310)	1.6%	1.3%	0.3%	53.9%	40.3%	1.0%	1.6%	(310)
勤務時間制度	通常の勤務時間制度	8.3%	19.4%	21.7%	17.2%	10.9%	7.9%	5.8%	5.5%	3.2%	(7623)	11.0%	4.1%	0.2%	76.3%	5.1%	0.2%	3.0%	(7623)
	フレックスタイム制	2.4%	5.2%	9.6%	14.9%	15.2%	12.6%	12.7%	13.5%	13.9%	(1617)	4.1%	3.0%	0.2%	73.1%	16.6%	0.4%	2.5%	(1617)
	変形労働時間制	5.0%	19.2%	19.2%	20.4%	13.0%	8.6%	5.9%	5.0%	3.6%	(338)	8.3%	5.6%	-	78.1%	5.6%	0.9%	1.5%	(338)
	交替制	9.1%	22.3%	25.9%	17.1%	11.2%	6.7%	4.5%	1.2%	2.0%	(645)	14.7%	5.1%	-	73.6%	3.6%	0.2%	2.8%	(645)
	事業場外労働のみなし労働時間制	6.8%	8.2%	19.2%	19.2%	5.5%	11.0%	13.7%	5.5%	11.0%	(73)	4.1%	5.5%	-	71.2%	12.3%	4.1%	2.7%	(73)
	裁量労働制	1.5%	3.4%	4.4%	9.3%	10.7%	9.8%	9.3%	29.8%	22.0%	(205)	1.5%	1.0%	-	70.7%	23.9%	0.5%	2.4%	(205)
	管理監督者扱い	0.8%	2.0%	6.1%	6.7%	10.3%	9.8%	8.9%	21.2%	34.1%	(358)	0.6%	1.1%	-	65.1%	31.8%	0.6%	0.8%	(358)
	その他	-	29.4%	5.9%	29.4%	23.5%	-	-	-	11.8%	(17)	11.8%	17.6%	-	52.9%	11.8%	-	5.9%	(17)
わからない	18.9%	19.7%	21.3%	8.2%	8.2%	4.1%	4.1%	4.9%	10.7%	(122)	16.4%	6.6%	0.8%	54.1%	4.1%	-	18.0%	(122)	

		F15 成果給の有無（複数回答）					F16 就業形態					
		額が 変わる	額が 変わる に 応じて 金	額が 変わる に 応じて 金	額が 変わる に 応じて 金	額が 変わる に 応じて 金	正社員・ 正規職員	パート・ アルバイト	契約・ 嘱託社員	派遣労働者・ 請負労働者	その他	（合計 度数）
全体		28.9%	43.2%	39.6%	7.4%	(10998)	85.7%	0.8%	8.9%	4.1%	0.5%	(10998)
性別	男性	31.4%	47.7%	36.2%	6.2%	(7105)	90.1%	0.4%	7.0%	2.0%	0.5%	(7105)
	女性	24.3%	35.0%	45.7%	9.5%	(3893)	77.7%	1.5%	12.3%	8.0%	0.5%	(3893)
年齢層	20代	29.0%	40.4%	35.9%	12.4%	(1932)	88.8%	0.8%	5.5%	4.6%	0.3%	(1932)
	30代	30.0%	45.6%	38.3%	6.8%	(2395)	89.0%	0.9%	5.7%	4.3%	0.1%	(2395)
	40代	30.2%	45.7%	38.7%	6.5%	(2849)	88.9%	0.6%	6.2%	4.2%	0.1%	(2849)
	50代	30.3%	44.6%	38.7%	6.2%	(2431)	87.5%	0.7%	7.2%	4.0%	0.6%	(2431)
	60代	21.9%	35.2%	50.3%	5.2%	(1391)	66.1%	1.3%	27.6%	2.9%	2.1%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	20.5%	31.8%	47.7%	6.8%	(44)	93.2%	2.3%	4.5%	-	-	(44)
	建設業	17.5%	40.2%	44.2%	8.0%	(634)	90.1%	0.6%	5.5%	3.0%	0.8%	(634)
	製造業	33.6%	57.3%	28.7%	7.3%	(2762)	87.3%	0.6%	6.9%	4.9%	0.3%	(2762)
	電気・ガス・熱供給・水道業	34.4%	48.7%	30.7%	9.0%	(189)	81.0%	1.6%	10.6%	6.3%	0.5%	(189)
	情報通信業	41.7%	50.9%	30.1%	6.5%	(905)	83.9%	0.3%	9.5%	5.7%	0.6%	(905)
	運輸業、郵便業	23.2%	39.6%	41.9%	8.3%	(616)	83.3%	1.1%	10.4%	4.9%	0.3%	(616)
	卸売業、小売業	29.4%	50.7%	33.4%	6.6%	(1096)	86.9%	0.9%	8.6%	3.3%	0.4%	(1096)
	金融業、保険業	44.4%	45.2%	31.3%	6.0%	(633)	82.6%	0.8%	11.1%	5.1%	0.5%	(633)
	不動産業、物品賃貸業	36.0%	43.3%	36.0%	3.8%	(261)	89.7%	-	5.7%	3.4%	1.1%	(261)
	学術研究、専門・技術サービス業	30.8%	45.8%	41.1%	4.0%	(253)	87.4%	0.4%	9.1%	2.8%	0.4%	(253)
	宿泊業、飲食サービス業	25.6%	49.2%	35.4%	5.6%	(195)	86.2%	1.5%	10.3%	1.5%	0.5%	(195)
	生活関連サービス業、娯楽業	30.7%	42.9%	36.8%	7.7%	(261)	85.4%	0.8%	8.8%	5.0%	-	(261)
	教育、学習支援業	14.0%	16.2%	68.0%	8.0%	(450)	82.0%	1.3%	12.9%	2.9%	0.9%	(450)
	医療、福祉	14.1%	29.8%	52.4%	10.8%	(775)	89.4%	1.0%	7.7%	1.5%	0.3%	(775)
	複合サービス業	26.8%	31.7%	47.6%	6.1%	(82)	84.1%	3.7%	11.0%	1.2%	-	(82)
その他サービス業	26.5%	38.5%	42.9%	9.1%	(850)	81.1%	1.3%	12.4%	4.9%	0.4%	(850)	
公務	17.7%	3.2%	75.4%	5.4%	(631)	88.6%	0.5%	9.0%	1.3%	0.6%	(631)	
その他	30.2%	39.6%	42.1%	7.8%	(361)	76.7%	0.6%	13.0%	7.5%	2.2%	(361)	
従業員規模	9人以下	14.8%	32.1%	50.9%	8.2%	(772)	93.1%	1.3%	3.5%	1.0%	1.0%	(772)
	10～99人	18.0%	37.2%	47.0%	8.7%	(2793)	87.6%	1.1%	8.0%	2.5%	0.7%	(2793)
	100～499人	28.2%	47.6%	36.6%	6.2%	(2325)	85.1%	0.7%	9.2%	4.4%	0.6%	(2325)
	500～999人	35.1%	50.1%	35.1%	4.8%	(956)	85.9%	0.4%	9.9%	3.5%	0.3%	(956)
	1,000人以上	41.9%	50.0%	33.4%	3.8%	(3551)	87.9%	0.3%	8.2%	3.5%	0.2%	(3551)
	わからない	14.1%	16.6%	45.4%	29.6%	(601)	56.4%	3.2%	21.1%	18.6%	0.7%	(601)
職種	管理的職業	43.1%	59.9%	26.6%	2.0%	(1958)	95.3%	0.1%	2.9%	0.1%	1.7%	(1958)
	専門的・技術的職業	33.3%	47.2%	37.2%	6.4%	(2115)	91.1%	0.6%	6.7%	1.4%	0.2%	(2115)
	事務	19.6%	32.8%	51.4%	8.2%	(3003)	78.2%	0.8%	12.6%	8.1%	0.2%	(3003)
	販売	41.8%	48.2%	27.8%	5.7%	(1088)	90.5%	0.8%	7.0%	1.6%	0.1%	(1088)
	サービス職業	20.8%	34.0%	44.6%	11.3%	(811)	83.0%	2.1%	12.7%	2.2%	-	(811)
	保安職業	22.2%	17.3%	60.5%	6.2%	(81)	84.0%	-	14.8%	1.2%	-	(81)
	農林漁業	7.1%	14.3%	71.4%	7.1%	(14)	92.9%	-	7.1%	-	-	(14)
	生産工程	19.5%	45.2%	37.0%	12.3%	(1061)	81.1%	0.9%	9.3%	8.5%	0.1%	(1061)
	輸送・機械運転	21.3%	38.8%	39.9%	8.2%	(183)	92.9%	1.1%	4.4%	1.6%	-	(183)
	建設・採掘	15.1%	36.1%	46.4%	10.2%	(166)	91.6%	0.6%	6.0%	1.8%	-	(166)
	運搬・清掃・包装	23.0%	31.6%	43.4%	13.5%	(244)	67.2%	2.5%	17.6%	12.7%	-	(244)
その他	25.5%	31.4%	47.8%	11.7%	(274)	72.6%	1.5%	18.6%	5.1%	2.2%	(274)	
職位	一般社員	22.3%	35.2%	45.4%	10.4%	(6790)	79.1%	1.2%	12.9%	6.6%	0.2%	(6790)
	主任・係長相当	35.3%	50.4%	35.7%	3.0%	(1533)	98.2%	0.2%	1.4%	0.1%	0.1%	(1533)
	課長代理相当（ライン職）	46.1%	51.2%	29.7%	2.3%	(256)	97.3%	0.8%	2.0%	-	-	(256)
	課長代理相当（スタッフ職）	45.1%	61.7%	24.4%	2.1%	(193)	96.9%	-	2.6%	0.5%	-	(193)
	課長相当（ライン職）	47.6%	64.9%	20.0%	2.0%	(609)	97.7%	-	2.1%	0.2%	-	(609)
	課長相当（スタッフ職）	44.1%	64.4%	24.1%	1.5%	(519)	96.7%	-	3.3%	-	-	(519)
	部長相当（ライン職）	46.8%	58.2%	28.4%	1.5%	(342)	95.3%	-	4.7%	-	-	(342)
	部長相当（スタッフ職）	36.1%	59.7%	30.1%	2.1%	(335)	94.9%	0.3%	4.8%	-	-	(335)
	支社長・事業部長相当	36.9%	57.7%	27.0%	3.6%	(111)	99.1%	-	-	-	0.9%	(111)
役員相当	24.8%	45.5%	40.6%	2.9%	(310)	84.2%	0.6%	3.5%	0.3%	11.3%	(310)	
勤務時間制度	通常の勤務時間制度	23.1%	37.6%	45.5%	8.0%	(7623)	84.4%	0.9%	9.2%	5.2%	0.3%	(7623)
	フレックスタイム制	51.1%	62.9%	20.3%	3.2%	(1617)	92.1%	0.5%	6.4%	0.6%	0.4%	(1617)
	変形労働時間制	29.0%	51.2%	32.2%	5.6%	(338)	86.1%	0.3%	11.2%	1.2%	1.2%	(338)
	交替制	21.9%	37.7%	42.5%	10.5%	(645)	79.7%	0.9%	13.5%	5.0%	0.9%	(645)
	事業場外労働のみなし労働時間制	53.4%	57.5%	17.8%	2.7%	(73)	91.8%	-	6.8%	1.4%	-	(73)
	裁量労働制	57.6%	68.8%	17.1%	2.4%	(205)	94.6%	-	5.4%	-	-	(205)
	管理監督者扱い	45.8%	66.5%	24.3%	0.8%	(358)	92.7%	-	4.5%	-	2.8%	(358)
その他	52.9%	52.9%	23.5%	0.0%	(17)	82.4%	5.9%	11.8%	-	-	(17)	
わからない	16.4%	16.4%	30.3%	42.6%	(122)	73.8%	4.9%	11.5%	9.0%	0.8%	(122)	

		F17 職種													
		管理的職業	専門的・技術的職業	事務	販売	サービス職業	保安職業	農林漁業	生産工程	輸送・機械運転	建設・採掘	運搬・清掃・包装	その他	(合計度数)	
全体		17.8%	19.2%	27.3%	9.9%	7.4%	0.7%	0.1%	9.6%	1.7%	1.5%	2.2%	2.5%	(10998)	
性別	男性	21.9%	23.0%	14.7%	10.7%	6.2%	1.1%	0.2%	12.3%	2.4%	2.3%	3.0%	2.2%	(7105)	
	女性	10.4%	12.3%	50.3%	8.4%	9.5%	0.1%	0.0%	4.8%	0.2%	0.1%	0.7%	3.1%	(3893)	
年齢層	20代	1.6%	22.6%	31.9%	13.2%	10.2%	0.6%	0.2%	11.6%	1.9%	1.1%	2.5%	2.7%	(1932)	
	30代	11.1%	20.9%	26.6%	11.2%	8.7%	0.8%	0.0%	12.1%	1.8%	1.5%	2.7%	2.5%	(2395)	
	40代	21.4%	18.2%	27.0%	9.2%	6.1%	0.7%	0.1%	10.0%	1.9%	1.8%	2.2%	1.5%	(2849)	
	50代	24.2%	18.1%	27.4%	7.7%	6.1%	0.8%	0.2%	7.4%	1.6%	1.9%	2.1%	2.5%	(2431)	
	60代	33.1%	15.7%	22.6%	8.3%	6.0%	0.8%	0.1%	5.9%	0.8%	0.9%	1.4%	4.3%	(1391)	
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	4.5%	27.3%	9.1%	2.3%	-	22.7%	9.1%	-	-	6.8%	-	(44)	
	建設業	21.5%	18.0%	33.8%	4.3%	0.3%	-	-	0.6%	0.2%	20.2%	0.6%	0.6%	(634)	
	製造業	18.1%	20.0%	17.2%	7.0%	0.2%	0.1%	-	34.8%	0.8%	0.0%	0.7%	1.1%	(2762)	
	電気・ガス・熱供給・水道業	17.5%	23.3%	30.7%	7.9%	2.6%	2.1%	-	5.8%	1.1%	5.3%	3.2%	0.5%	(189)	
	情報通信業	20.0%	43.9%	23.3%	6.2%	3.0%	-	-	1.1%	-	0.4%	-	2.1%	(905)	
	運輸業、郵便業	14.9%	4.2%	20.8%	4.4%	3.9%	-	-	3.7%	21.6%	0.3%	23.4%	2.8%	(616)	
	卸売業、小売業	19.8%	4.4%	27.6%	39.7%	3.4%	0.1%	-	1.5%	0.2%	-	-	1.7%	1.6%	(1096)
	金融業、保険業	24.5%	4.7%	44.9%	22.1%	2.1%	-	-	-	-	-	-	0.2%	1.6%	(633)
	不動産業、物品賃貸業	28.7%	3.8%	36.8%	21.1%	5.4%	-	-	-	0.4%	1.1%	0.4%	2.3%	(261)	
	学術研究、専門・技術サービス業	17.0%	54.5%	20.2%	2.4%	2.4%	-	-	0.8%	0.4%	0.4%	-	2.0%	(253)	
	宿泊業、飲食サービス業	17.4%	3.1%	13.3%	4.6%	59.0%	0.5%	-	0.5%	-	-	-	1.5%	(195)	
	生活関連サービス業、娯楽業	16.5%	8.4%	24.9%	11.1%	31.4%	1.5%	-	1.5%	0.8%	0.4%	1.5%	1.9%	(261)	
	教育、学習支援業	10.0%	56.7%	21.8%	0.7%	4.7%	-	-	-	0.4%	0.2%	0.2%	5.3%	(450)	
	医療、福祉	12.8%	21.7%	23.0%	0.8%	36.8%	-	-	0.3%	-	0.1%	0.6%	4.0%	(775)	
	複合サービス業	17.1%	7.3%	43.9%	9.8%	14.6%	-	-	-	-	1.2%	-	2.4%	3.7%	(82)
	その他サービス業	19.1%	13.8%	32.8%	6.1%	15.9%	3.1%	0.1%	1.6%	1.2%	0.5%	3.1%	2.8%	(850)	
公務	7.1%	18.9%	57.5%	-	2.4%	5.7%	0.3%	0.5%	0.8%	1.3%	1.3%	4.3%	(631)		
その他	21.1%	16.9%	34.9%	6.1%	3.0%	1.9%	0.3%	1.4%	0.6%	0.6%	0.3%	13.0%	(361)		
従業員規模	9人以下	15.9%	13.7%	34.2%	13.3%	7.6%	-	0.5%	5.3%	0.4%	5.3%	1.2%	2.5%	(772)	
	10～99人	16.0%	19.1%	25.5%	9.0%	9.1%	0.5%	0.1%	10.9%	1.5%	2.5%	2.7%	2.9%	(2793)	
	100～499人	18.8%	18.3%	26.0%	9.3%	7.8%	0.8%	0.1%	12.2%	1.5%	0.9%	2.3%	2.0%	(2325)	
	500～999人	19.4%	21.2%	26.5%	9.7%	7.6%	0.6%	-	9.4%	0.9%	0.4%	2.2%	2.0%	(956)	
	1,000人以上	21.2%	21.4%	27.1%	10.2%	4.9%	1.0%	0.0%	7.5%	2.5%	0.6%	1.2%	2.3%	(3551)	
わからない	2.3%	14.5%	34.3%	10.3%	11.3%	0.8%	0.3%	12.5%	1.2%	1.3%	6.8%	4.3%	(601)		
職種	管理的職業	100.0%	-	-	-	-	-	-	-	-	-	-	-	(1958)	
	専門的・技術的職業	-	100.0%	-	-	-	-	-	-	-	-	-	-	(2115)	
	事務	-	-	100.0%	-	-	-	-	-	-	-	-	-	(3003)	
	販売	-	-	-	100.0%	-	-	-	-	-	-	-	-	(1088)	
	サービス職業	-	-	-	-	100.0%	-	-	-	-	-	-	-	(811)	
	保安職業	-	-	-	-	-	100.0%	-	-	-	-	-	-	(81)	
	農林漁業	-	-	-	-	-	-	100.0%	-	-	-	-	-	(14)	
	生産工程	-	-	-	-	-	-	-	100.0%	-	-	-	-	(1061)	
	輸送・機械運転	-	-	-	-	-	-	-	-	100.0%	-	-	-	(183)	
	建設・採掘	-	-	-	-	-	-	-	-	-	100.0%	-	-	(166)	
	運搬・清掃・包装	-	-	-	-	-	-	-	-	-	-	100.0%	-	(244)	
その他	-	-	-	-	-	-	-	-	-	-	-	100.0%	(274)		
職位	一般社員	0.8%	20.0%	34.7%	10.2%	9.6%	0.7%	0.2%	13.4%	2.4%	1.7%	3.2%	3.2%	(6790)	
	主任・係長相当	6.4%	28.2%	29.0%	13.9%	7.0%	1.8%	0.2%	6.5%	1.0%	2.0%	1.4%	2.5%	(1533)	
	課長代理相当(ライン職)	41.0%	20.3%	21.1%	9.8%	2.7%	0.4%	-	2.3%	0.8%	0.4%	0.4%	0.8%	(256)	
	課長代理相当(スタッフ職)	30.6%	25.9%	19.7%	11.9%	4.1%	1.0%	-	5.7%	-	0.5%	-	0.5%	(193)	
	課長相当(ライン職)	71.1%	10.2%	5.7%	6.7%	1.8%	0.3%	-	2.3%	0.3%	0.7%	0.2%	0.7%	(609)	
	課長相当(スタッフ職)	62.6%	13.1%	8.7%	9.4%	1.7%	0.2%	-	1.5%	0.4%	1.2%	-	1.2%	(519)	
	部長相当(ライン職)	76.0%	11.4%	3.5%	5.8%	1.2%	-	-	1.5%	-	0.3%	-	0.3%	(342)	
	部長相当(スタッフ職)	78.5%	10.7%	3.0%	3.3%	0.9%	-	-	1.2%	-	1.5%	0.3%	0.6%	(335)	
	支社長・事業部長相当	86.5%	1.8%	0.9%	4.5%	4.5%	-	-	0.9%	-	0.9%	-	-	(111)	
役員相当	86.5%	5.2%	2.6%	3.2%	1.0%	-	-	0.6%	-	0.3%	0.3%	0.3%	(310)		
勤務時間制度	通常の勤務時間制度	13.4%	17.4%	32.8%	10.2%	6.8%	0.7%	0.2%	10.4%	1.4%	1.9%	2.6%	2.4%	(7623)	
	フレックスタイム制	26.4%	32.4%	21.6%	8.1%	2.4%	0.3%	0.1%	4.1%	0.9%	0.7%	0.6%	2.5%	(1617)	
	変形労働時間制	20.1%	13.9%	14.2%	13.9%	13.3%	1.2%	-	8.3%	6.8%	0.6%	3.0%	4.7%	(338)	
	交替制	5.0%	11.3%	7.4%	10.7%	28.5%	2.5%	-	23.4%	5.0%	0.3%	2.6%	3.3%	(645)	
	事業場外労働のみなし労働時間制	23.3%	5.5%	8.2%	52.1%	5.5%	-	-	-	2.7%	-	1.4%	1.4%	(73)	
	裁量労働制	32.7%	45.4%	8.3%	4.9%	1.0%	-	-	1.5%	0.5%	1.0%	0.5%	4.4%	(205)	
	管理監督者扱い	83.2%	7.8%	1.4%	2.8%	1.4%	0.3%	-	1.7%	0.3%	0.6%	-	0.6%	(358)	
	その他	11.8%	11.8%	29.4%	11.8%	5.9%	-	-	-	11.8%	-	5.9%	11.8%	(17)	
わからない	20.5%	11.5%	18.9%	5.7%	13.9%	2.5%	0.8%	11.5%	1.6%	3.3%	7.4%	2.5%	(122)		

		F18 役職										
		一般社員	主任・係長相当	課長代理相当 (ライン職)	課長代理相当 (スタッフ職)	課長相当 (ライン職)	課長相当 (スタッフ職)	部長相当 (ライン職)	部長相当 (スタッフ職)	支社長・事業部長相当	役員相当	(合計度数)
全体		61.7%	13.9%	2.3%	1.8%	5.5%	4.7%	3.1%	3.0%	1.0%	2.8%	(10998)
性別	男性	53.9%	16.2%	2.8%	2.2%	6.6%	5.8%	3.9%	4.0%	1.3%	3.4%	(7105)
	女性	76.1%	9.8%	1.4%	1.0%	3.5%	2.8%	1.6%	1.4%	0.5%	1.8%	(3893)
年齢層	20代	92.8%	5.3%	0.2%	0.3%	0.2%	0.3%	0.2%	-	0.2%	0.5%	(1932)
	30代	65.8%	18.7%	2.0%	1.3%	5.1%	2.8%	1.4%	1.2%	0.6%	1.1%	(2395)
	40代	52.2%	18.3%	4.0%	2.7%	8.0%	6.2%	3.2%	2.7%	0.9%	1.8%	(2849)
	50代	50.7%	15.3%	2.9%	2.5%	7.6%	7.3%	4.6%	4.8%	1.2%	3.0%	(2431)
	60代	50.4%	6.3%	1.4%	1.5%	5.0%	6.6%	7.2%	8.1%	2.7%	10.8%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	61.4%	9.1%	-	4.5%	2.3%	9.1%	-	6.8%	-	6.8%	(44)
	建設業	57.1%	11.0%	2.1%	1.4%	6.6%	5.5%	4.1%	5.2%	1.4%	5.5%	(634)
	製造業	62.1%	13.1%	1.7%	2.2%	5.4%	6.0%	2.9%	3.7%	0.4%	2.4%	(2762)
	電気・ガス・熱供給・水道業	65.1%	14.8%	3.2%	2.6%	6.9%	2.6%	1.6%	2.1%	-	1.1%	(189)
	情報通信業	58.1%	15.0%	2.8%	1.9%	7.2%	4.1%	3.9%	2.9%	1.2%	3.0%	(905)
	運輸業、郵便業	72.1%	9.6%	2.4%	1.3%	4.1%	3.7%	2.4%	1.6%	0.6%	2.1%	(616)
	卸売業、小売業	58.5%	13.0%	2.5%	1.9%	6.2%	6.0%	3.3%	3.9%	1.5%	3.3%	(1096)
	金融業、保険業	54.5%	14.2%	4.1%	2.1%	8.1%	6.3%	5.2%	2.4%	1.4%	1.7%	(633)
	不動産業、物品賃貸業	49.4%	11.9%	3.1%	1.9%	9.6%	6.9%	4.2%	4.6%	0.8%	7.7%	(261)
	学術研究、専門・技術サービス業	61.3%	10.7%	1.2%	2.0%	5.1%	3.6%	4.7%	5.5%	1.2%	4.7%	(253)
	宿泊業、飲食サービス業	60.0%	14.9%	2.1%	2.1%	6.7%	5.6%	1.5%	2.6%	2.1%	2.6%	(195)
	生活関連サービス業、娯楽業	64.0%	16.9%	0.4%	1.1%	5.7%	5.0%	3.1%	1.5%	0.4%	1.9%	(261)
	教育、学習支援業	70.0%	13.6%	2.2%	0.9%	3.6%	2.7%	2.2%	1.1%	1.8%	2.0%	(450)
	医療、福祉	73.9%	11.7%	0.6%	0.8%	3.1%	2.1%	1.5%	2.1%	1.7%	2.5%	(775)
	複合サービス業	64.6%	14.6%	4.9%	-	4.9%	4.9%	2.4%	1.2%	2.4%	-	(82)
	その他サービス業	63.3%	11.8%	2.1%	1.8%	4.7%	4.4%	3.9%	3.2%	1.1%	3.9%	(850)
	公務	54.4%	32.8%	5.1%	2.1%	2.4%	1.1%	1.0%	0.5%	0.5%	0.3%	(631)
その他	59.8%	11.1%	3.0%	0.6%	8.0%	4.7%	5.0%	3.3%	1.4%	3.0%	(361)	
従業員規模	9人以下	71.5%	5.3%	1.0%	0.4%	1.7%	2.5%	1.8%	3.4%	1.6%	10.9%	(772)
	10～99人	65.4%	11.7%	1.3%	1.0%	4.0%	4.2%	2.9%	3.5%	1.5%	4.4%	(2793)
	100～499人	59.1%	15.3%	2.7%	1.7%	6.2%	4.9%	3.4%	3.4%	0.9%	2.3%	(2325)
	500～999人	59.5%	14.2%	3.2%	2.7%	7.0%	6.2%	2.6%	2.4%	0.9%	1.2%	(956)
	1,000人以上	53.9%	18.0%	3.3%	2.7%	7.7%	5.8%	4.0%	3.1%	0.7%	0.9%	(3551)
わからない	92.0%	5.5%	0.3%	-	0.5%	0.7%	0.3%	-	-	0.7%	(601)	
職種	管理的職業	2.6%	5.0%	5.4%	3.0%	22.1%	16.6%	13.3%	13.4%	4.9%	13.7%	(1958)
	専門的・技術的職業	64.2%	20.4%	2.5%	2.4%	2.9%	3.2%	1.8%	1.7%	0.1%	0.8%	(2115)
	事務	78.5%	14.8%	1.8%	1.3%	1.2%	1.5%	0.4%	0.3%	0.0%	0.3%	(3003)
	販売	63.5%	19.6%	2.3%	2.1%	3.8%	4.5%	1.8%	1.0%	0.5%	0.9%	(1088)
	サービス職業	80.5%	13.3%	0.9%	1.0%	1.4%	1.1%	0.5%	0.4%	0.6%	0.4%	(811)
	保安職業	59.3%	33.3%	1.2%	2.5%	1.2%	-	-	-	-	-	(81)
	農林漁業	78.6%	21.4%	-	-	-	-	-	-	-	-	(14)
	生産工程	85.8%	9.4%	0.6%	1.0%	1.3%	0.8%	0.5%	0.4%	0.1%	0.2%	(1061)
	輸送・機械運転	88.0%	8.7%	1.1%	-	1.1%	1.1%	-	-	-	-	(183)
	建設・採掘	69.3%	18.7%	0.6%	0.6%	2.4%	3.6%	0.6%	3.0%	0.6%	0.6%	(166)
	運搬・清掃・包装	89.3%	9.0%	0.4%	-	0.4%	-	-	0.4%	-	0.4%	(244)
その他	79.6%	14.2%	0.7%	0.4%	1.5%	2.2%	0.4%	0.7%	-	0.4%	(274)	
職位	一般社員	100.0%	-	-	-	-	-	-	-	-	-	(6790)
	主任・係長相当	-	100.0%	-	-	-	-	-	-	-	-	(1533)
	課長代理相当 (ライン職)	-	-	100.0%	-	-	-	-	-	-	-	(256)
	課長代理相当 (スタッフ職)	-	-	-	100.0%	-	-	-	-	-	-	(193)
	課長相当 (ライン職)	-	-	-	-	100.0%	-	-	-	-	-	(609)
	課長相当 (スタッフ職)	-	-	-	-	-	100.0%	-	-	-	-	(519)
	部長相当 (ライン職)	-	-	-	-	-	-	100.0%	-	-	-	(342)
	部長相当 (スタッフ職)	-	-	-	-	-	-	-	100.0%	-	-	(335)
	支社長・事業部長相当	-	-	-	-	-	-	-	-	100.0%	-	(111)
役員相当	-	-	-	-	-	-	-	-	-	100.0%	(310)	
勤務時間制度	通常の勤務時間制度	66.8%	13.9%	2.0%	1.6%	4.3%	3.7%	2.4%	2.4%	0.8%	2.1%	(7623)
	フレックスタイム制	48.5%	16.9%	3.5%	2.5%	8.6%	7.9%	5.3%	3.3%	0.9%	2.7%	(1617)
	変形労働時間制	56.8%	16.6%	2.1%	2.1%	6.8%	3.6%	3.3%	3.3%	2.1%	3.6%	(338)
	交替制	79.1%	13.5%	0.9%	0.6%	2.6%	0.8%	0.8%	0.5%	0.2%	1.1%	(645)
	事業場外労働のみなし労働時間制	54.8%	11.0%	2.7%	1.4%	6.8%	9.6%	6.8%	2.7%	1.4%	2.7%	(73)
	裁量労働制	32.7%	16.1%	5.9%	3.9%	10.7%	12.7%	5.9%	9.3%	1.5%	1.5%	(205)
	管理監督者扱い	0.8%	2.2%	4.2%	2.8%	19.3%	15.6%	11.5%	17.9%	7.3%	18.4%	(358)
	その他	76.5%	5.9%	-	-	5.9%	-	5.9%	-	-	5.9%	(17)
わからない	73.8%	3.3%	0.8%	0.8%	4.1%	3.3%	1.6%	1.6%	-	10.7%	(122)	

		Q1_1 管理職としての経験年数								
		3 年 未 満	3 ～ 5 年	6 ～ 1 0 年	1 1 ～ 1 5 年	1 6 ～ 2 0 年	2 1 年 以 上	平均 (年)	(合 計 度 数)	
全 体		11.5%	19.1%	25.3%	17.2%	13.7%	13.3%	11.6	(2226)	
性 別	男性	10.6%	17.3%	24.2%	17.8%	14.8%	15.3%	12.3	(1772)	
	女性	14.8%	26.0%	29.7%	14.5%	9.3%	5.7%	8.9	(454)	
年 齢 層	20代	67.9%	21.4%	10.7%	-	-	-	2.5	(28)	
	30代	33.2%	43.2%	18.5%	4.8%	0.3%	-	4.3	(292)	
	40代	13.7%	29.9%	33.7%	14.9%	6.5%	1.2%	7.8	(649)	
	50代	5.9%	10.9%	28.8%	24.9%	18.8%	10.6%	12.8	(695)	
	60代	1.6%	4.1%	15.5%	17.4%	23.1%	38.3%	18.9	(562)	
業 種	農林漁業、鉱業、採石業、砂利採取業	18.2%	45.5%	18.2%	-	18.2%	-	6.8	(11)	
	建設業	7.8%	13.9%	28.3%	22.8%	17.2%	10.0%	12.5	(180)	
	製造業	11.0%	17.9%	24.5%	17.9%	15.1%	13.6%	12.0	(575)	
	電気・ガス・熱供給・水道業	25.9%	11.1%	22.2%	7.4%	18.5%	14.8%	11.0	(27)	
	情報通信業	8.5%	24.4%	25.9%	16.9%	11.9%	12.4%	11.1	(201)	
	運輸業、郵便業	11.1%	22.2%	23.3%	17.8%	12.2%	13.3%	11.2	(90)	
	卸売業、小売業	9.8%	19.2%	24.2%	15.1%	15.5%	16.2%	12.4	(265)	
	金融業、保険業	15.7%	15.1%	25.8%	14.5%	10.7%	18.2%	11.9	(159)	
	不動産業、物品賃貸業	17.0%	22.7%	17.0%	18.2%	11.4%	13.6%	11.0	(88)	
	学術研究、専門・技術サービス業	6.3%	27.0%	27.0%	11.1%	14.3%	14.3%	12.0	(63)	
	宿泊業、飲食サービス業	9.8%	24.4%	26.8%	12.2%	12.2%	14.6%	11.2	(41)	
	生活関連サービス業、娯楽業	17.4%	21.7%	17.4%	26.1%	10.9%	6.5%	9.9	(46)	
	教育、学習支援業	11.7%	20.0%	26.7%	23.3%	10.0%	8.3%	10.4	(60)	
	医療、福祉	18.0%	13.0%	35.0%	19.0%	8.0%	7.0%	9.7	(100)	
	複合サービス業	7.7%	38.5%	30.8%	23.1%	-	-	7.4	(13)	
	その他サービス業	9.5%	20.1%	24.6%	16.2%	15.1%	14.5%	12.0	(179)	
公務	30.6%	19.4%	30.6%	2.8%	5.6%	11.1%	7.9	(36)		
その他	6.5%	16.3%	26.1%	18.5%	15.2%	17.4%	13.1	(92)		
従 業 員 規 模	9人以下	10.7%	14.3%	20.8%	21.4%	16.7%	16.1%	13.1	(168)	
	10～99人	10.3%	20.9%	25.3%	15.5%	14.3%	13.6%	11.9	(573)	
	100～499人	8.9%	19.5%	25.0%	18.5%	14.0%	14.0%	12.1	(492)	
	500～999人	17.0%	18.0%	27.8%	13.9%	13.9%	9.3%	10.4	(194)	
	1,000人以上	12.5%	18.6%	25.8%	17.6%	12.5%	13.1%	11.2	(786)	
わからない	23.1%	30.8%	23.1%	7.7%	-	15.4%	8.9	(13)		
職 種	管理的職業	9.9%	17.1%	25.4%	18.2%	14.8%	14.5%	12.2	(1645)	
	専門的・技術的職業	12.6%	22.9%	30.0%	12.1%	11.2%	11.2%	10.7	(223)	
	事務	25.2%	32.4%	17.1%	12.6%	5.4%	7.2%	7.8	(111)	
	販売	12.5%	23.5%	25.0%	17.6%	11.8%	9.6%	10.6	(136)	
	サービス職業	14.3%	28.6%	22.9%	5.7%	11.4%	17.1%	11.4	(35)	
	保安職業	-	-	66.7%	33.3%	-	-	9.3	(3)	
	農林漁業	-	-	-	-	-	-	-	(0)	
	生産工程	8.8%	35.3%	20.6%	17.6%	14.7%	2.9%	9.3	(34)	
	輸送・機械運転	50.0%	25.0%	-	25.0%	-	-	4.8	(4)	
	建設・採掘	22.2%	-	33.3%	22.2%	16.7%	5.6%	11.4	(18)	
運搬・清掃・包装	100.0%	-	-	-	-	-	1.0	(3)		
その他	14.3%	7.1%	14.3%	21.4%	14.3%	28.6%	14.1	(14)		
職 位	一般社員	-	-	-	-	-	-	-	-	
	主任・係長相当	-	-	-	-	-	-	-	-	
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	
	課長相当（ライン職）	17.4%	25.6%	28.9%	15.6%	8.2%	4.3%	8.5	(609)	
	課長相当（スタッフ職）	16.2%	25.8%	24.9%	15.4%	9.2%	8.5%	9.4	(519)	
	部長相当（ライン職）	4.4%	15.8%	26.9%	21.1%	16.7%	15.2%	13.2	(342)	
	部長相当（スタッフ職）	6.0%	11.3%	22.7%	20.3%	21.2%	18.5%	14.5	(335)	
支社長・事業部長相当	3.6%	17.1%	30.6%	17.1%	12.6%	18.9%	13.0	(111)		
役員相当	8.4%	7.7%	18.1%	15.5%	20.6%	29.7%	16.2	(310)		
勤 務 時 間 制 度	通常の勤務時間制度	12.5%	19.6%	25.6%	17.0%	12.2%	13.0%	11.4	(1192)	
	フレックスタイム制	11.9%	18.6%	25.5%	17.1%	15.4%	11.5%	11.5	(462)	
	変形労働時間制	11.8%	21.1%	26.3%	18.4%	15.8%	6.6%	10.4	(76)	
	交替制	13.2%	26.3%	28.9%	13.2%	2.6%	15.8%	10.4	(38)	
	事業場外労働のみなし労働時間制	13.6%	18.2%	27.3%	22.7%	4.5%	13.6%	10.4	(22)	
	裁量労働制	11.8%	17.6%	29.4%	12.9%	12.9%	15.3%	11.6	(85)	
	管理監督者扱い	5.9%	17.4%	22.7%	18.6%	18.0%	17.4%	13.2	(322)	
その他	-	-	-	100.0%	-	-	14.0	(3)		
わからない	19.2%	15.4%	19.2%	7.7%	15.4%	23.1%	12.5	(26)		

		02_1 【ブレイン・マネージャー度】ブレイン（一般業務）											
		0 %	1 0 %	2 0 %	3 0 %	4 0 %	5 0 %	6 0 %	7 0 %	8 0 %	9 0 %	1 0 0 %	(合 計 度 数)
全 体		7.6%	8.6%	8.7%	12.5%	6.2%	19.2%	6.4%	10.7%	10.7%	6.0%	3.3%	(1372)
性 別	男性	8.3%	9.7%	9.3%	12.4%	6.1%	18.2%	6.4%	11.2%	10.3%	5.6%	2.5%	(1081)
	女性	4.8%	4.5%	6.5%	13.1%	6.5%	22.7%	6.5%	8.9%	12.4%	7.9%	6.2%	(291)
年 齢 層	20代	9.1%	13.6%	9.1%	-	4.5%	31.8%	4.5%	9.1%	4.5%	-	13.6%	(22)
	30代	4.1%	4.1%	5.6%	13.8%	7.7%	24.5%	9.7%	13.8%	8.7%	4.6%	3.6%	(196)
	40代	4.0%	6.0%	9.1%	13.4%	6.8%	17.9%	7.1%	13.1%	12.1%	8.3%	2.3%	(397)
	50代	7.0%	9.8%	9.5%	10.8%	5.5%	18.0%	7.0%	8.8%	12.5%	7.2%	4.0%	(400)
	60代	14.0%	12.3%	9.2%	13.7%	5.6%	18.2%	3.4%	8.7%	8.7%	3.4%	2.8%	(357)
業 種	農林漁業、鉱業、採石業、砂利採取業	-	-	25.0%	25.0%	-	-	25.0%	-	25.0%	-	-	(4)
	建設業	8.0%	9.8%	7.1%	8.0%	5.4%	20.5%	2.7%	8.0%	15.2%	11.6%	3.6%	(112)
	製造業	7.1%	11.0%	9.4%	13.0%	6.2%	18.8%	5.5%	9.7%	10.7%	5.8%	2.6%	(308)
	電気・ガス・熱供給・水道業	5.6%	11.1%	5.6%	27.8%	-	11.1%	5.6%	16.7%	-	11.1%	5.6%	(18)
	情報通信業	7.2%	7.2%	6.5%	13.0%	6.5%	23.9%	5.8%	12.3%	12.3%	3.6%	1.4%	(138)
	運輸業、郵便業	8.8%	14.0%	7.0%	7.0%	10.5%	15.8%	14.0%	8.8%	10.5%	-	3.5%	(57)
	卸売業、小売業	9.6%	7.1%	6.4%	9.6%	5.1%	20.5%	7.1%	12.2%	9.0%	10.3%	3.2%	(156)
	金融業、保険業	12.5%	7.7%	9.6%	14.4%	8.7%	20.2%	4.8%	4.8%	4.8%	5.8%	6.7%	(104)
	不動産業、物品賃貸業	5.2%	6.9%	8.6%	12.1%	1.7%	27.6%	10.3%	10.3%	6.9%	5.2%	5.2%	(58)
	学術研究、専門・技術サービス業	2.5%	2.5%	5.0%	12.5%	5.0%	17.5%	12.5%	20.0%	12.5%	5.0%	5.0%	(40)
	宿泊業、飲食サービス業	4.0%	4.0%	16.0%	12.0%	4.0%	16.0%	-	16.0%	20.0%	8.0%	-	(25)
	生活関連サービス業、娯楽業	3.4%	3.4%	10.3%	6.9%	17.2%	6.9%	13.8%	20.7%	-	6.9%	10.3%	(29)
	教育、学習支援業	2.3%	4.7%	16.3%	14.0%	9.3%	16.3%	2.3%	14.0%	9.3%	4.7%	7.0%	(43)
	医療、福祉	13.2%	7.4%	5.9%	19.1%	5.9%	16.2%	5.9%	13.2%	8.8%	2.9%	1.5%	(68)
	複合サービス業	-	-	12.5%	-	12.5%	50.0%	-	12.5%	12.5%	-	-	(8)
その他サービス業	7.8%	9.6%	7.8%	16.5%	6.1%	15.7%	3.5%	13.0%	13.9%	2.6%	3.5%	(115)	
公務	7.7%	23.1%	26.9%	11.5%	7.7%	11.5%	7.7%	-	-	3.8%	-	(26)	
その他	3.2%	4.8%	9.5%	11.1%	1.6%	20.6%	12.7%	6.3%	20.6%	9.5%	-	(63)	
従 業 員 規 模	9人以下	4.1%	4.1%	3.3%	4.1%	3.3%	23.6%	2.4%	8.9%	16.3%	15.4%	14.6%	(123)
	10～99人	6.4%	3.9%	6.7%	9.8%	3.9%	20.4%	8.7%	11.7%	15.4%	8.7%	4.5%	(358)
	100～499人	7.4%	10.0%	9.7%	10.7%	8.4%	15.4%	5.4%	11.7%	13.4%	5.4%	2.7%	(299)
	500～999人	6.3%	8.0%	10.7%	25.9%	6.3%	21.4%	3.6%	8.9%	4.5%	3.6%	0.9%	(112)
	1,000人以上	9.8%	12.7%	10.8%	15.1%	7.2%	18.5%	7.0%	10.4%	5.5%	2.5%	0.4%	(471)
わからない	11.1%	-	-	-	11.1%	44.4%	11.1%	-	11.1%	11.1%	-	(9)	
職 種	管理的職業	8.6%	9.9%	10.1%	13.5%	6.1%	20.0%	5.5%	9.5%	8.9%	5.2%	2.7%	(1057)
	専門的・技術的職業	5.0%	4.2%	4.2%	11.8%	8.4%	15.1%	7.6%	19.3%	15.1%	5.0%	4.2%	(119)
	事務	3.6%	1.8%	7.1%	3.6%	3.6%	23.2%	16.1%	5.4%	16.1%	14.3%	5.4%	(56)
	販売	2.6%	6.6%	2.6%	7.9%	5.3%	13.2%	7.9%	18.4%	18.4%	10.5%	6.6%	(76)
	サービス職業	4.3%	4.3%	4.3%	8.7%	8.7%	30.4%	4.3%	13.0%	8.7%	8.7%	4.3%	(23)
	保安職業	-	-	-	50.0%	-	-	-	50.0%	-	-	-	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	9.1%	-	-	13.6%	9.1%	9.1%	13.6%	13.6%	22.7%	4.5%	4.5%	(22)
	輸送・機械運転	-	-	-	50.0%	-	-	-	-	-	50.0%	-	(2)
	建設・採掘	-	-	14.3%	-	14.3%	14.3%	-	-	28.6%	28.6%	-	(7)
	運搬・清掃・包装	-	-	-	-	-	-	50.0%	-	-	-	50.0%	(2)
その他	-	16.7%	-	-	-	16.7%	16.7%	-	50.0%	-	-	(6)	
職 位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	3.9%	7.2%	8.4%	13.3%	6.4%	17.4%	7.9%	14.4%	13.0%	6.2%	1.8%	(609)
	課長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当（ライン職）	5.8%	9.1%	8.8%	14.6%	6.4%	21.3%	7.0%	8.8%	9.9%	6.4%	1.8%	(342)
	部長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
支社長・事業部長相当	11.7%	6.3%	16.2%	12.6%	9.0%	26.1%	4.5%	6.3%	3.6%	1.8%	1.8%	(111)	
役員相当	15.2%	11.6%	6.8%	8.7%	4.5%	17.7%	3.5%	7.1%	9.7%	6.8%	8.4%	(310)	
勤 務 時 間 制 度	通常の勤務時間制度	6.0%	8.2%	8.4%	10.5%	6.4%	18.6%	7.3%	9.7%	12.6%	8.1%	4.1%	(730)
	フレックスタイム制	8.2%	6.8%	8.9%	14.2%	6.4%	20.3%	6.4%	14.6%	7.1%	3.9%	3.2%	(281)
	変形労働時間制	11.3%	11.3%	5.7%	11.3%	5.7%	15.1%	9.4%	17.0%	9.4%	3.8%	-	(53)
	交替制	3.3%	3.3%	6.7%	23.3%	10.0%	16.7%	-	13.3%	6.7%	10.0%	6.7%	(30)
	事業場外労働のみなし労働時間制	7.7%	7.7%	7.7%	15.4%	7.7%	30.8%	-	15.4%	7.7%	-	-	(13)
	裁量労働制	10.0%	10.0%	7.5%	12.5%	-	15.0%	5.0%	15.0%	20.0%	5.0%	-	(40)
	管理監督者扱い	10.4%	13.4%	11.9%	16.8%	5.0%	19.8%	4.5%	5.9%	7.9%	3.0%	1.5%	(202)
その他	-	-	33.3%	-	33.3%	-	-	-	33.3%	-	-	(3)	
わからない	20.0%	-	-	5.0%	10.0%	35.0%	5.0%	10.0%	10.0%	-	5.0%	(20)	

		Q2.2 【ブレイン・マネージャー度】マネジメント（部下の労務管理や部署運営など）											
		0 %	1 0 %	2 0 %	3 0 %	4 0 %	5 0 %	6 0 %	7 0 %	8 0 %	9 0 %	1 0 0 %	（合計 度数）
全体		3.3%	6.0%	10.7%	10.7%	6.4%	19.2%	6.2%	12.5%	8.7%	8.6%	7.6%	(1372)
性別	男性	2.5%	5.6%	10.3%	11.2%	6.4%	18.2%	6.1%	12.4%	9.3%	9.7%	8.3%	(1081)
	女性	6.2%	7.9%	12.4%	8.9%	6.5%	22.7%	6.5%	13.1%	6.5%	4.5%	4.8%	(291)
年齢層	20代	13.6%	-	4.5%	9.1%	4.5%	31.8%	4.5%	-	9.1%	13.6%	9.1%	(22)
	30代	3.6%	4.6%	8.7%	13.8%	9.7%	24.5%	7.7%	13.8%	5.6%	4.1%	4.1%	(196)
	40代	2.3%	8.3%	12.1%	13.1%	7.1%	17.9%	6.8%	13.4%	9.1%	6.0%	4.0%	(397)
	50代	4.0%	7.2%	12.5%	8.8%	7.0%	18.0%	5.5%	10.8%	9.5%	9.8%	7.0%	(400)
	60代	2.8%	3.4%	8.7%	8.7%	3.4%	18.2%	5.6%	13.7%	9.2%	12.3%	14.0%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	-	-	25.0%	-	25.0%	-	-	25.0%	25.0%	-	-	(4)
	建設業	3.6%	11.6%	15.2%	8.0%	2.7%	20.5%	5.4%	8.0%	7.1%	9.8%	8.0%	(112)
	製造業	2.6%	5.8%	10.7%	9.7%	5.5%	18.8%	6.2%	13.0%	9.4%	11.0%	7.1%	(308)
	電気・ガス・熱供給・水道業	5.6%	11.1%	-	16.7%	5.6%	11.1%	-	27.8%	5.6%	11.1%	5.6%	(18)
	情報通信業	1.4%	3.6%	12.3%	12.3%	5.8%	23.9%	6.5%	13.0%	6.5%	7.2%	7.2%	(138)
	運輸業、郵便業	3.5%	-	10.5%	8.8%	14.0%	15.8%	10.5%	7.0%	7.0%	14.0%	8.8%	(57)
	卸売業、小売業	3.2%	10.3%	9.0%	12.2%	7.1%	20.5%	5.1%	9.6%	6.4%	7.1%	9.6%	(156)
	金融業、保険業	6.7%	5.8%	4.8%	4.8%	4.8%	20.2%	8.7%	14.4%	9.6%	7.7%	12.5%	(104)
	不動産業、物品賃貸業	5.2%	5.2%	6.9%	10.3%	10.3%	27.6%	1.7%	12.1%	8.6%	6.9%	5.2%	(58)
	学術研究、専門・技術サービス業	5.0%	5.0%	12.5%	20.0%	12.5%	17.5%	5.0%	12.5%	5.0%	2.5%	2.5%	(40)
	宿泊業、飲食サービス業	-	8.0%	20.0%	16.0%	-	16.0%	4.0%	12.0%	16.0%	4.0%	4.0%	(25)
	生活関連サービス業、娯楽業	10.3%	6.9%	-	20.7%	13.8%	6.9%	17.2%	6.9%	10.3%	3.4%	3.4%	(29)
	教育、学習支援業	7.0%	4.7%	9.3%	14.0%	2.3%	16.3%	9.3%	14.0%	16.3%	4.7%	2.3%	(43)
	医療、福祉	1.5%	2.9%	8.8%	13.2%	5.9%	16.2%	5.9%	19.1%	5.9%	7.4%	13.2%	(68)
	複合サービス業	-	-	12.5%	12.5%	-	50.0%	12.5%	-	12.5%	-	-	(8)
	その他サービス業	3.5%	2.6%	13.9%	13.0%	3.5%	15.7%	6.1%	16.5%	7.8%	9.6%	7.8%	(115)
	公務	-	3.8%	-	-	7.7%	11.5%	7.7%	11.5%	26.9%	23.1%	7.7%	(26)
その他	-	9.5%	20.6%	6.3%	12.7%	20.6%	1.6%	11.1%	9.5%	4.8%	3.2%	(63)	
従業員規模	9人以下	14.6%	15.4%	16.3%	8.9%	2.4%	23.6%	3.3%	4.1%	3.3%	4.1%	4.1%	(123)
	10～99人	4.5%	8.7%	15.4%	11.7%	8.7%	20.4%	3.9%	9.8%	6.7%	3.9%	6.4%	(358)
	100～499人	2.7%	5.4%	13.4%	11.7%	5.4%	15.4%	8.4%	10.7%	9.7%	10.0%	7.4%	(299)
	500～999人	0.9%	3.6%	4.5%	8.9%	3.6%	21.4%	6.3%	25.9%	10.7%	8.0%	6.3%	(112)
	1,000人以上	0.4%	2.5%	5.5%	10.4%	7.0%	18.5%	7.2%	15.1%	10.8%	12.7%	9.8%	(471)
わからない	-	11.1%	11.1%	-	11.1%	44.4%	11.1%	-	-	-	11.1%	(9)	
職種	管理的職業	2.7%	5.2%	8.9%	9.5%	5.5%	20.0%	6.1%	13.5%	10.1%	9.9%	8.6%	(1057)
	専門的・技術的職業	4.2%	5.0%	15.1%	19.3%	7.6%	15.1%	8.4%	11.8%	4.2%	4.2%	5.0%	(119)
	事務	5.4%	14.3%	16.1%	5.4%	16.1%	23.2%	3.6%	3.6%	7.1%	1.8%	3.6%	(56)
	販売	6.6%	10.5%	18.4%	18.4%	7.9%	13.2%	5.3%	7.9%	2.6%	6.6%	2.6%	(76)
	サービス職業	4.3%	8.7%	8.7%	13.0%	4.3%	30.4%	8.7%	8.7%	4.3%	4.3%	4.3%	(23)
	保安職業	-	-	-	50.0%	-	-	-	50.0%	-	-	-	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	4.5%	4.5%	22.7%	13.6%	13.6%	9.1%	9.1%	13.6%	-	-	9.1%	(22)
	輸送・機械運転	-	50.0%	-	-	-	-	-	50.0%	-	-	-	(2)
	建設・採掘	-	28.6%	28.6%	-	-	14.3%	14.3%	-	14.3%	-	-	(7)
	運搬・清掃・包装	50.0%	-	-	-	50.0%	-	-	-	-	-	-	(2)
その他	-	-	50.0%	-	16.7%	16.7%	-	-	-	16.7%	-	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	1.8%	6.2%	13.0%	14.4%	7.9%	17.4%	6.4%	13.3%	8.4%	7.2%	3.9%	(609)
	課長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当（ライン職）	1.8%	6.4%	9.9%	8.8%	7.0%	21.3%	6.4%	14.6%	8.8%	9.1%	5.8%	(342)
	部長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
支社長・事業部長相当	1.8%	1.8%	3.6%	6.3%	4.5%	26.1%	9.0%	12.6%	16.2%	6.3%	11.7%	(111)	
役員相当	8.4%	6.8%	9.7%	7.1%	3.5%	17.7%	4.5%	8.7%	6.8%	11.6%	15.2%	(310)	
勤務時間制度	通常の勤務時間制度	4.1%	8.1%	12.6%	9.7%	7.3%	18.6%	6.4%	10.5%	8.4%	8.2%	6.0%	(730)
	フレックスタイム制	3.2%	3.9%	7.1%	14.6%	6.4%	20.3%	6.4%	14.2%	8.9%	6.8%	8.2%	(281)
	変形労働時間制	-	3.8%	9.4%	17.0%	9.4%	15.1%	5.7%	11.3%	5.7%	11.3%	11.3%	(53)
	交替制	6.7%	10.0%	6.7%	13.3%	-	16.7%	10.0%	23.3%	6.7%	3.3%	3.3%	(30)
	事業場外労働のみなし労働時間制	-	-	7.7%	15.4%	-	30.8%	7.7%	15.4%	7.7%	7.7%	7.7%	(13)
	裁量労働制	-	5.0%	20.0%	15.0%	5.0%	15.0%	-	12.5%	7.5%	10.0%	10.0%	(40)
	管理監督者扱い	1.5%	3.0%	7.9%	5.9%	4.5%	19.8%	5.0%	16.8%	11.9%	13.4%	10.4%	(202)
その他	-	-	33.3%	-	-	-	33.3%	-	33.3%	-	-	(3)	
わからない	5.0%	-	10.0%	10.0%	5.0%	35.0%	10.0%	5.0%	-	-	20.0%	(20)	

		Q3_1 プレイング業務に使う時間が足りているか				Q3_2 マネジメントに使う時間が足りているか			
		足りている	やや足りない	全く足りない	(合計度数)	足りている	やや足りない	全く足りない	(合計度数)
全 体		53.1%	35.3%	11.6%	(1372)	49.9%	37.2%	12.9%	(1372)
性別	男性	53.4%	35.0%	11.7%	(1081)	50.9%	36.5%	12.6%	(1081)
	女性	52.2%	36.4%	11.3%	(291)	46.4%	39.5%	14.1%	(291)
年齢層	20代	81.8%	13.6%	4.5%	(22)	45.5%	45.5%	9.1%	(22)
	30代	47.4%	38.8%	13.8%	(196)	33.2%	47.4%	19.4%	(196)
	40代	45.3%	39.5%	15.1%	(397)	41.3%	40.6%	18.1%	(397)
	50代	49.8%	38.3%	12.0%	(400)	51.2%	36.0%	12.8%	(400)
	60代	66.9%	26.6%	6.4%	(357)	67.5%	28.6%	3.9%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	50.0%	25.0%	25.0%	(4)	75.0%	25.0%	-	(4)
	建設業	55.4%	36.6%	8.0%	(112)	55.4%	35.7%	8.9%	(112)
	製造業	56.2%	33.1%	10.7%	(308)	54.9%	35.1%	10.1%	(308)
	電気・ガス・熱供給・水道業	61.1%	27.8%	11.1%	(18)	50.0%	38.9%	11.1%	(18)
	情報通信業	42.8%	40.6%	16.7%	(138)	48.6%	35.5%	15.9%	(138)
	運輸業、郵便業	66.7%	28.1%	5.3%	(57)	59.6%	29.8%	10.5%	(57)
	卸売業、小売業	51.9%	34.6%	13.5%	(156)	54.5%	29.5%	16.0%	(156)
	金融業、保険業	61.5%	33.7%	4.8%	(104)	52.9%	37.5%	9.6%	(104)
	不動産業、物品賃貸業	53.4%	31.0%	15.5%	(58)	50.0%	37.9%	12.1%	(58)
	学術研究、専門・技術サービス業	37.5%	50.0%	12.5%	(40)	42.5%	52.5%	5.0%	(40)
	宿泊業、飲食サービス業	68.0%	20.0%	12.0%	(25)	48.0%	40.0%	12.0%	(25)
	生活関連サービス業、娯楽業	41.4%	51.7%	6.9%	(29)	24.1%	58.6%	17.2%	(29)
	教育、学習支援業	46.5%	41.9%	11.6%	(43)	44.2%	44.2%	11.6%	(43)
	医療、福祉	48.5%	38.2%	13.2%	(68)	32.4%	45.6%	22.1%	(68)
	複合サービス業	37.5%	50.0%	12.5%	(8)	37.5%	50.0%	12.5%	(8)
	その他サービス業	53.0%	32.2%	14.8%	(115)	46.1%	37.4%	16.5%	(115)
公務	61.5%	26.9%	11.5%	(26)	57.7%	34.6%	7.7%	(26)	
その他	49.2%	38.1%	12.7%	(63)	38.1%	42.9%	19.0%	(63)	
従業員規模	9人以下	69.1%	22.8%	8.1%	(123)	68.3%	22.0%	9.8%	(123)
	10～99人	54.5%	35.2%	10.3%	(358)	51.1%	37.7%	11.2%	(358)
	100～499人	50.2%	36.5%	13.4%	(299)	44.8%	40.1%	15.1%	(299)
	500～999人	48.2%	34.8%	17.0%	(112)	43.8%	42.9%	13.4%	(112)
	1,000人以上	51.4%	38.2%	10.4%	(471)	49.7%	37.2%	13.2%	(471)
わからない	33.3%	22.2%	44.4%	(9)	11.1%	55.6%	33.3%	(9)	
職種	管理的職業	54.7%	34.8%	10.5%	(1057)	53.0%	34.9%	12.1%	(1057)
	専門的・技術的職業	37.8%	42.9%	19.3%	(119)	31.9%	49.6%	18.5%	(119)
	事務	64.3%	26.8%	8.9%	(56)	58.9%	32.1%	8.9%	(56)
	販売	47.4%	35.5%	17.1%	(76)	42.1%	38.2%	19.7%	(76)
	サービス職業	52.2%	34.8%	13.0%	(23)	39.1%	47.8%	13.0%	(23)
	保安職業	-	50.0%	50.0%	(2)	-	50.0%	50.0%	(2)
	農林漁業	-	-	-	-	-	-	-	-
	生産工程	59.1%	31.8%	9.1%	(22)	31.8%	59.1%	9.1%	(22)
	輸送・機械運転	-	100.0%	-	(2)	-	100.0%	-	(2)
	建設・採掘	57.1%	28.6%	14.3%	(7)	28.6%	57.1%	14.3%	(7)
運搬・清掃・包装	100.0%	-	-	(2)	50.0%	50.0%	-	(2)	
その他	50.0%	50.0%	-	(6)	50.0%	50.0%	-	(6)	
職位	一般社員	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-
	課長相当（ライン職）	45.5%	39.9%	14.6%	(609)	39.4%	44.8%	15.8%	(609)
	課長相当（スタッフ職）	-	-	-	-	-	-	-	-
	部長相当（ライン職）	51.5%	36.5%	12.0%	(342)	52.9%	33.0%	14.0%	(342)
	部長相当（スタッフ職）	-	-	-	-	-	-	-	-
支社長・事業部長相当	55.9%	34.2%	9.9%	(111)	42.3%	43.2%	14.4%	(111)	
役員相当	69.0%	25.2%	5.8%	(310)	70.0%	24.5%	5.5%	(310)	
勤務時間制度	通常の勤務時間制度	55.9%	33.8%	10.3%	(730)	51.5%	35.3%	13.2%	(730)
	フレックスタイム制	46.6%	40.6%	12.8%	(281)	47.7%	39.9%	12.5%	(281)
	変形労働時間制	54.7%	34.0%	11.3%	(53)	30.2%	60.4%	9.4%	(53)
	交替制	63.3%	30.0%	6.7%	(30)	50.0%	30.0%	20.0%	(30)
	事業場外労働のみなし労働時間制	30.8%	23.1%	46.2%	(13)	23.1%	38.5%	38.5%	(13)
	裁量労働制	35.0%	42.5%	22.5%	(40)	40.0%	47.5%	12.5%	(40)
	管理監督者扱い	55.4%	33.2%	11.4%	(202)	55.9%	33.2%	10.9%	(202)
その他	33.3%	66.7%	-	(3)	33.3%	33.3%	33.3%	(3)	
わからない	55.0%	35.0%	10.0%	(20)	55.0%	35.0%	10.0%	(20)	

		Q4.1 あなたは、管理職としてのご自身を評価すると何点ですか？／プレイヤーとしての業務遂行											
		0点	10点	20点	30点	40点	50点	60点	70点	80点	90点	100点	(合計度数)
全体		3.5%	1.7%	1.6%	5.4%	3.4%	12.2%	9.0%	16.5%	25.2%	9.5%	12.0%	(1372)
性別	男性	4.1%	1.7%	1.4%	5.4%	3.3%	13.0%	9.6%	17.1%	23.9%	9.0%	11.7%	(1081)
	女性	1.4%	1.7%	2.4%	5.5%	3.4%	9.3%	6.9%	14.4%	30.2%	11.7%	13.1%	(291)
年齢層	20代	-	9.1%	4.5%	4.5%	9.1%	4.5%	13.6%	4.5%	31.8%	4.5%	13.6%	(22)
	30代	1.5%	3.1%	2.0%	7.1%	5.1%	12.8%	10.2%	14.8%	23.0%	10.2%	10.2%	(196)
	40代	2.3%	0.8%	2.0%	6.0%	2.5%	13.9%	9.8%	19.4%	24.2%	7.8%	11.3%	(397)
	50代	2.5%	2.3%	0.8%	4.8%	3.0%	12.3%	9.0%	16.8%	25.5%	10.5%	12.8%	(400)
	60代	7.3%	0.8%	1.7%	4.5%	3.4%	10.4%	7.3%	14.8%	26.9%	10.4%	12.6%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	-	-	-	50.0%	-	-	-	-	25.0%	25.0%	-	(4)
	建設業	2.7%	0.9%	0.9%	7.1%	1.8%	10.7%	10.7%	17.0%	32.1%	5.4%	10.7%	(112)
	製造業	4.2%	1.3%	1.0%	5.8%	2.9%	11.7%	8.8%	15.9%	24.7%	12.7%	11.0%	(308)
	電気・ガス・熱供給・水道業	-	-	-	16.7%	-	11.1%	16.7%	16.7%	22.2%	-	16.7%	(18)
	情報通信業	5.1%	1.4%	1.4%	2.9%	3.6%	13.8%	8.0%	17.4%	27.5%	10.9%	8.0%	(138)
	運輸業、郵便業	1.8%	-	1.8%	3.5%	7.0%	12.3%	12.3%	15.8%	26.3%	5.3%	14.0%	(57)
	卸売業、小売業	7.1%	2.6%	0.6%	6.4%	2.6%	11.5%	5.1%	13.5%	25.6%	10.9%	14.1%	(156)
	金融業、保険業	3.8%	1.9%	1.9%	5.8%	1.9%	10.6%	11.5%	22.1%	21.2%	9.6%	9.6%	(104)
	不動産業、物品賃貸業	3.4%	-	1.7%	3.4%	3.4%	13.8%	5.2%	20.7%	24.1%	8.6%	15.5%	(58)
	学術研究、専門・技術サービス業	2.5%	-	2.5%	5.0%	-	17.5%	15.0%	20.0%	22.5%	10.0%	5.0%	(40)
	宿泊業、飲食サービス業	-	-	-	12.0%	4.0%	8.0%	4.0%	12.0%	24.0%	16.0%	20.0%	(25)
	生活関連サービス業、娯楽業	-	-	-	3.4%	3.4%	27.6%	13.8%	17.2%	17.2%	3.4%	13.8%	(29)
	教育、学習支援業	-	2.3%	7.0%	4.7%	4.7%	14.0%	-	23.3%	27.9%	2.3%	14.0%	(43)
	医療、福祉	1.5%	-	4.4%	8.8%	7.4%	14.7%	10.3%	13.2%	25.0%	8.8%	5.9%	(68)
	複合サービス業	-	-	-	-	-	37.5%	-	12.5%	37.5%	12.5%	-	(8)
	その他サービス業	2.6%	4.3%	2.6%	2.6%	5.2%	8.7%	10.4%	13.9%	27.0%	6.1%	16.5%	(115)
公務	-	7.7%	3.8%	-	3.8%	7.7%	23.1%	15.4%	11.5%	7.7%	19.2%	(26)	
その他	3.2%	3.2%	-	3.2%	3.2%	9.5%	7.9%	17.5%	22.2%	14.3%	15.9%	(63)	
従業員規模	9人以下	3.3%	0.8%	0.8%	7.3%	1.6%	13.0%	8.1%	13.8%	26.0%	9.8%	15.4%	(123)
	10～99人	3.6%	0.8%	1.1%	4.5%	3.6%	13.4%	8.4%	16.2%	24.0%	9.5%	14.8%	(358)
	100～499人	3.3%	3.3%	2.7%	5.4%	2.7%	12.0%	8.0%	15.7%	28.8%	9.4%	8.7%	(299)
	500～999人	3.6%	0.9%	0.9%	6.3%	7.1%	15.2%	10.7%	13.4%	20.5%	8.9%	12.5%	(112)
	1,000人以上	3.6%	1.7%	1.5%	5.3%	2.8%	10.4%	10.0%	18.9%	25.3%	9.8%	10.8%	(471)
わからない	-	-	11.1%	11.1%	22.2%	11.1%	11.1%	11.1%	-	11.1%	11.1%	(9)	
職種	管理的職業	4.0%	1.7%	1.7%	5.4%	3.0%	12.8%	8.6%	16.0%	24.7%	9.5%	12.7%	(1057)
	専門的・技術的職業	3.4%	0.8%	0.8%	5.9%	3.4%	12.6%	9.2%	21.0%	26.9%	7.6%	8.4%	(119)
	事務	-	3.6%	-	1.8%	3.6%	3.6%	16.1%	16.1%	33.9%	8.9%	12.5%	(56)
	販売	1.3%	2.6%	1.3%	6.6%	3.9%	14.5%	14.5%	15.8%	18.4%	10.5%	10.5%	(76)
	サービス職業	-	-	4.3%	4.3%	13.0%	13.0%	4.3%	17.4%	30.4%	8.7%	4.3%	(23)
	保安職業	-	-	-	-	-	-	50.0%	-	50.0%	-	-	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	4.5%	-	4.5%	4.5%	4.5%	-	-	18.2%	22.7%	31.8%	9.1%	(22)
	輸送・機械運転	-	-	-	50.0%	-	-	-	50.0%	-	-	-	(2)
	建設・採掘	-	-	-	14.3%	-	-	-	-	85.7%	-	-	(7)
	運搬・清掃・包装	-	-	-	-	50.0%	-	-	50.0%	-	-	-	(2)
その他	-	-	-	-	-	16.7%	-	33.3%	16.7%	-	33.3%	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	1.3%	1.3%	1.8%	5.4%	3.4%	12.8%	11.2%	18.2%	27.6%	6.9%	10.0%	(609)
	課長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当（ライン職）	2.3%	1.8%	1.2%	5.3%	3.2%	9.4%	8.2%	21.1%	25.4%	12.9%	9.4%	(342)
	部長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	支社長・事業部長相当	3.6%	0.9%	3.6%	9.0%	2.7%	9.9%	8.1%	12.6%	22.5%	12.6%	14.4%	(111)
役員相当	9.0%	2.6%	1.0%	4.2%	3.5%	14.8%	6.1%	9.7%	21.3%	10.0%	17.7%	(310)	
勤務時間制度	通常の勤務時間制度	3.2%	1.9%	1.8%	5.6%	3.0%	13.6%	8.5%	17.5%	25.6%	7.8%	11.5%	(730)
	フレックスタイム制	4.6%	1.8%	1.1%	4.3%	3.2%	9.6%	10.0%	18.1%	25.3%	10.3%	11.7%	(281)
	変形労働時間制	7.5%	1.9%	1.9%	11.3%	9.4%	13.2%	5.7%	11.3%	24.5%	5.7%	7.5%	(53)
	交替制	3.3%	-	-	6.7%	6.7%	13.3%	6.7%	20.0%	33.3%	6.7%	3.3%	(30)
	事業場外労働のみなし労働時間制	-	-	-	-	7.7%	-	-	23.1%	38.5%	-	30.8%	(13)
	裁量労働制	-	-	5.0%	5.0%	5.0%	7.5%	15.0%	17.5%	27.5%	7.5%	10.0%	(40)
	管理監督者扱い	3.0%	0.5%	1.5%	3.5%	2.0%	10.9%	10.9%	12.4%	22.3%	18.3%	14.9%	(202)
その他	-	-	-	-	-	33.3%	-	-	66.7%	-	-	(3)	
わからない	5.0%	10.0%	-	20.0%	5.0%	20.0%	5.0%	5.0%	10.0%	-	20.0%	(20)	

		Q4_2 管理職としての自己評価/統括する部署の管理（マネジメント）											
		0点	10点	20点	30点	40点	50点	60点	70点	80点	90点	100点	（合計度数）
全体		1.7%	3.2%	3.6%	5.8%	5.5%	15.0%	12.2%	18.1%	20.2%	7.4%	7.3%	(1372)
性別	男性	1.4%	3.1%	3.6%	6.0%	5.7%	14.9%	11.3%	17.9%	21.0%	7.1%	7.9%	(1081)
	女性	2.7%	3.4%	3.4%	5.2%	4.8%	15.5%	15.8%	18.6%	17.2%	8.2%	5.2%	(291)
年齢層	20代	4.5%	4.5%	9.1%	13.6%	-	18.2%	9.1%	-	22.7%	13.6%	4.5%	(22)
	30代	1.5%	2.6%	3.6%	12.2%	7.1%	14.8%	16.3%	18.4%	14.3%	5.1%	4.1%	(196)
	40代	1.5%	4.3%	3.3%	6.0%	6.5%	16.9%	13.4%	19.1%	17.4%	5.3%	6.3%	(397)
	50代	2.3%	3.3%	2.8%	3.0%	5.5%	16.5%	12.0%	21.5%	20.0%	7.2%	6.0%	(400)
	60代	1.1%	2.2%	4.5%	4.8%	3.9%	11.2%	9.2%	14.0%	26.6%	10.6%	11.8%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	-	-	-	25.0%	25.0%	-	-	25.0%	25.0%	-	-	(4)
	建設業	0.9%	3.6%	4.5%	2.7%	4.5%	12.5%	15.2%	18.8%	25.0%	6.3%	6.3%	(112)
	製造業	1.0%	3.2%	2.9%	4.2%	8.1%	14.0%	13.6%	14.0%	20.8%	10.1%	8.1%	(308)
	電気・ガス・熱供給・水道業	5.6%	5.6%	-	11.1%	-	27.8%	11.1%	11.1%	16.7%	5.6%	5.6%	(18)
	情報通信業	-	1.4%	1.4%	4.3%	3.6%	18.1%	13.0%	23.2%	18.8%	8.0%	8.0%	(138)
	運輸業、郵便業	-	-	1.8%	7.0%	7.0%	15.8%	12.3%	10.5%	26.3%	5.3%	14.0%	(57)
	卸売業、小売業	2.6%	3.8%	3.2%	6.4%	5.8%	15.4%	12.2%	17.9%	18.6%	6.4%	7.7%	(156)
	金融業、保険業	4.8%	1.9%	2.9%	4.8%	2.9%	16.3%	11.5%	28.8%	16.3%	2.9%	6.7%	(104)
	不動産業、物品賃貸業	3.4%	-	3.4%	12.1%	1.7%	19.0%	8.6%	13.8%	22.4%	6.9%	8.6%	(58)
	学術研究、専門・技術サービス業	2.5%	10.0%	7.5%	2.5%	2.5%	17.5%	20.0%	15.0%	20.0%	2.5%	-	(40)
	宿泊業、飲食サービス業	-	8.0%	8.0%	12.0%	4.0%	8.0%	4.0%	16.0%	20.0%	12.0%	8.0%	(25)
	生活関連サービス業、娯楽業	-	3.4%	-	13.8%	-	10.3%	17.2%	34.5%	13.8%	3.4%	3.4%	(29)
	教育、学習支援業	7.0%	2.3%	9.3%	4.7%	9.3%	14.0%	4.7%	16.3%	23.3%	7.0%	2.3%	(43)
	医療、福祉	-	4.4%	1.5%	14.7%	4.4%	14.7%	7.4%	20.6%	19.1%	7.4%	5.9%	(68)
	複合サービス業	-	-	12.5%	-	-	12.5%	25.0%	12.5%	25.0%	25.0%	-	(8)
	その他サービス業	2.6%	4.3%	4.3%	4.3%	7.0%	11.3%	13.0%	16.5%	19.1%	9.6%	7.8%	(115)
公務	-	3.8%	3.8%	3.8%	7.7%	11.5%	15.4%	23.1%	19.2%	3.8%	7.7%	(26)	
その他	-	3.2%	7.9%	4.8%	6.3%	20.6%	6.3%	15.9%	20.6%	6.3%	7.9%	(63)	
従業員規模	9人以下	7.3%	2.4%	7.3%	6.5%	2.4%	19.5%	10.6%	10.6%	17.1%	7.3%	8.9%	(123)
	10～99人	1.4%	5.0%	5.0%	6.4%	4.7%	17.3%	10.6%	14.2%	20.9%	5.9%	8.4%	(358)
	100～499人	2.3%	4.0%	3.3%	6.7%	5.7%	14.7%	15.1%	15.7%	17.7%	7.0%	7.7%	(299)
	500～999人	-	3.6%	1.8%	8.0%	6.3%	16.1%	8.9%	17.9%	19.6%	8.9%	8.9%	(112)
	1,000人以上	0.4%	1.5%	2.1%	3.4%	6.8%	11.7%	13.2%	24.6%	22.5%	8.5%	5.3%	(471)
わからない	-	-	-	44.4%	-	33.3%	-	11.1%	-	-	11.1%	(9)	
職種	管理的職業	1.6%	2.6%	2.5%	5.7%	5.5%	14.7%	12.4%	18.3%	21.1%	7.4%	8.4%	(1057)
	専門的・技術的職業	2.5%	5.9%	9.2%	2.5%	7.6%	16.8%	16.0%	16.0%	14.3%	8.4%	0.8%	(119)
	事務	-	3.6%	3.6%	5.4%	7.1%	14.3%	10.7%	19.6%	23.2%	7.1%	5.4%	(56)
	販売	3.9%	3.9%	6.6%	11.8%	2.6%	19.7%	7.9%	15.8%	17.1%	3.9%	6.6%	(76)
	サービス職業	-	17.4%	-	13.0%	4.3%	8.7%	-	26.1%	13.0%	13.0%	4.3%	(23)
	保安職業	-	-	-	-	-	-	-	100.0%	-	-	-	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	-	4.5%	9.1%	4.5%	9.1%	13.6%	13.6%	13.6%	18.2%	9.1%	4.5%	(22)
	輸送・機械運転	-	-	-	-	-	50.0%	-	50.0%	-	-	-	(2)
	建設・採掘	-	-	14.3%	-	-	-	28.6%	14.3%	42.9%	-	-	(7)
	運搬・清掃・包装	-	-	-	50.0%	-	50.0%	-	-	-	-	-	(2)
その他	-	-	33.3%	-	-	16.7%	16.7%	-	16.7%	16.7%	-	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	1.3%	3.8%	3.3%	7.4%	6.7%	16.4%	13.6%	19.0%	18.1%	6.2%	4.1%	(609)
	課長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当（ライン職）	0.9%	3.2%	4.7%	3.5%	6.1%	12.3%	14.3%	21.3%	20.2%	7.3%	6.1%	(342)
	部長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
支社長・事業部長相当	0.9%	1.8%	4.5%	5.4%	2.7%	14.4%	10.8%	14.4%	24.3%	9.0%	11.7%	(111)	
役員相当	3.5%	2.6%	2.6%	5.5%	3.5%	15.5%	7.7%	13.9%	22.9%	9.0%	13.2%	(310)	
勤務時間制度	通常の勤務時間制度	2.2%	3.4%	4.2%	6.3%	6.3%	15.8%	11.0%	18.4%	19.6%	5.9%	7.0%	(730)
	フレックスタイム制	1.1%	3.9%	2.1%	2.8%	5.0%	12.8%	15.3%	20.6%	20.3%	9.3%	6.8%	(281)
	変形労働時間制	-	1.9%	1.9%	13.2%	5.7%	15.1%	17.0%	15.1%	18.9%	9.4%	1.9%	(53)
	交替制	-	6.7%	10.0%	6.7%	3.3%	6.7%	10.0%	26.7%	23.3%	6.7%	-	(30)
	事業場外労働のみなし労働時間制	-	-	-	-	-	23.1%	7.7%	15.4%	15.4%	30.8%	7.7%	(13)
	裁量労働制	2.5%	2.5%	5.0%	5.0%	12.5%	10.0%	22.5%	12.5%	20.0%	2.5%	5.0%	(40)
	管理監督者扱い	1.5%	1.0%	2.0%	6.9%	2.0%	16.3%	9.9%	15.8%	24.3%	9.9%	10.4%	(202)
その他	-	-	-	-	33.3%	33.3%	-	-	33.3%	-	-	(3)	
わからない	-	10.0%	10.0%	5.0%	10.0%	20.0%	15.0%	5.0%	-	-	25.0%	(20)	

		Q4_3 管理職としての自己評価／部下の指導や育成											
		0点	10点	20点	30点	40点	50点	60点	70点	80点	90点	100点	(合計度数)
全体		3.0%	5.2%	4.9%	7.9%	5.0%	16.6%	13.2%	17.3%	16.0%	4.7%	6.1%	(1372)
性別	男性	2.4%	5.4%	5.0%	7.9%	5.2%	16.5%	13.3%	17.9%	15.6%	4.5%	6.4%	(1081)
	女性	5.2%	4.8%	4.5%	8.2%	4.1%	17.2%	12.7%	15.5%	17.5%	5.2%	5.2%	(291)
年齢層	20代	9.1%	-	9.1%	4.5%	9.1%	9.1%	18.2%	13.6%	13.6%	4.5%	9.1%	(22)
	30代	3.6%	4.6%	6.1%	11.7%	5.1%	16.8%	13.8%	17.9%	13.3%	4.1%	3.1%	(196)
	40代	3.0%	8.1%	2.8%	8.3%	5.3%	19.9%	13.6%	17.1%	13.6%	3.5%	4.8%	(397)
	50代	2.5%	4.5%	4.3%	7.2%	5.3%	16.5%	13.0%	18.3%	17.0%	6.0%	5.5%	(400)
	60代	2.8%	3.6%	7.0%	6.4%	3.9%	13.4%	12.3%	16.5%	19.3%	4.8%	9.8%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	-	-	-	-	25.0%	25.0%	-	50.0%	-	-	-	(4)
	建設業	1.8%	6.3%	2.7%	8.9%	1.8%	14.3%	14.3%	22.3%	17.9%	2.7%	7.1%	(112)
	製造業	1.6%	4.2%	4.2%	7.5%	6.8%	18.2%	12.3%	14.6%	15.9%	7.5%	7.1%	(308)
	電気・ガス・熱供給・水道業	5.6%	5.6%	5.6%	5.6%	5.6%	22.2%	5.6%	11.1%	22.2%	11.1%	-	(18)
	情報通信業	2.2%	3.6%	1.4%	8.7%	7.2%	21.7%	12.3%	17.4%	17.4%	4.3%	3.6%	(138)
	運輸業、郵便業	1.8%	3.5%	7.0%	5.3%	8.8%	17.5%	15.8%	14.0%	14.0%	1.8%	10.5%	(57)
	卸売業、小売業	3.8%	6.4%	7.7%	7.7%	4.5%	15.4%	11.5%	15.4%	18.6%	2.6%	6.4%	(156)
	金融業、保険業	4.8%	1.9%	7.7%	4.8%	1.9%	13.5%	12.5%	24.0%	18.3%	3.8%	6.7%	(104)
	不動産業、物品賃貸業	6.9%	5.2%	6.9%	8.6%	-	19.0%	12.1%	10.3%	17.2%	3.4%	10.3%	(58)
	学術研究、専門・技術サービス業	2.5%	7.5%	7.5%	5.0%	7.5%	15.0%	25.0%	12.5%	15.0%	2.5%	-	(40)
	宿泊業、飲食サービス業	-	16.0%	8.0%	8.0%	-	8.0%	4.0%	32.0%	8.0%	4.0%	12.0%	(25)
	生活関連サービス業、娯楽業	-	6.9%	-	6.9%	6.9%	10.3%	24.1%	20.7%	20.7%	-	3.4%	(29)
	教育、学習支援業	11.6%	4.7%	7.0%	11.6%	2.3%	9.3%	9.3%	25.6%	11.6%	7.0%	-	(43)
	医療、福祉	1.5%	5.9%	7.4%	10.3%	4.4%	20.6%	14.7%	16.2%	11.8%	1.5%	5.9%	(68)
	複合サービス業	-	-	-	12.5%	-	37.5%	12.5%	12.5%	12.5%	12.5%	-	(8)
	その他サービス業	3.5%	7.0%	2.6%	8.7%	4.3%	16.5%	13.9%	19.1%	12.2%	6.1%	6.1%	(115)
公務	-	3.8%	3.8%	7.7%	3.8%	15.4%	15.4%	23.1%	15.4%	7.7%	3.8%	(26)	
その他	4.8%	7.9%	4.8%	11.1%	6.3%	11.1%	14.3%	11.1%	17.5%	4.8%	6.3%	(63)	
従業員規模	9人以下	13.8%	5.7%	7.3%	13.0%	5.7%	16.3%	7.3%	10.6%	13.0%	2.4%	4.9%	(123)
	10～99人	3.1%	6.4%	5.9%	10.6%	3.6%	18.2%	12.3%	17.6%	13.1%	2.8%	6.4%	(358)
	100～499人	1.7%	6.4%	5.4%	7.0%	5.7%	16.4%	15.1%	16.4%	15.1%	5.0%	6.0%	(299)
	500～999人	0.9%	3.6%	3.6%	8.9%	6.3%	20.5%	9.8%	17.0%	14.3%	8.0%	7.1%	(112)
	1,000人以上	1.3%	4.0%	3.6%	4.7%	5.1%	14.4%	15.3%	19.7%	20.2%	5.7%	5.9%	(471)
わからない	11.1%	-	-	22.2%	-	33.3%	-	11.1%	11.1%	-	11.1%	(9)	
職種	管理的職業	3.1%	4.8%	4.4%	7.4%	5.0%	16.7%	13.3%	17.2%	16.6%	4.5%	7.0%	(1057)
	専門的・技術的職業	4.2%	7.6%	5.9%	8.4%	4.2%	15.1%	13.4%	18.5%	14.3%	7.6%	0.8%	(119)
	事務	-	5.4%	5.4%	10.7%	5.4%	21.4%	8.9%	14.3%	17.9%	5.4%	5.4%	(56)
	販売	3.9%	6.6%	11.8%	10.5%	6.6%	14.5%	13.2%	18.4%	10.5%	-	3.9%	(76)
	サービス職業	-	8.7%	8.7%	13.0%	4.3%	17.4%	-	26.1%	8.7%	8.7%	4.3%	(23)
	保安職業	-	-	-	-	-	-	50.0%	50.0%	-	-	-	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	-	-	-	9.1%	4.5%	18.2%	18.2%	18.2%	18.2%	9.1%	4.5%	(22)
	輸送・機械運転	-	-	-	-	-	-	50.0%	50.0%	-	-	-	(2)
	建設・採掘	-	-	-	14.3%	-	28.6%	14.3%	-	42.9%	-	-	(7)
	運搬・清掃・包装	-	-	-	50.0%	-	-	50.0%	-	-	-	-	(2)
その他	-	33.3%	-	-	-	16.7%	16.7%	-	16.7%	-	16.7%	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	2.1%	6.1%	4.9%	8.5%	5.6%	18.2%	14.4%	16.7%	15.1%	4.1%	4.1%	(609)
	課長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当（ライン職）	0.9%	6.1%	5.6%	6.1%	4.1%	14.6%	14.6%	20.8%	16.1%	6.4%	4.7%	(342)
	部長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
支社長・事業部長相当	0.9%	2.7%	6.3%	7.2%	6.3%	11.7%	11.7%	18.9%	20.7%	3.6%	9.9%	(111)	
役員相当	7.7%	3.5%	3.5%	9.0%	4.2%	17.4%	9.7%	14.2%	16.1%	4.2%	10.3%	(310)	
勤務時間制度	通常の勤務時間制度	3.6%	5.9%	5.9%	8.6%	3.8%	17.0%	13.2%	18.1%	14.8%	3.3%	5.9%	(730)
	フレックスタイム制	2.5%	4.6%	5.3%	5.0%	5.3%	14.9%	11.7%	19.9%	16.4%	8.9%	5.3%	(281)
	変形労働時間制	1.9%	1.9%	-	13.2%	11.3%	18.9%	20.8%	15.1%	13.2%	1.9%	1.9%	(53)
	交替制	3.3%	13.3%	-	10.0%	10.0%	16.7%	10.0%	16.7%	13.3%	3.3%	3.3%	(30)
	事業場外労働のみなし労働時間制	-	-	-	7.7%	7.7%	15.4%	7.7%	7.7%	38.5%	7.7%	7.7%	(13)
	裁量労働制	2.5%	10.0%	5.0%	5.0%	7.5%	7.5%	15.0%	22.5%	20.0%	-	5.0%	(40)
	管理監督者扱い	2.0%	3.0%	3.5%	8.4%	5.0%	17.8%	12.9%	12.9%	20.3%	5.9%	8.4%	(202)
その他	-	-	-	-	33.3%	33.3%	-	33.3%	-	-	-	(3)	
わからない	5.0%	5.0%	-	10.0%	5.0%	25.0%	25.0%	-	5.0%	-	20.0%	(20)	

		Q6_1 統括する職場での決定権限・決定プロセスへの関与／正社員・職員の「採用」				Q6_2 統括する職場での決定権限・決定プロセスへの関与／正社員・職員の「異動など人員配置」				Q6_3 統括する職場での決定権限・決定プロセスへの関与／正社員・職員の「人事考課」			
		決定権限がある	ある 決定権限は プロセスへの 関与は、決	ス への 権限も 決定 プロセ	(合計 度数)	決定 権限 がある	ある 決定 権限 は プロセスへの 関与は、決	ス への 権限も 決定 プロセ	(合計 度数)	決定 権限 がある	ある 決定 権限 は プロセスへの 関与は、決	ス への 権限も 決定 プロセ	(合計 度数)
全体		18.4%	38.5%	43.2%	(2226)	16.5%	42.3%	41.2%	(2226)	23.4%	42.2%	34.4%	(2226)
性別	男性	17.4%	38.7%	43.9%	(1772)	16.4%	42.6%	41.0%	(1772)	23.8%	42.6%	33.7%	(1772)
	女性	22.0%	37.7%	40.3%	(454)	17.0%	41.2%	41.9%	(454)	22.0%	40.7%	37.2%	(454)
年齢層	20代	42.9%	25.0%	32.1%	(28)	28.6%	28.6%	42.9%	(28)	39.3%	17.9%	42.9%	(28)
	30代	28.1%	41.8%	30.1%	(292)	20.9%	49.0%	30.1%	(292)	27.7%	47.3%	25.0%	(292)
	40代	15.4%	39.3%	45.3%	(649)	13.6%	40.7%	45.8%	(649)	22.0%	42.7%	35.3%	(649)
	50代	14.7%	36.1%	49.2%	(695)	12.5%	43.0%	44.5%	(695)	19.1%	43.7%	37.1%	(695)
	60代	20.1%	39.3%	40.6%	(562)	21.9%	40.6%	37.5%	(562)	27.2%	38.3%	34.5%	(562)
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	45.5%	36.4%	(11)	9.1%	63.6%	27.3%	(11)	27.3%	27.3%	45.5%	(11)
	建設業	15.6%	37.2%	47.2%	(180)	13.9%	38.9%	47.2%	(180)	17.8%	36.7%	45.6%	(180)
	製造業	15.3%	39.8%	44.9%	(575)	13.2%	46.1%	40.7%	(575)	20.5%	45.7%	33.7%	(575)
	電気・ガス・熱供給・水道業	14.8%	33.3%	51.9%	(27)	11.1%	59.3%	29.6%	(27)	18.5%	63.0%	18.5%	(27)
	情報通信業	18.9%	38.3%	42.8%	(201)	17.4%	43.8%	38.8%	(201)	23.4%	47.3%	29.4%	(201)
	運輸業、郵便業	25.6%	31.1%	43.3%	(90)	25.6%	35.6%	38.9%	(90)	34.4%	34.4%	31.1%	(90)
	卸売業、小売業	20.4%	35.1%	44.5%	(265)	18.9%	37.0%	44.2%	(265)	26.0%	37.0%	37.0%	(265)
	金融業、保険業	11.9%	24.5%	63.5%	(159)	10.1%	37.1%	52.8%	(159)	20.8%	42.8%	36.5%	(159)
	不動産業、物品賃貸業	19.3%	40.9%	39.8%	(88)	17.0%	37.5%	45.5%	(88)	25.0%	31.8%	43.2%	(88)
	学術研究、専門・技術サービス業	15.9%	50.8%	33.3%	(63)	12.7%	42.9%	44.4%	(63)	12.7%	54.0%	33.3%	(63)
	宿泊業、飲食サービス業	31.7%	36.6%	31.7%	(41)	31.7%	34.1%	34.1%	(41)	36.6%	34.1%	29.3%	(41)
	生活関連サービス業、娯楽業	26.1%	43.5%	30.4%	(46)	21.7%	37.0%	41.3%	(46)	30.4%	32.6%	37.0%	(46)
	教育、学習支援業	15.0%	46.7%	38.3%	(60)	13.3%	46.7%	40.0%	(60)	16.7%	48.3%	35.0%	(60)
	医療、福祉	24.0%	57.0%	19.0%	(100)	21.0%	58.0%	21.0%	(100)	31.0%	50.0%	19.0%	(100)
	複合サービス業	15.4%	46.2%	38.5%	(13)	23.1%	23.1%	53.8%	(13)	23.1%	38.5%	38.5%	(13)
その他サービス業	25.7%	36.9%	37.4%	(179)	21.2%	36.9%	41.9%	(179)	26.8%	35.8%	37.4%	(179)	
公務	2.8%	27.8%	69.4%	(36)	5.6%	63.9%	30.6%	(36)	19.4%	52.8%	27.8%	(36)	
その他	20.7%	42.4%	37.0%	(92)	21.7%	41.3%	37.0%	(92)	27.2%	43.5%	29.3%	(92)	
従業員規模	9人以下	31.0%	38.7%	30.4%	(168)	26.2%	30.4%	43.5%	(168)	27.4%	31.5%	41.1%	(168)
	10～99人	19.4%	47.5%	33.2%	(573)	15.9%	45.5%	38.6%	(573)	19.9%	44.0%	36.1%	(573)
	100～499人	18.7%	40.9%	40.4%	(492)	17.9%	41.9%	40.2%	(492)	24.4%	42.5%	33.1%	(492)
	500～999人	20.1%	30.4%	49.5%	(194)	16.5%	41.8%	41.8%	(194)	25.3%	45.9%	28.9%	(194)
	1,000人以上	14.4%	32.3%	53.3%	(786)	14.0%	43.0%	43.0%	(786)	24.3%	41.9%	33.8%	(786)
わからない	15.4%	38.5%	46.2%	(13)	15.4%	38.5%	46.2%	(13)	7.7%	53.8%	38.5%	(13)	
職種	管理的職業	20.1%	38.5%	41.4%	(1645)	18.8%	43.8%	37.4%	(1645)	26.5%	43.8%	29.7%	(1645)
	専門的・技術的職業	13.9%	38.1%	48.0%	(223)	9.9%	41.7%	48.4%	(223)	16.6%	40.4%	43.0%	(223)
	事務	12.6%	36.9%	50.5%	(111)	8.1%	32.4%	59.5%	(111)	12.6%	32.4%	55.0%	(111)
	販売	14.7%	37.5%	47.8%	(136)	10.3%	35.3%	54.4%	(136)	14.0%	33.1%	52.9%	(136)
	サービス職業	25.7%	40.0%	34.3%	(35)	17.1%	34.3%	48.6%	(35)	25.7%	37.1%	37.1%	(35)
	保安職業	-	66.7%	33.3%	(3)	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	2.9%	47.1%	50.0%	(34)	5.9%	52.9%	41.2%	(34)	2.9%	58.8%	38.2%	(34)
	輸送・機械運転	25.0%	50.0%	25.0%	(4)	25.0%	50.0%	25.0%	(4)	25.0%	50.0%	25.0%	(4)
	建設・採掘	11.1%	38.9%	50.0%	(18)	16.7%	38.9%	44.4%	(18)	16.7%	38.9%	44.4%	(18)
	運搬・清掃・包装	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)
その他	7.1%	21.4%	71.4%	(14)	7.1%	28.6%	64.3%	(14)	7.1%	28.6%	64.3%	(14)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	9.7%	40.1%	50.2%	(609)	6.6%	47.0%	46.5%	(609)	14.9%	54.4%	30.7%	(609)
	課長相当（スタッフ職）	8.5%	32.9%	58.6%	(519)	6.0%	35.1%	59.0%	(519)	12.5%	34.5%	53.0%	(519)
	部長相当（ライン職）	18.1%	48.0%	33.9%	(342)	18.7%	55.8%	25.4%	(342)	31.3%	43.6%	25.1%	(342)
	部長相当（スタッフ職）	17.9%	37.9%	44.2%	(335)	14.6%	41.8%	43.6%	(335)	20.0%	41.5%	38.5%	(335)
支社長・事業部長相当	35.1%	47.7%	17.1%	(111)	39.6%	41.4%	18.9%	(111)	43.2%	41.4%	15.3%	(111)	
役員相当	46.8%	31.3%	21.9%	(310)	44.8%	31.3%	23.9%	(310)	46.1%	30.6%	23.2%	(310)	
勤務時間制度	通常の勤務時間制度	17.7%	38.2%	44.1%	(1192)	15.3%	41.1%	43.6%	(1192)	21.4%	40.7%	37.9%	(1192)
	フレックスタイム制	18.0%	36.6%	45.5%	(462)	15.2%	44.4%	40.5%	(462)	22.5%	43.9%	33.5%	(462)
	変形労働時間制	14.5%	53.9%	31.6%	(76)	14.5%	53.9%	31.6%	(76)	27.6%	51.3%	21.1%	(76)
	交替制	21.1%	50.0%	28.9%	(38)	23.7%	39.5%	36.8%	(38)	31.6%	52.6%	15.8%	(38)
	事業場外労働のみなし労働時間制	22.7%	31.8%	45.5%	(22)	13.6%	45.5%	40.9%	(22)	27.3%	40.9%	31.8%	(22)
	裁量労働制	12.9%	36.5%	50.6%	(85)	12.9%	35.3%	51.8%	(85)	20.0%	43.5%	36.5%	(85)
	管理監督者扱い	23.3%	37.6%	39.1%	(322)	23.6%	43.2%	33.2%	(322)	31.1%	41.6%	27.3%	(322)
その他	-	100.0%	-	(3)	-	100.0%	-	(3)	-	100.0%	-	(3)	
わからない	19.2%	38.5%	42.3%	(26)	19.2%	34.6%	46.2%	(26)	23.1%	34.6%	42.3%	(26)	

		Q6_4 統括する職場での決定権限・決定プロセスへの関与／正社員・職員の「ボーナス等賃金」				Q6_5 統括する職場での決定権限・決定プロセスへの関与／正社員・職員の「懲戒処分」				Q6_6 統括する職場での決定権限・決定プロセスへの関与／正社員・職員の「解雇」			
		決定権限がある	ある 決定権限は プロセスへの 関与は、決	ス への 権限も 決定 プロセ	(合 計度 数)	決定権限がある	ある 決定権限は プロセスへの 関与は、決	ス への 権限も 決定 プロセ	(合 計度 数)	決定権限がある	ある 決定権限は プロセスへの 関与は、決	ス への 権限も 決定 プロセ	(合 計度 数)
全体		15.7%	36.7%	47.6%	(2226)	11.5%	34.6%	53.9%	(2226)	10.6%	33.8%	55.6%	(2226)
性別	男性	15.3%	37.2%	47.5%	(1772)	11.4%	35.0%	53.6%	(1772)	10.3%	34.2%	55.5%	(1772)
	女性	17.2%	34.8%	48.0%	(454)	12.1%	33.0%	54.8%	(454)	11.7%	32.4%	55.9%	(454)
年齢層	20代	21.4%	25.0%	53.6%	(28)	28.6%	17.9%	53.6%	(28)	32.1%	25.0%	42.9%	(28)
	30代	18.8%	45.2%	36.0%	(292)	15.4%	38.4%	46.2%	(292)	14.7%	39.7%	45.5%	(292)
	40代	13.4%	36.2%	50.4%	(649)	8.3%	32.4%	59.3%	(649)	7.4%	31.7%	60.9%	(649)
	50代	12.2%	35.5%	52.2%	(695)	8.8%	32.5%	58.7%	(695)	8.1%	30.1%	61.9%	(695)
	60代	20.6%	35.1%	44.3%	(562)	15.8%	38.6%	45.6%	(562)	14.1%	38.3%	47.7%	(562)
業種	農林漁業、鉱業、採石業、砂利採取業	9.1%	54.5%	36.4%	(11)	18.2%	45.5%	36.4%	(11)	9.1%	36.4%	54.5%	(11)
	建設業	10.0%	31.1%	58.9%	(180)	11.1%	25.6%	63.3%	(180)	10.0%	27.8%	62.2%	(180)
	製造業	14.6%	35.8%	49.6%	(575)	8.9%	35.3%	55.8%	(575)	7.7%	34.1%	58.3%	(575)
	電気・ガス・熱供給・水道業	11.1%	59.3%	29.6%	(27)	7.4%	37.0%	55.6%	(27)	7.4%	29.6%	63.0%	(27)
	情報通信業	17.4%	42.3%	40.3%	(201)	13.4%	34.8%	51.7%	(201)	12.4%	30.8%	56.7%	(201)
	運輸業、郵便業	24.4%	26.7%	48.9%	(90)	15.6%	34.4%	50.0%	(90)	13.3%	32.2%	54.4%	(90)
	卸売業、小売業	17.4%	32.8%	49.8%	(265)	13.2%	31.7%	55.1%	(265)	11.7%	34.7%	53.6%	(265)
	金融業、保険業	10.7%	39.0%	50.3%	(159)	4.4%	27.0%	68.6%	(159)	5.0%	25.2%	69.8%	(159)
	不動産業、物品賃貸業	19.3%	30.7%	50.0%	(88)	15.9%	30.7%	53.4%	(88)	12.5%	33.0%	54.5%	(88)
	学術研究、専門・技術サービス業	6.3%	36.5%	57.1%	(63)	6.3%	39.7%	54.0%	(63)	6.3%	38.1%	55.6%	(63)
	宿泊業、飲食サービス業	22.0%	39.0%	39.0%	(41)	19.5%	29.3%	51.2%	(41)	19.5%	31.7%	48.8%	(41)
	生活関連サービス業、娯楽業	15.2%	39.1%	45.7%	(46)	15.2%	37.0%	47.8%	(46)	13.0%	39.1%	47.8%	(46)
	教育、学習支援業	11.7%	38.3%	50.0%	(60)	11.7%	36.7%	51.7%	(60)	11.7%	35.0%	53.3%	(60)
	医療、福祉	17.0%	48.0%	35.0%	(100)	17.0%	49.0%	34.0%	(100)	17.0%	50.0%	33.0%	(100)
複合サービス業	15.4%	38.5%	46.2%	(13)	15.4%	30.8%	53.8%	(13)	15.4%	23.1%	61.5%	(13)	
その他サービス業	20.7%	33.5%	45.8%	(179)	14.5%	36.9%	48.6%	(179)	15.1%	35.8%	49.2%	(179)	
公務	11.1%	52.8%	36.1%	(36)	5.6%	44.4%	50.0%	(36)	2.8%	30.6%	66.7%	(36)	
その他	20.7%	40.2%	39.1%	(92)	13.0%	43.5%	43.5%	(92)	12.0%	42.4%	45.7%	(92)	
従業員規模	9人以下	25.6%	27.4%	47.0%	(168)	24.4%	30.4%	45.2%	(168)	25.6%	32.1%	42.3%	(168)
	10～99人	14.5%	35.8%	49.7%	(573)	12.2%	38.2%	49.6%	(573)	11.2%	38.7%	50.1%	(573)
	100～499人	14.6%	40.2%	45.1%	(492)	12.6%	35.2%	52.2%	(492)	11.2%	33.9%	54.9%	(492)
	500～999人	16.0%	38.7%	45.4%	(194)	10.3%	36.1%	53.6%	(194)	10.3%	36.1%	53.6%	(194)
	1,000人以上	15.0%	36.8%	48.2%	(786)	8.0%	32.1%	59.9%	(786)	6.6%	30.0%	63.4%	(786)
わからない	15.4%	38.5%	46.2%	(13)	7.7%	38.5%	53.8%	(13)	7.7%	30.8%	61.5%	(13)	
職種	管理的職業	18.2%	39.6%	42.2%	(1645)	12.9%	38.1%	49.1%	(1645)	11.9%	36.7%	51.4%	(1645)
	専門的・技術的職業	8.5%	31.4%	60.1%	(223)	8.1%	28.7%	63.2%	(223)	6.3%	27.8%	65.9%	(223)
	事務	9.9%	26.1%	64.0%	(111)	9.0%	22.5%	68.5%	(111)	9.0%	26.1%	64.9%	(111)
	販売	9.6%	25.7%	64.7%	(136)	6.6%	18.4%	75.0%	(136)	5.1%	22.8%	72.1%	(136)
	サービス職業	14.3%	28.6%	57.1%	(35)	17.1%	22.9%	60.0%	(35)	17.1%	20.0%	62.9%	(35)
	保安職業	-	-	100.0%	(3)	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	-	35.3%	64.7%	(34)	-	32.4%	67.6%	(34)	-	29.4%	70.6%	(34)
	輸送・機械運転	-	75.0%	25.0%	(4)	-	50.0%	50.0%	(4)	-	50.0%	50.0%	(4)
	建設・採掘	5.6%	27.8%	66.7%	(18)	5.6%	22.2%	72.2%	(18)	5.6%	22.2%	72.2%	(18)
	運搬・清掃・包装	-	-	100.0%	(3)	-	33.3%	66.7%	(3)	-	-	100.0%	(3)
その他	7.1%	21.4%	71.4%	(14)	7.1%	21.4%	71.4%	(14)	7.1%	21.4%	71.4%	(14)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	8.2%	40.9%	50.9%	(609)	4.1%	31.4%	64.5%	(609)	3.1%	30.2%	66.7%	(609)
	課長相当（スタッフ職）	6.0%	27.4%	66.7%	(519)	3.3%	24.5%	72.3%	(519)	2.3%	25.2%	72.4%	(519)
	部長相当（ライン職）	19.3%	45.9%	34.8%	(342)	11.4%	45.3%	43.3%	(342)	10.2%	43.0%	46.8%	(342)
	部長相当（スタッフ職）	11.3%	38.2%	50.4%	(335)	8.7%	39.7%	51.6%	(335)	7.2%	37.3%	55.5%	(335)
支社長・事業部長相当	26.1%	45.9%	27.9%	(111)	21.6%	53.2%	25.2%	(111)	16.2%	57.7%	26.1%	(111)	
役員相当	43.5%	29.4%	27.1%	(310)	39.7%	33.9%	26.5%	(310)	41.0%	32.9%	26.1%	(310)	
勤務時間制度	通常の勤務時間制度	14.3%	35.2%	50.5%	(1192)	11.0%	33.9%	55.1%	(1192)	10.1%	33.2%	56.7%	(1192)
	フレックスタイム制	15.8%	37.0%	47.2%	(462)	10.2%	32.3%	57.6%	(462)	9.1%	32.0%	58.9%	(462)
	変形労働時間制	13.2%	48.7%	38.2%	(76)	11.8%	43.4%	44.7%	(76)	10.5%	44.7%	44.7%	(76)
	交替制	21.1%	21.1%	57.9%	(38)	13.2%	39.5%	47.4%	(38)	15.8%	36.8%	47.4%	(38)
	事業場外労働のみなし労働時間制	4.5%	36.4%	59.1%	(22)	4.5%	36.4%	59.1%	(22)	4.5%	31.8%	63.6%	(22)
	裁量労働制	12.9%	35.3%	51.8%	(85)	8.2%	31.8%	60.0%	(85)	7.1%	28.2%	64.7%	(85)
	管理監督者扱い	22.0%	40.4%	37.6%	(322)	16.1%	37.6%	46.3%	(322)	14.6%	36.3%	49.1%	(322)
その他	-	100.0%	-	(3)	-	100.0%	-	(3)	-	100.0%	-	(3)	
わからない	19.2%	42.3%	38.5%	(26)	19.2%	38.5%	42.3%	(26)	19.2%	38.5%	42.3%	(26)	

		Q6_7 統括する職場での決定権限・決定プロセスへの関与／非正社員・職員の「採用」				Q6_8 統括する職場での決定権限・決定プロセスへの関与／非正社員・職員の「異動など人員配置」				Q6_9 統括する職場での決定権限・決定プロセスへの関与／非正社員・職員の「人事考課」				
		決定権限がある	ある 決定 プロセス への関与は、決	定 権限 はないが、決	ス への 関与も 決定 プロセ	(合 計度 数)	決定 権限 がある	ある 決定 権限 はないが、決	定 権限 はない 関係 ない	ス への 関与も 決定 プロセ	(合 計度 数)	決定 権限 がある	ある 決定 権限 はないが、決	定 権限 はない 関係 ない
全体		22.6%	35.3%	42.1%	(2226)	19.5%	34.4%	46.1%	(2226)	21.3%	33.8%	44.9%	(2226)	
性別	男性	21.7%	35.7%	42.6%	(1772)	19.5%	34.5%	46.0%	(1772)	20.9%	34.3%	44.9%	(1772)	
	女性	26.0%	33.7%	40.3%	(454)	19.4%	34.1%	46.5%	(454)	22.9%	32.2%	44.9%	(454)	
年齢層	20代	46.4%	14.3%	39.3%	(28)	32.1%	25.0%	42.9%	(28)	39.3%	21.4%	39.3%	(28)	
	30代	33.6%	37.7%	28.8%	(292)	27.7%	39.7%	32.5%	(292)	28.4%	39.7%	31.8%	(292)	
	40代	21.0%	36.5%	42.5%	(649)	16.5%	34.5%	49.0%	(649)	19.7%	33.0%	47.3%	(649)	
	50代	17.8%	32.1%	50.1%	(695)	15.5%	31.5%	52.9%	(695)	16.5%	32.2%	51.2%	(695)	
	60代	23.5%	37.5%	39.0%	(562)	23.0%	35.6%	41.5%	(562)	24.4%	34.3%	41.3%	(562)	
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	45.5%	36.4%	(11)	9.1%	54.5%	36.4%	(11)	27.3%	36.4%	36.4%	(11)	
	建設業	16.7%	38.9%	44.4%	(180)	14.4%	33.3%	52.2%	(180)	17.8%	31.7%	50.6%	(180)	
	製造業	18.3%	37.4%	44.3%	(575)	15.8%	37.4%	46.8%	(575)	18.4%	35.8%	45.7%	(575)	
	電気・ガス・熱供給・水道業	14.8%	33.3%	51.9%	(27)	14.8%	29.6%	55.6%	(27)	14.8%	40.7%	44.4%	(27)	
	情報通信業	20.4%	34.3%	45.3%	(201)	18.9%	33.3%	47.8%	(201)	19.9%	32.3%	47.8%	(201)	
	運輸業、郵便業	31.1%	30.0%	38.9%	(90)	28.9%	28.9%	42.2%	(90)	32.2%	24.4%	43.3%	(90)	
	卸売業、小売業	23.0%	31.3%	45.7%	(265)	20.0%	32.1%	47.9%	(265)	19.6%	34.0%	46.4%	(265)	
	金融業、保険業	15.7%	26.4%	57.9%	(159)	15.1%	25.8%	59.1%	(159)	15.7%	35.2%	49.1%	(159)	
	不動産業、物品賃貸業	26.1%	29.5%	44.3%	(88)	20.5%	28.4%	51.1%	(88)	20.5%	23.9%	55.7%	(88)	
	学術研究、専門・技術サービス業	15.9%	47.6%	36.5%	(63)	15.9%	34.9%	49.2%	(63)	14.3%	38.1%	47.6%	(63)	
	宿泊業、飲食サービス業	39.0%	26.8%	34.1%	(41)	34.1%	34.1%	31.7%	(41)	31.7%	29.3%	39.0%	(41)	
	生活関連サービス業、娯楽業	32.6%	34.8%	32.6%	(46)	28.3%	34.8%	37.0%	(46)	28.3%	32.6%	39.1%	(46)	
	教育、学習支援業	26.7%	38.3%	35.0%	(60)	21.7%	36.7%	41.7%	(60)	20.0%	35.0%	45.0%	(60)	
	医療、福祉	33.0%	50.0%	17.0%	(100)	25.0%	53.0%	22.0%	(100)	33.0%	44.0%	23.0%	(100)	
複合サービス業	15.4%	38.5%	46.2%	(13)	23.1%	30.8%	46.2%	(13)	23.1%	38.5%	38.5%	(13)		
その他サービス業	33.0%	30.7%	36.3%	(179)	27.4%	30.7%	41.9%	(179)	29.1%	29.6%	41.3%	(179)		
公務	22.2%	41.7%	36.1%	(36)	11.1%	44.4%	44.4%	(36)	13.9%	44.4%	41.7%	(36)		
その他	27.2%	37.0%	35.9%	(92)	23.9%	33.7%	42.4%	(92)	27.2%	33.7%	39.1%	(92)		
従業員規模	9人以下	29.2%	33.9%	36.9%	(168)	27.4%	23.8%	48.8%	(168)	24.4%	26.2%	49.4%	(168)	
	10～99人	22.3%	40.1%	37.5%	(573)	18.0%	38.2%	43.8%	(573)	19.7%	35.4%	44.9%	(573)	
	100～499人	21.5%	39.0%	39.4%	(492)	20.1%	37.6%	42.3%	(492)	21.1%	37.6%	41.3%	(492)	
	500～999人	27.3%	32.0%	40.7%	(194)	24.7%	31.4%	43.8%	(194)	23.7%	36.6%	39.7%	(194)	
	1,000人以上	21.0%	30.4%	48.6%	(786)	17.4%	32.4%	50.1%	(786)	21.5%	31.2%	47.3%	(786)	
わからない	15.4%	38.5%	46.2%	(13)	7.7%	46.2%	46.2%	(13)	7.7%	38.5%	53.8%	(13)		
職種	管理的職業	25.3%	35.3%	39.4%	(1645)	22.5%	34.8%	42.7%	(1645)	24.3%	35.3%	40.4%	(1645)	
	専門的・技術的職業	13.5%	37.2%	49.3%	(223)	11.2%	38.6%	50.2%	(223)	12.6%	34.1%	53.4%	(223)	
	事務	18.0%	31.5%	50.5%	(111)	14.4%	25.2%	60.4%	(111)	16.2%	20.7%	63.1%	(111)	
	販売	15.4%	30.9%	53.7%	(136)	10.3%	28.7%	61.0%	(136)	10.3%	27.2%	62.5%	(136)	
	サービス職業	28.6%	37.1%	34.3%	(35)	17.1%	37.1%	45.7%	(35)	22.9%	37.1%	40.0%	(35)	
	保安職業	33.3%	66.7%	-	(3)	-	33.3%	66.7%	(3)	33.3%	33.3%	33.3%	(3)	
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	
	生産工程	-	47.1%	52.9%	(34)	-	41.2%	58.8%	(34)	-	35.3%	64.7%	(34)	
	輸送・機械運転	25.0%	50.0%	25.0%	(4)	-	75.0%	25.0%	(4)	25.0%	50.0%	25.0%	(4)	
	建設・採掘	16.7%	38.9%	44.4%	(18)	16.7%	27.8%	55.6%	(18)	16.7%	22.2%	61.1%	(18)	
運搬・清掃・包装	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)		
その他	-	28.6%	71.4%	(14)	-	28.6%	71.4%	(14)	7.1%	28.6%	64.3%	(14)		
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-	
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-	
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-	
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-	
	課長相当（ライン職）	15.9%	39.9%	44.2%	(609)	11.0%	39.1%	49.9%	(609)	14.8%	40.6%	44.7%	(609)	
	課長相当（スタッフ職）	11.4%	30.3%	58.4%	(519)	8.5%	28.5%	63.0%	(519)	9.8%	28.1%	62.0%	(519)	
	部長相当（ライン職）	26.9%	39.5%	33.6%	(342)	26.0%	40.1%	33.9%	(342)	26.0%	37.7%	36.3%	(342)	
部長相当（スタッフ職）	18.2%	36.4%	45.4%	(335)	16.7%	33.7%	49.6%	(335)	17.3%	31.9%	50.7%	(335)		
支社長・事業部長相当	44.1%	42.3%	13.5%	(111)	42.3%	38.7%	18.9%	(111)	47.7%	35.1%	17.1%	(111)		
役員相当	46.8%	26.1%	27.1%	(310)	42.3%	28.1%	29.7%	(310)	42.9%	27.4%	29.7%	(310)		
勤務時間制度	通常の勤務時間制度	21.7%	34.6%	43.6%	(1192)	17.5%	35.1%	47.4%	(1192)	18.9%	33.9%	47.2%	(1192)	
	フレックスタイム制	20.1%	35.5%	44.4%	(462)	18.4%	31.4%	50.2%	(462)	21.4%	31.4%	47.2%	(462)	
	変形労働時間制	18.4%	57.9%	23.7%	(76)	15.8%	57.9%	26.3%	(76)	19.7%	51.3%	28.9%	(76)	
	交替制	34.2%	36.8%	28.9%	(38)	31.6%	39.5%	28.9%	(38)	39.5%	36.8%	23.7%	(38)	
	事業場外労働のみなし労働時間制	22.7%	40.9%	36.4%	(22)	13.6%	45.5%	40.9%	(22)	18.2%	45.5%	36.4%	(22)	
	裁量労働制	16.5%	29.4%	54.1%	(85)	14.1%	24.7%	61.2%	(85)	15.3%	27.1%	57.6%	(85)	
	管理監督者扱い	30.7%	32.6%	36.6%	(322)	29.2%	32.0%	38.8%	(322)	30.4%	33.2%	36.3%	(322)	
その他	-	100.0%	-	(3)	-	100.0%	-	(3)	-	100.0%	-	(3)		
わからない	23.1%	30.8%	46.2%	(26)	26.9%	26.9%	46.2%	(26)	19.2%	30.8%	50.0%	(26)		

		Q6.10 統括する職場での決定権限・決定プロセスへの関与/非正社員・職員の「ボーナス等賃金」				Q6.11 統括する職場での決定権限・決定プロセスへの関与/非正社員・職員の「懲戒処分」				Q6.12 統括する職場での決定権限・決定プロセスへの関与/非正社員・職員の「解雇・雇止め」			
		決定権限がある	ある決定権限はないが、決	スへの権限も決定プロセス	(合計度数)	決定権限がある	ある決定権限はないが、決	スへの権限も決定プロセス	(合計度数)	決定権限がある	ある決定権限はないが、決	スへの権限も決定プロセス	(合計度数)
全体		16.4%	29.0%	54.5%	(2226)	13.6%	30.5%	56.0%	(2226)	14.7%	29.5%	55.8%	(2226)
性別	男性	15.9%	29.4%	54.7%	(1772)	13.3%	30.8%	55.9%	(1772)	14.2%	29.6%	56.2%	(1772)
	女性	18.7%	27.5%	53.7%	(454)	14.5%	29.3%	56.2%	(454)	17.0%	29.1%	54.0%	(454)
年齢層	20代	32.1%	14.3%	53.6%	(28)	32.1%	28.6%	39.3%	(28)	42.9%	17.9%	39.3%	(28)
	30代	21.2%	33.9%	44.9%	(292)	18.8%	36.0%	45.2%	(292)	20.5%	31.8%	47.6%	(292)
	40代	14.3%	29.0%	56.7%	(649)	11.6%	28.5%	59.9%	(649)	13.1%	28.0%	58.9%	(649)
	50代	13.4%	25.9%	60.7%	(695)	10.1%	26.6%	63.3%	(695)	10.8%	27.2%	62.0%	(695)
	60代	19.4%	31.1%	49.5%	(562)	16.5%	34.7%	48.8%	(562)	17.1%	33.5%	49.5%	(562)
業種	農林漁業、鉱業、採石業、砂利採取業	9.1%	54.5%	36.4%	(11)	9.1%	54.5%	36.4%	(11)	18.2%	36.4%	45.5%	(11)
	建設業	10.6%	30.0%	59.4%	(180)	11.1%	25.6%	63.3%	(180)	13.3%	25.0%	61.7%	(180)
	製造業	15.5%	27.0%	57.6%	(575)	11.5%	28.5%	60.0%	(575)	12.3%	28.9%	58.8%	(575)
	電気・ガス・熱供給・水道業	14.8%	33.3%	51.9%	(27)	11.1%	40.7%	48.1%	(27)	11.1%	33.3%	55.6%	(27)
	情報通信業	16.4%	32.3%	51.2%	(201)	13.4%	29.9%	56.7%	(201)	14.9%	26.4%	58.7%	(201)
	運輸業、郵便業	26.7%	23.3%	50.0%	(90)	16.7%	30.0%	53.3%	(90)	17.8%	27.8%	54.4%	(90)
	卸売業、小売業	16.2%	27.2%	56.6%	(265)	12.8%	30.6%	56.6%	(265)	13.6%	30.2%	56.2%	(265)
	金融業、保険業	10.1%	29.6%	60.4%	(159)	6.3%	27.0%	66.7%	(159)	6.9%	25.2%	67.9%	(159)
	不動産業、物品賃貸業	19.3%	22.7%	58.0%	(88)	15.9%	27.3%	56.8%	(88)	17.0%	25.0%	58.0%	(88)
	学術研究、専門・技術サービス業	9.5%	15.9%	74.6%	(63)	7.9%	30.2%	61.9%	(63)	9.5%	31.7%	58.7%	(63)
	宿泊業、飲食サービス業	24.4%	26.8%	48.8%	(41)	24.4%	24.4%	51.2%	(41)	22.0%	29.3%	48.8%	(41)
	生活関連サービス業、娯楽業	15.2%	37.0%	47.8%	(46)	15.2%	37.0%	47.8%	(46)	15.2%	41.3%	43.5%	(46)
	教育、学習支援業	15.0%	26.7%	58.3%	(60)	18.3%	28.3%	53.3%	(60)	21.7%	28.3%	50.0%	(60)
	医療、福祉	18.0%	42.0%	40.0%	(100)	19.0%	47.0%	34.0%	(100)	21.0%	46.0%	33.0%	(100)
複合サービス業	15.4%	30.8%	53.8%	(13)	15.4%	38.5%	46.2%	(13)	15.4%	38.5%	46.2%	(13)	
その他サービス業	25.1%	28.5%	46.4%	(179)	22.3%	30.2%	47.5%	(179)	23.5%	29.6%	46.9%	(179)	
公務	11.1%	38.9%	50.0%	(36)	11.1%	38.9%	50.0%	(36)	13.9%	27.8%	58.3%	(36)	
その他	20.7%	34.8%	44.6%	(92)	15.2%	35.9%	48.9%	(92)	16.3%	33.7%	50.0%	(92)	
従業員規模	9人以下	25.6%	20.8%	53.6%	(168)	23.8%	26.2%	50.0%	(168)	25.0%	26.2%	48.8%	(168)
	10~99人	15.2%	30.5%	54.3%	(573)	14.3%	33.9%	51.8%	(573)	14.1%	34.2%	51.7%	(573)
	100~499人	15.0%	32.5%	52.4%	(492)	13.6%	31.1%	55.3%	(492)	13.8%	31.7%	54.5%	(492)
	500~999人	19.1%	33.0%	47.9%	(194)	13.4%	33.0%	53.6%	(194)	18.6%	28.9%	52.6%	(194)
	1,000人以上	15.6%	26.6%	57.8%	(786)	10.9%	27.7%	61.3%	(786)	12.6%	25.6%	61.8%	(786)
わからない	15.4%	23.1%	61.5%	(13)	7.7%	38.5%	53.8%	(13)	15.4%	30.8%	53.8%	(13)	
職種	管理的職業	19.4%	30.7%	49.9%	(1645)	15.7%	32.9%	51.4%	(1645)	17.0%	31.6%	51.4%	(1645)
	専門的・技術的職業	7.6%	25.6%	66.8%	(223)	7.6%	25.1%	67.3%	(223)	6.7%	26.5%	66.8%	(223)
	事務	14.4%	18.9%	66.7%	(111)	10.8%	20.7%	68.5%	(111)	13.5%	19.8%	66.7%	(111)
	販売	5.9%	25.0%	69.1%	(136)	5.9%	21.3%	72.8%	(136)	5.9%	22.1%	72.1%	(136)
	サービス職業	11.4%	25.7%	62.9%	(35)	14.3%	25.7%	60.0%	(35)	20.0%	25.7%	54.3%	(35)
	保安職業	-	66.7%	33.3%	(3)	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	-	23.5%	76.5%	(34)	-	23.5%	76.5%	(34)	-	26.5%	73.5%	(34)
	輸送・機械運転	-	50.0%	50.0%	(4)	-	75.0%	25.0%	(4)	25.0%	50.0%	25.0%	(4)
	建設・採掘	11.1%	22.2%	66.7%	(18)	11.1%	16.7%	72.2%	(18)	11.1%	16.7%	72.2%	(18)
	運搬・清掃・包装	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)	-	-	100.0%	(3)
その他	-	21.4%	78.6%	(14)	-	21.4%	78.6%	(14)	-	21.4%	78.6%	(14)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(ライン職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当(ライン職)	8.7%	33.2%	58.1%	(609)	6.2%	28.4%	65.4%	(609)	7.6%	28.7%	63.7%	(609)
	課長相当(スタッフ職)	6.7%	20.8%	72.4%	(519)	5.0%	22.2%	72.8%	(519)	6.0%	21.8%	72.3%	(519)
	部長相当(ライン職)	19.6%	33.0%	47.4%	(342)	14.3%	38.9%	46.8%	(342)	16.7%	36.0%	47.4%	(342)
	部長相当(スタッフ職)	12.5%	29.9%	57.6%	(335)	9.6%	33.7%	56.7%	(335)	10.4%	31.9%	57.6%	(335)
支社長・事業部長相当	36.0%	36.0%	27.9%	(111)	30.6%	45.9%	23.4%	(111)	30.6%	45.0%	24.3%	(111)	
役員相当	41.6%	26.8%	31.6%	(310)	39.7%	30.0%	30.3%	(310)	40.3%	28.7%	31.0%	(310)	
勤務時間制度	通常の勤務時間制度	14.6%	29.1%	56.3%	(1192)	12.8%	30.7%	56.5%	(1192)	13.7%	29.6%	56.7%	(1192)
	フレックスタイム制	17.7%	27.1%	55.2%	(462)	12.1%	27.7%	60.2%	(462)	13.6%	26.2%	60.2%	(462)
	変形労働時間制	14.5%	46.1%	39.5%	(76)	13.2%	46.1%	40.8%	(76)	14.5%	43.4%	42.1%	(76)
	交替制	21.1%	21.1%	57.9%	(38)	23.7%	31.6%	44.7%	(38)	21.1%	34.2%	44.7%	(38)
	事業場外労働のみなし労働時間制	4.5%	27.3%	68.2%	(22)	4.5%	31.8%	63.6%	(22)	4.5%	31.8%	63.6%	(22)
	裁量労働制	10.6%	18.8%	70.6%	(85)	7.1%	23.5%	69.4%	(85)	8.2%	23.5%	68.2%	(85)
	管理監督者扱い	23.6%	30.4%	46.0%	(322)	19.6%	31.1%	49.4%	(322)	21.7%	31.1%	47.2%	(322)
	その他	-	100.0%	-	(3)	-	100.0%	-	(3)	-	100.0%	-	(3)
わからない	19.2%	30.8%	50.0%	(26)	19.2%	26.9%	53.8%	(26)	19.2%	26.9%	53.8%	(26)	

		Q7_1 統括する職場での決定権限や決定プロセスへの関与／中長期的な事業運営方針・計画				Q7_2 統括する職場での決定権限や決定プロセスへの関与／必要人員数の計画				Q7_3 統括する職場での決定権限や決定プロセスへの関与／業務に必要な経費（立案・支出）			
		決定権限がある	ある決定権限はないが、決	スへの権限も決定プロセス	（合計度数）	決定権限がある	ある決定権限はないが、決	スへの権限も決定プロセス	（合計度数）	決定権限がある	ある決定権限はないが、決	スへの権限も決定プロセス	（合計度数）
全体		16.2%	52.4%	31.4%	(2226)	17.1%	47.8%	35.1%	(2226)	18.3%	48.4%	33.2%	(2226)
性別	男性	15.7%	54.2%	30.1%	(1772)	16.8%	49.2%	34.0%	(1772)	17.8%	49.1%	33.1%	(1772)
	女性	18.3%	45.6%	36.1%	(454)	18.3%	42.3%	39.4%	(454)	20.3%	45.8%	33.9%	(454)
年齢層	20代	42.9%	25.0%	32.1%	(28)	42.9%	25.0%	32.1%	(28)	39.3%	35.7%	25.0%	(28)
	30代	25.7%	49.3%	25.0%	(292)	25.0%	48.6%	26.4%	(292)	22.3%	54.5%	23.3%	(292)
	40代	11.6%	56.5%	31.9%	(649)	13.7%	48.2%	38.1%	(649)	14.9%	49.8%	35.3%	(649)
	50代	12.7%	49.8%	37.6%	(695)	13.1%	47.9%	39.0%	(695)	15.4%	46.8%	37.8%	(695)
	60代	19.8%	53.9%	26.3%	(562)	20.6%	47.7%	31.7%	(562)	22.8%	46.4%	30.8%	(562)
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	27.3%	54.5%	(11)	9.1%	54.5%	36.4%	(11)	45.5%	18.2%	36.4%	(11)
	建設業	12.8%	50.6%	36.7%	(180)	15.6%	43.9%	40.6%	(180)	17.2%	44.4%	38.3%	(180)
	製造業	13.6%	55.0%	31.5%	(575)	14.8%	49.9%	35.3%	(575)	15.3%	51.7%	33.0%	(575)
	電気・ガス・熱供給・水道業	11.1%	74.1%	14.8%	(27)	18.5%	55.6%	25.9%	(27)	22.2%	55.6%	22.2%	(27)
	情報通信業	15.4%	55.2%	29.4%	(201)	17.9%	51.2%	30.8%	(201)	17.4%	48.8%	33.8%	(201)
	運輸業、郵便業	18.9%	47.8%	33.3%	(90)	22.2%	44.4%	33.3%	(90)	25.6%	44.4%	30.0%	(90)
	卸売業、小売業	16.6%	55.8%	27.5%	(265)	17.0%	48.7%	34.3%	(265)	18.5%	49.8%	31.7%	(265)
	金融業、保険業	11.3%	43.4%	45.3%	(159)	8.8%	44.0%	47.2%	(159)	10.7%	44.7%	44.7%	(159)
	不動産業、物品賃貸業	18.2%	47.7%	34.1%	(88)	18.2%	42.0%	39.8%	(88)	17.0%	44.3%	38.6%	(88)
	学術研究、専門・技術サービス業	14.3%	55.6%	30.2%	(63)	14.3%	47.6%	38.1%	(63)	20.6%	44.4%	34.9%	(63)
	宿泊業、飲食サービス業	26.8%	41.5%	31.7%	(41)	26.8%	39.0%	34.1%	(41)	22.0%	41.5%	36.6%	(41)
	生活関連サービス業、娯楽業	19.6%	58.7%	21.7%	(46)	23.9%	45.7%	30.4%	(46)	19.6%	56.5%	23.9%	(46)
	教育、学習支援業	21.7%	51.7%	26.7%	(60)	18.3%	46.7%	35.0%	(60)	16.7%	51.7%	31.7%	(60)
	医療、福祉	22.0%	60.0%	18.0%	(100)	26.0%	53.0%	21.0%	(100)	24.0%	57.0%	19.0%	(100)
	複合サービス業	15.4%	30.8%	53.8%	(13)	15.4%	38.5%	46.2%	(13)	30.8%	23.1%	46.2%	(13)
その他サービス業	24.0%	44.7%	31.3%	(179)	24.0%	43.0%	33.0%	(179)	25.1%	44.7%	30.2%	(179)	
公務	16.7%	50.0%	33.3%	(36)	8.3%	61.1%	30.6%	(36)	13.9%	52.8%	33.3%	(36)	
その他	15.2%	56.5%	28.3%	(92)	16.3%	48.9%	34.8%	(92)	21.7%	46.7%	31.5%	(92)	
従業員規模	9人以下	31.5%	43.5%	25.0%	(168)	29.8%	41.1%	29.2%	(168)	31.5%	42.3%	26.2%	(168)
	10～99人	17.3%	55.3%	27.4%	(573)	18.8%	48.3%	32.8%	(573)	18.3%	48.7%	33.0%	(573)
	100～499人	13.6%	55.9%	30.5%	(492)	15.2%	50.4%	34.3%	(492)	18.7%	47.8%	33.5%	(492)
	500～999人	17.0%	51.0%	32.0%	(194)	18.6%	44.8%	36.6%	(194)	20.1%	49.5%	30.4%	(194)
	1,000人以上	13.4%	50.9%	35.8%	(786)	13.7%	48.1%	38.2%	(786)	14.6%	49.9%	35.5%	(786)
	わからない	30.8%	23.1%	46.2%	(13)	30.8%	30.8%	38.5%	(13)	30.8%	38.5%	30.8%	(13)
職種	管理的職業	18.4%	54.6%	27.1%	(1645)	19.2%	49.5%	31.3%	(1645)	20.3%	51.3%	28.4%	(1645)
	専門的・技術的職業	9.9%	53.8%	36.3%	(223)	12.1%	45.7%	42.2%	(223)	12.6%	47.1%	40.4%	(223)
	事務	11.7%	36.9%	51.4%	(111)	9.0%	38.7%	52.3%	(111)	12.6%	33.3%	54.1%	(111)
	販売	10.3%	46.3%	43.4%	(136)	10.3%	41.9%	47.8%	(136)	13.2%	36.0%	50.7%	(136)
	サービス職業	20.0%	34.3%	45.7%	(35)	22.9%	40.0%	37.1%	(35)	20.0%	40.0%	40.0%	(35)
	保安職業	-	66.7%	33.3%	(3)	-	33.3%	66.7%	(3)	-	66.7%	33.3%	(3)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	2.9%	38.2%	58.8%	(34)	5.9%	41.2%	52.9%	(34)	5.9%	32.4%	61.8%	(34)
	輸送・機械運転	-	50.0%	50.0%	(4)	-	75.0%	25.0%	(4)	25.0%	50.0%	25.0%	(4)
	建設・採掘	5.6%	66.7%	27.8%	(18)	16.7%	50.0%	33.3%	(18)	16.7%	44.4%	38.9%	(18)
	運搬・清掃・包装	33.3%	-	66.7%	(3)	-	33.3%	66.7%	(3)	-	33.3%	66.7%	(3)
	その他	-	28.6%	71.4%	(14)	7.1%	35.7%	57.1%	(14)	7.1%	35.7%	57.1%	(14)
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	7.4%	54.4%	38.3%	(609)	8.2%	51.2%	40.6%	(609)	9.9%	52.1%	38.1%	(609)
	課長相当（スタッフ職）	5.6%	47.0%	47.4%	(519)	6.6%	41.4%	52.0%	(519)	7.1%	43.9%	48.9%	(519)
	部長相当（ライン職）	16.7%	63.7%	19.6%	(342)	20.2%	56.7%	23.1%	(342)	22.8%	55.0%	22.2%	(342)
	部長相当（スタッフ職）	13.1%	57.3%	29.6%	(335)	13.4%	52.5%	34.0%	(335)	15.5%	51.3%	33.1%	(335)
支社長・事業部長相当	38.7%	53.2%	8.1%	(111)	39.6%	48.6%	11.7%	(111)	34.2%	53.2%	12.6%	(111)	
役員相当	46.1%	39.7%	14.2%	(310)	44.8%	36.1%	19.0%	(310)	46.1%	36.8%	17.1%	(310)	
勤務時間制度	通常の勤務時間制度	15.3%	50.1%	34.6%	(1192)	15.8%	46.2%	38.0%	(1192)	16.5%	46.6%	36.8%	(1192)
	フレックスタイム制	16.0%	53.9%	30.1%	(462)	16.5%	48.3%	35.3%	(462)	17.7%	50.2%	32.0%	(462)
	変形労働時間制	19.7%	55.3%	25.0%	(76)	17.1%	56.6%	26.3%	(76)	23.7%	53.9%	22.4%	(76)
	交替制	13.2%	63.2%	23.7%	(38)	34.2%	42.1%	23.7%	(38)	26.3%	44.7%	28.9%	(38)
	事業場外労働のみなし労働時間制	4.5%	63.6%	31.8%	(22)	9.1%	45.5%	45.5%	(22)	9.1%	45.5%	45.5%	(22)
	裁量労働制	5.9%	58.8%	35.3%	(85)	9.4%	51.8%	38.8%	(85)	8.2%	57.6%	34.1%	(85)
	管理監督者扱い	23.0%	55.9%	21.1%	(322)	23.6%	50.9%	25.5%	(322)	27.0%	50.6%	22.4%	(322)
	その他	-	100.0%	-	(3)	-	100.0%	-	(3)	-	66.7%	33.3%	(3)
わからない	19.2%	30.8%	50.0%	(26)	19.2%	34.6%	46.2%	(26)	19.2%	30.8%	50.0%	(26)	

		Q7.4 統括する職場での決定権限や決定プロセスへの関与／人件費（立案・支出）				Q8 勤務先全体の事業運営に関する重要な計画の立案や決定についての決定権限や決定プロセスへの関与				Q9 管理職手当の有無		
		決定権限がある	ある 決定権限は関係が与は決	決定権限も決定プロセス	（合計度数）	決定権限がある	ある 決定権限は関係が与は決	決定権限も決定プロセス	（合計度数）	支払われている	支払われていない	（合計度数）
全体		15.1%	41.1%	43.8%	(2226)	13.7%	52.3%	33.9%	(2226)	68.7%	31.3%	(2226)
性別	男性	14.7%	41.6%	43.7%	(1772)	13.5%	53.6%	32.9%	(1772)	68.3%	31.7%	(1772)
	女性	17.0%	39.2%	43.8%	(454)	14.5%	47.6%	37.9%	(454)	70.5%	29.5%	(454)
年齢層	20代	28.6%	39.3%	32.1%	(28)	28.6%	35.7%	35.7%	(28)	78.6%	21.4%	(28)
	30代	21.2%	47.3%	31.5%	(292)	21.9%	51.4%	26.7%	(292)	71.6%	28.4%	(292)
	40代	12.0%	40.8%	47.1%	(649)	10.5%	53.8%	35.7%	(649)	71.0%	29.0%	(649)
	50代	12.1%	39.6%	48.3%	(695)	10.8%	49.1%	40.1%	(695)	70.6%	29.4%	(695)
	60代	18.7%	40.2%	41.1%	(562)	16.2%	56.0%	27.8%	(562)	61.7%	38.3%	(562)
業種	農林漁業、鉱業、採石業、砂利採取業	36.4%	27.3%	36.4%	(11)	27.3%	45.5%	27.3%	(11)	63.6%	36.4%	(11)
	建設業	14.4%	37.8%	47.8%	(180)	10.6%	55.6%	33.9%	(180)	65.6%	34.4%	(180)
	製造業	13.2%	42.3%	44.5%	(575)	10.6%	55.3%	34.1%	(575)	64.9%	35.1%	(575)
	電気・ガス・熱供給・水道業	11.1%	51.9%	37.0%	(27)	11.1%	74.1%	14.8%	(27)	77.8%	22.2%	(27)
	情報通信業	13.9%	43.8%	42.3%	(201)	14.9%	51.2%	33.8%	(201)	68.7%	31.3%	(201)
	運輸業、郵便業	20.0%	40.0%	40.0%	(90)	16.7%	50.0%	33.3%	(90)	71.1%	28.9%	(90)
	卸売業、小売業	16.6%	41.5%	41.9%	(265)	13.2%	56.6%	30.2%	(265)	71.3%	28.7%	(265)
	金融業、保険業	6.9%	33.3%	59.7%	(159)	10.7%	41.5%	47.8%	(159)	67.3%	32.7%	(159)
	不動産業、物品賃貸業	14.8%	35.2%	50.0%	(88)	19.3%	50.0%	30.7%	(88)	72.7%	27.3%	(88)
	学術研究、専門・技術サービス業	15.9%	33.3%	50.8%	(63)	11.1%	55.6%	33.3%	(63)	79.4%	20.6%	(63)
	宿泊業、飲食サービス業	22.0%	41.5%	36.6%	(41)	17.1%	41.5%	41.5%	(41)	78.0%	22.0%	(41)
	生活関連サービス業、娯楽業	19.6%	39.1%	41.3%	(46)	17.4%	50.0%	32.6%	(46)	76.1%	23.9%	(46)
	教育、学習支援業	13.3%	46.7%	40.0%	(60)	13.3%	48.3%	38.3%	(60)	70.0%	30.0%	(60)
	医療、福祉	19.0%	52.0%	29.0%	(100)	16.0%	70.0%	14.0%	(100)	73.0%	27.0%	(100)
	複合サービス業	15.4%	30.8%	53.8%	(13)	15.4%	15.4%	69.2%	(13)	76.9%	23.1%	(13)
その他サービス業	21.8%	41.3%	36.9%	(179)	20.1%	44.1%	35.8%	(179)	66.5%	33.5%	(179)	
公務	8.3%	44.4%	47.2%	(36)	11.1%	41.7%	47.2%	(36)	86.1%	13.9%	(36)	
その他	16.3%	42.4%	41.3%	(92)	19.6%	47.8%	32.6%	(92)	62.0%	38.0%	(92)	
従業員規模	9人以下	28.0%	39.3%	32.7%	(168)	28.0%	51.8%	20.2%	(168)	45.8%	54.2%	(168)
	10～99人	15.9%	41.5%	42.6%	(573)	16.2%	57.8%	26.0%	(573)	69.1%	30.9%	(573)
	100～499人	15.4%	40.4%	44.1%	(492)	10.8%	57.7%	31.5%	(492)	74.6%	25.4%	(492)
	500～999人	16.0%	41.8%	42.3%	(194)	16.0%	45.4%	38.7%	(194)	79.4%	20.6%	(194)
	1,000人以上	11.3%	41.5%	47.2%	(786)	10.2%	47.2%	42.6%	(786)	67.2%	32.8%	(786)
わからない	23.1%	38.5%	38.5%	(13)	15.4%	30.8%	53.8%	(13)	61.5%	38.5%	(13)	
職種	管理的職業	16.9%	43.8%	39.3%	(1645)	15.4%	54.7%	29.9%	(1645)	69.3%	30.7%	(1645)
	専門的・技術的職業	10.3%	35.4%	54.3%	(223)	8.1%	50.2%	41.7%	(223)	63.2%	36.8%	(223)
	事務	12.6%	28.8%	58.6%	(111)	9.9%	42.3%	47.7%	(111)	69.4%	30.6%	(111)
	販売	10.3%	28.7%	61.0%	(136)	11.8%	44.1%	44.1%	(136)	66.9%	33.1%	(136)
	サービス職業	11.4%	45.7%	42.9%	(35)	14.3%	48.6%	37.1%	(35)	80.0%	20.0%	(35)
	保安職業	-	66.7%	33.3%	(3)	-	66.7%	33.3%	(3)	66.7%	33.3%	(3)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-
	生産工程	2.9%	32.4%	64.7%	(34)	2.9%	38.2%	58.8%	(34)	79.4%	20.6%	(34)
	輸送・機械運転	25.0%	50.0%	25.0%	(4)	-	25.0%	75.0%	(4)	75.0%	25.0%	(4)
	建設・採掘	5.6%	44.4%	50.0%	(18)	5.6%	44.4%	50.0%	(18)	72.2%	27.8%	(18)
	運搬・清掃・包装	-	33.3%	66.7%	(3)	33.3%	-	66.7%	(3)	33.3%	66.7%	(3)
その他	7.1%	28.6%	64.3%	(14)	-	35.7%	64.3%	(14)	50.0%	50.0%	(14)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	6.2%	42.7%	51.1%	(609)	4.9%	54.4%	40.7%	(609)	74.7%	25.3%	(609)
	課長相当（スタッフ職）	6.2%	32.9%	60.9%	(519)	5.2%	42.0%	52.8%	(519)	69.2%	30.8%	(519)
	部長相当（ライン職）	19.0%	49.1%	31.9%	(342)	15.2%	62.3%	22.5%	(342)	74.9%	25.1%	(342)
	部長相当（スタッフ職）	10.7%	44.5%	44.8%	(335)	10.1%	58.8%	31.0%	(335)	66.6%	33.4%	(335)
支社長・事業部長相当	27.0%	51.4%	21.6%	(111)	26.1%	64.0%	9.9%	(111)	73.0%	27.0%	(111)	
役員相当	43.9%	35.5%	20.6%	(310)	43.2%	43.5%	13.2%	(310)	50.3%	49.7%	(310)	
勤務時間制度	通常の勤務時間制度	13.4%	39.1%	47.5%	(1192)	12.8%	52.9%	34.3%	(1192)	71.8%	28.2%	(1192)
	フレックスタイム制	14.7%	40.9%	44.4%	(462)	14.1%	50.9%	35.1%	(462)	65.4%	34.6%	(462)
	変形労働時間制	17.1%	52.6%	30.3%	(76)	13.2%	59.2%	27.6%	(76)	71.1%	28.9%	(76)
	交替制	23.7%	36.8%	39.5%	(38)	18.4%	39.5%	42.1%	(38)	78.9%	21.1%	(38)
	事業場外労働のみなし労働時間制	13.6%	36.4%	50.0%	(22)	9.1%	50.0%	40.9%	(22)	86.4%	13.6%	(22)
	裁量労働制	8.2%	45.9%	45.9%	(85)	7.1%	50.6%	42.4%	(85)	57.6%	42.4%	(85)
	管理監督者扱い	22.4%	46.0%	31.7%	(322)	18.0%	54.3%	27.6%	(322)	64.6%	35.4%	(322)
その他	-	66.7%	33.3%	(3)	-	100.0%	-	(3)	100.0%	-	(3)	
わからない	19.2%	34.6%	46.2%	(26)	19.2%	30.8%	50.0%	(26)	34.6%	65.4%	(26)	

		Q9S0 支払われている管理職手当の月額							Q10_1 部下の数・正社員						
		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20万円未満	20万円以上	わからない	(合計度数)	0～5人	6～20人	21～50人	51～200人	201人以上	平均値(人)	(合計度数)
全体		14.4%	19.4%	23.7%	12.6%	13.3%	16.5%	(1530)	25.7%	30.2%	15.1%	13.8%	15.2%	547.1	(1372)
性別	男性	13.1%	18.5%	24.9%	13.6%	14.0%	16.0%	(1210)	24.3%	30.0%	16.2%	14.3%	15.2%	531.8	(1081)
	女性	19.4%	22.8%	19.4%	9.1%	10.6%	18.8%	(320)	30.9%	30.9%	11.0%	12.0%	15.1%	603.9	(291)
年齢層	20代	27.3%	27.3%	9.1%	13.6%	9.1%	13.6%	(22)	40.9%	40.9%	4.5%	-	13.6%	61.1	(22)
	30代	13.9%	25.4%	24.9%	14.4%	12.9%	8.6%	(209)	29.6%	31.6%	11.7%	11.7%	15.3%	929.3	(196)
	40代	14.3%	20.6%	25.8%	13.0%	11.3%	15.0%	(461)	26.2%	31.7%	13.6%	13.6%	14.9%	574.5	(397)
	50代	15.3%	18.3%	22.0%	11.0%	13.6%	19.8%	(491)	24.8%	29.5%	16.3%	13.5%	16.0%	473.3	(400)
	60代	13.0%	15.3%	23.6%	13.3%	15.9%	19.0%	(347)	23.2%	27.7%	17.9%	16.5%	14.6%	419.4	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	42.9%	28.6%	-	14.3%	14.3%	-	(7)	75.0%	-	-	25.0%	-	27.8	(4)
	建設業	11.0%	17.8%	22.0%	11.9%	14.4%	22.9%	(118)	25.0%	31.3%	15.2%	17.9%	10.7%	812.1	(112)
	製造業	11.8%	18.5%	23.9%	14.7%	10.5%	20.6%	(373)	24.7%	27.9%	16.2%	12.7%	18.5%	1029.0	(308)
	電気・ガス・熱供給・水道業	14.3%	14.3%	14.3%	-	33.3%	23.8%	(21)	33.3%	50.0%	5.6%	-	11.1%	719.2	(18)
	情報通信業	18.8%	12.3%	19.6%	16.7%	13.8%	18.8%	(138)	21.0%	28.3%	16.7%	18.8%	15.2%	265.7	(138)
	運輸業、郵便業	15.6%	21.9%	21.9%	15.6%	17.2%	7.8%	(64)	22.8%	22.8%	17.5%	12.3%	24.6%	801.9	(57)
	卸売業、小売業	15.3%	21.2%	28.0%	10.1%	10.1%	15.3%	(189)	30.8%	29.5%	10.9%	14.1%	14.7%	371.1	(156)
	金融業、保険業	5.6%	18.7%	15.9%	11.2%	22.4%	26.2%	(107)	26.9%	29.8%	12.5%	11.5%	19.2%	966.9	(104)
	不動産業、物品賃貸業	15.6%	21.9%	21.9%	7.8%	21.9%	10.9%	(64)	29.3%	29.3%	17.2%	8.6%	15.5%	198.1	(58)
	学術研究、専門・技術サービス業	24.0%	14.0%	32.0%	2.0%	18.0%	10.0%	(50)	15.0%	32.5%	22.5%	25.0%	5.0%	227.4	(40)
	宿泊業、飲食サービス業	15.6%	15.6%	31.3%	12.5%	12.5%	12.5%	(32)	48.0%	16.0%	8.0%	8.0%	20.0%	275.0	(25)
	生活関連サービス業、娯楽業	14.3%	25.7%	28.6%	14.3%	5.7%	11.4%	(35)	34.5%	24.1%	17.2%	10.3%	13.8%	258.8	(29)
	教育、学習支援業	16.7%	28.6%	31.0%	4.8%	11.9%	7.1%	(42)	25.6%	44.2%	7.0%	11.6%	11.6%	112.4	(43)
	医療、福祉	16.4%	24.7%	32.9%	11.0%	2.7%	12.3%	(73)	26.5%	36.8%	14.7%	14.7%	7.4%	112.1	(68)
複合サービス業	-	40.0%	20.0%	20.0%	10.0%	10.0%	(10)	37.5%	25.0%	25.0%	12.5%	-	27.5	(8)	
その他サービス業	21.8%	16.8%	16.0%	18.5%	16.8%	10.1%	(119)	21.7%	33.9%	15.7%	15.7%	13.0%	153.5	(115)	
公務	9.7%	32.3%	35.5%	6.5%	3.2%	12.9%	(31)	7.7%	50.0%	19.2%	-	23.1%	278.5	(26)	
その他	12.3%	21.1%	26.3%	14.0%	14.0%	12.3%	(57)	28.6%	25.4%	19.0%	14.3%	12.7%	258.8	(63)	
従業員規模	9人以下	23.4%	16.9%	20.8%	5.2%	18.2%	15.6%	(77)	78.9%	17.9%	-	1.6%	1.6%	257.1	(123)
	10～99人	21.2%	22.5%	26.0%	7.6%	11.4%	11.4%	(396)	22.1%	40.5%	24.0%	13.4%	-	24.0	(358)
	100～499人	16.3%	21.3%	25.1%	12.8%	10.9%	13.6%	(367)	18.7%	21.4%	12.4%	31.1%	16.4%	98.1	(299)
	500～999人	11.0%	20.8%	20.1%	20.8%	9.7%	17.5%	(154)	16.1%	32.1%	8.9%	6.3%	36.6%	214.6	(112)
	1,000人以上	7.8%	15.9%	22.2%	15.2%	16.9%	22.2%	(528)	21.0%	30.6%	15.7%	8.3%	24.4%	1392.6	(471)
わからない	12.5%	12.5%	50.0%	-	-	25.0%	(8)	44.4%	33.3%	-	11.1%	11.1%	123.8	(9)	
職種	管理的職業	12.4%	17.9%	24.3%	13.7%	14.4%	17.4%	(1140)	24.1%	30.0%	15.5%	14.2%	16.2%	580.3	(1057)
	専門的・技術的職業	18.4%	19.9%	21.3%	11.3%	14.2%	14.9%	(141)	21.8%	33.6%	13.4%	17.6%	13.4%	153.3	(119)
	事務	23.4%	27.3%	20.8%	5.2%	5.2%	18.2%	(77)	33.9%	32.1%	10.7%	7.1%	16.1%	202.0	(56)
	販売	19.8%	25.3%	24.2%	8.8%	9.9%	12.1%	(91)	39.5%	22.4%	18.4%	13.2%	6.6%	857.9	(76)
	サービス職業	32.1%	17.9%	25.0%	10.7%	7.1%	7.1%	(28)	39.1%	39.1%	-	4.3%	17.4%	1049.2	(23)
	保安職業	50.0%	50.0%	-	-	-	-	(2)	50.0%	-	-	50.0%	-	51.5	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	18.5%	29.6%	25.9%	7.4%	3.7%	14.8%	(27)	36.4%	36.4%	18.2%	9.1%	-	24.1	(22)
	輸送・機械運転	-	66.7%	-	33.3%	-	-	(3)	-	50.0%	-	-	50.0%	4510.0	(2)
	建設・採掘	7.7%	15.4%	23.1%	23.1%	15.4%	15.4%	(13)	-	28.6%	28.6%	14.3%	28.6%	1229.0	(7)
	運搬・清掃・包装	-	100.0%	-	-	-	-	(1)	50.0%	50.0%	-	-	-	10.0	(2)
その他	28.6%	28.6%	14.3%	-	14.3%	14.3%	(7)	66.7%	16.7%	16.7%	-	-	11.8	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(ライン職)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当(ライン職)	15.8%	24.8%	27.5%	10.3%	7.3%	14.3%	(455)	25.5%	35.0%	12.6%	10.3%	16.6%	719.1	(609)
	課長相当(スタッフ職)	19.8%	24.2%	23.4%	8.1%	6.7%	17.8%	(359)	-	-	-	-	-	-	-
	部長相当(ライン職)	11.3%	14.1%	23.8%	16.8%	19.9%	14.1%	(256)	19.6%	25.4%	19.0%	19.3%	16.7%	624.6	(342)
	部長相当(スタッフ職)	13.9%	17.9%	24.7%	17.0%	11.7%	14.8%	(223)	-	-	-	-	-	-	-
支社長・事業部長相当	9.9%	11.1%	23.5%	18.5%	21.0%	16.0%	(81)	22.5%	28.8%	20.7%	17.1%	10.8%	257.9	(111)	
役員相当	6.4%	7.7%	12.2%	13.5%	33.3%	26.9%	(156)	34.2%	26.5%	13.5%	13.5%	12.3%	227.1	(310)	
勤務時間制度	通常の勤務時間制度	16.0%	21.7%	24.8%	10.2%	11.3%	16.0%	(856)	27.5%	31.1%	15.1%	15.1%	11.2%	319.2	(730)
	フレックスタイム制	10.9%	18.5%	21.5%	12.3%	18.9%	17.9%	(302)	20.3%	30.2%	14.2%	11.4%	23.8%	1543.8	(281)
	変形労働時間制	14.8%	27.8%	24.1%	13.0%	1.9%	18.5%	(54)	35.8%	24.5%	17.0%	9.4%	13.2%	78.8	(53)
	交替制	30.0%	20.0%	20.0%	20.0%	6.7%	3.3%	(30)	20.0%	23.3%	20.0%	23.3%	13.3%	93.4	(30)
	事業場外労働のみなし労働時間制	21.1%	5.3%	31.6%	15.8%	-	26.3%	(19)	7.7%	38.5%	30.8%	7.7%	15.4%	89.5	(13)
	裁量労働制	12.2%	14.3%	22.4%	16.3%	8.2%	26.5%	(49)	22.5%	37.5%	15.0%	10.0%	15.0%	148.2	(40)
	管理監督者扱い	11.1%	12.5%	23.6%	21.2%	17.3%	14.4%	(208)	25.2%	29.7%	13.9%	13.4%	17.8%	319.1	(202)
	その他	-	-	33.3%	-	66.7%	-	(3)	66.7%	-	-	33.3%	-	23.7	(3)
わからない	11.1%	-	-	11.1%	44.4%	33.3%	(9)	35.0%	10.0%	20.0%	15.0%	20.0%	257.6	(20)	

		Q10_2 部下の数・非正社員							Q11_1~7 統括する職場や仕事の現状について（「あてはまる」の％）							
		0人	1~3人	4~9人	10~50人	51人以上	平均値（人）	（合計度数）	が部下の能力のばらつき	部下が育たない	要になつていない	部下とのコミュニケーションが以前よりも必要	部下の人事評価が難しい	家庭の事情等で、働く時間が増えている	部下の心や気持ちに配慮が必要	進業削減や年休取得促進のため、管理職が部下をフォローしている
全体		27.0%	22.3%	12.2%	22.9%	15.6%	170.7	(1372)	72.4%	51.4%	66.6%	51.8%	44.2%	75.1%	56.9%	(1372)
性別	男性	27.3%	22.5%	11.7%	22.5%	16.0%	192.7	(1081)	73.9%	52.7%	66.8%	51.6%	42.7%	76.0%	56.8%	(1081)
	女性	26.1%	21.6%	13.7%	24.4%	14.1%	89.1	(291)	66.7%	46.4%	66.0%	52.6%	49.8%	71.8%	57.0%	(291)
年齢層	20代	27.3%	13.6%	13.6%	36.4%	9.1%	36.3	(22)	72.7%	54.5%	45.5%	59.1%	50.0%	54.5%	50.0%	(22)
	30代	22.4%	20.9%	12.2%	24.0%	20.4%	208.5	(196)	80.6%	53.1%	73.5%	57.7%	52.6%	80.1%	66.3%	(196)
	40代	24.7%	24.4%	13.9%	21.2%	15.9%	229.9	(397)	72.3%	53.7%	68.8%	52.9%	42.1%	76.8%	56.9%	(397)
	50代	31.3%	22.5%	11.3%	21.8%	13.3%	109.6	(400)	71.5%	49.5%	63.5%	49.3%	42.5%	72.0%	57.5%	(400)
	60代	27.5%	21.0%	11.2%	24.6%	15.7%	161.0	(357)	68.9%	49.9%	65.3%	49.9%	43.7%	75.4%	51.3%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	25.0%	25.0%	-	25.0%	25.0%	53.0	(4)	50.0%	25.0%	75.0%	75.0%	75.0%	100.0%	100.0%	(4)
	建設業	35.7%	26.8%	10.7%	16.1%	10.7%	204.7	(112)	63.4%	50.9%	54.5%	44.6%	34.8%	65.2%	52.7%	(112)
	製造業	28.6%	21.4%	10.1%	25.3%	14.6%	217.7	(308)	74.7%	54.5%	70.8%	51.9%	41.9%	77.3%	56.5%	(308)
	電気・ガス・熱供給・水道業	61.1%	16.7%	11.1%	-	11.1%	195.6	(18)	83.3%	44.4%	77.8%	50.0%	61.1%	72.2%	66.7%	(18)
	情報通信業	31.2%	19.6%	15.2%	18.8%	15.2%	92.5	(138)	74.6%	52.9%	66.7%	53.6%	44.9%	73.2%	57.2%	(138)
	運輸業、郵便業	24.6%	29.8%	5.3%	19.3%	21.1%	98.1	(57)	77.2%	49.1%	70.2%	56.1%	35.1%	78.9%	52.6%	(57)
	卸売業、小売業	28.8%	18.6%	15.4%	21.2%	16.0%	255.7	(156)	63.5%	42.9%	64.1%	47.4%	40.4%	71.2%	50.6%	(156)
	金融業、保険業	26.0%	24.0%	13.5%	18.3%	18.3%	264.7	(104)	68.3%	43.3%	67.3%	57.7%	44.2%	75.0%	56.7%	(104)
	不動産業、物品賃貸業	41.4%	19.0%	5.2%	19.0%	15.5%	113.1	(58)	67.2%	43.1%	56.9%	44.8%	43.1%	70.7%	55.2%	(58)
	学術研究、専門・技術サービス業	32.5%	22.5%	10.0%	27.5%	7.5%	43.7	(40)	65.0%	55.0%	62.5%	60.0%	50.0%	75.0%	52.5%	(40)
	宿泊業、飲食サービス業	20.0%	16.0%	16.0%	12.0%	36.0%	613.8	(25)	76.0%	36.0%	68.0%	40.0%	36.0%	76.0%	60.0%	(25)
	生活関連サービス業、娯楽業	20.7%	20.7%	10.3%	20.7%	27.6%	156.7	(29)	89.7%	62.1%	69.0%	44.8%	62.1%	82.8%	72.4%	(29)
	教育、学習支援業	9.3%	23.3%	11.6%	41.9%	14.0%	37.8	(43)	72.1%	53.5%	72.1%	48.8%	46.5%	76.7%	51.2%	(43)
	医療、福祉	8.8%	22.1%	14.7%	44.1%	10.3%	56.5	(68)	77.9%	55.9%	61.8%	57.4%	55.9%	79.4%	58.8%	(68)
複合サービス業	25.0%	12.5%	25.0%	12.5%	25.0%	35.8	(8)	50.0%	75.0%	62.5%	62.5%	50.0%	75.0%	62.5%	(8)	
その他サービス業	19.1%	23.5%	13.9%	24.3%	19.1%	57.5	(115)	80.9%	61.7%	70.4%	53.0%	45.2%	76.5%	64.3%	(115)	
公務	15.4%	38.5%	11.5%	19.2%	15.4%	97.2	(26)	69.2%	26.9%	84.6%	57.7%	69.2%	92.3%	69.2%	(26)	
その他	25.4%	23.8%	15.9%	23.8%	11.1%	185.7	(63)	77.8%	61.9%	63.5%	55.6%	47.6%	77.8%	57.1%	(63)	
従業員規模	9人以下	47.2%	40.7%	8.9%	1.6%	1.6%	12.8	(123)	38.2%	34.1%	41.5%	29.3%	27.6%	44.7%	35.0%	(123)
	10~99人	29.3%	24.6%	16.2%	28.5%	1.4%	7.6	(358)	72.3%	55.6%	62.6%	46.6%	39.9%	73.2%	54.5%	(358)
	100~499人	22.4%	15.4%	11.7%	36.1%	14.4%	32.3	(299)	78.9%	59.9%	72.2%	58.5%	47.5%	80.6%	65.2%	(299)
	500~999人	13.4%	21.4%	8.0%	24.1%	33.0%	93.2	(112)	80.4%	51.8%	73.2%	61.6%	45.5%	78.6%	57.1%	(112)
	1,000人以上	26.1%	20.6%	10.8%	15.7%	26.8%	444.3	(471)	75.8%	47.6%	71.5%	55.4%	49.9%	81.1%	59.2%	(471)
わからない	33.3%	11.1%	33.3%	11.1%	11.1%	69.9	(9)	44.4%	33.3%	44.4%	33.3%	22.2%	33.3%	44.4%	(9)	
職種	管理的職業	27.2%	21.8%	11.5%	22.7%	16.8%	195.2	(1057)	72.6%	51.3%	66.8%	52.0%	45.1%	76.1%	56.6%	(1057)
	専門的・技術的職業	22.7%	26.1%	10.9%	27.7%	12.6%	85.1	(119)	75.6%	54.6%	68.1%	55.5%	44.5%	73.9%	61.3%	(119)
	事務	26.8%	21.4%	21.4%	16.1%	14.3%	138.1	(56)	62.5%	57.1%	64.3%	55.4%	51.8%	66.1%	60.7%	(56)
	販売	31.6%	27.6%	11.8%	23.7%	5.3%	52.6	(76)	67.1%	48.7%	71.1%	44.7%	28.9%	73.7%	50.0%	(76)
	サービス職業	21.7%	17.4%	21.7%	21.7%	17.4%	174.6	(23)	69.6%	47.8%	47.8%	43.5%	34.8%	65.2%	52.2%	(23)
	保安職業	-	-	50.0%	-	50.0%	104.0	(2)	100.0%	50.0%	50.0%	100.0%	50.0%	100.0%	100.0%	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	40.9%	18.2%	13.6%	22.7%	4.5%	9.1	(22)	90.9%	54.5%	63.6%	40.9%	45.5%	77.3%	63.6%	(22)
	輸送・機械運転	-	-	-	50.0%	50.0%	505.0	(2)	50.0%	-	100.0%	100.0%	50.0%	100.0%	50.0%	(2)
	建設・採掘	57.1%	-	-	14.3%	28.6%	84.3	(7)	85.7%	57.1%	57.1%	57.1%	57.1%	85.7%	71.4%	(7)
運搬・清掃・包装	-	50.0%	-	50.0%	-	7.0	(2)	50.0%	50.0%	50.0%	100.0%	50.0%	50.0%	-	(2)	
その他	-	50.0%	33.3%	16.7%	-	8.5	(6)	66.7%	-	66.7%	16.7%	16.7%	50.0%	50.0%	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（ライン職）	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当（ライン職）	27.6%	23.8%	12.8%	19.7%	16.1%	187.9	(609)	73.9%	52.9%	68.8%	55.3%	45.5%	77.8%	59.6%	(609)
	課長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当（ライン職）	24.3%	20.5%	8.8%	25.7%	20.8%	224.4	(342)	77.5%	51.5%	70.5%	53.8%	46.2%	79.2%	59.1%	(342)
部長相当（スタッフ職）	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
支社長・事業部長相当	17.1%	18.9%	17.1%	35.1%	11.7%	103.5	(111)	80.2%	54.1%	73.0%	53.2%	45.9%	83.8%	66.7%	(111)	
役員相当	32.6%	22.6%	12.9%	21.6%	10.3%	101.9	(310)	61.0%	47.4%	55.8%	42.3%	39.0%	62.3%	45.5%	(310)	
勤務時間制度	通常の勤務時間制度	27.4%	24.5%	12.6%	23.4%	12.1%	99.3	(730)	70.4%	51.5%	65.5%	52.1%	41.5%	73.3%	54.4%	(730)
	フレックスタイム制	28.5%	19.2%	13.5%	18.1%	20.6%	376.6	(281)	76.2%	50.2%	73.7%	57.7%	51.2%	79.7%	64.1%	(281)
	変形労働時間制	17.0%	22.6%	17.0%	24.5%	18.9%	81.6	(53)	77.4%	60.4%	64.2%	47.2%	45.3%	81.1%	69.8%	(53)
	交替制	6.7%	10.0%	16.7%	33.3%	33.3%	138.8	(30)	70.0%	43.3%	50.0%	43.3%	36.7%	76.7%	66.7%	(30)
	事業場外労働のみなし労働時間制	23.1%	30.8%	15.4%	15.4%	15.4%	129.4	(13)	92.3%	76.9%	84.6%	38.5%	61.5%	84.6%	46.2%	(13)
	裁量労働制	42.5%	17.5%	5.0%	15.0%	20.0%	183.1	(40)	75.0%	55.0%	75.0%	50.0%	45.0%	80.0%	50.0%	(40)
	管理監督者扱い	25.2%	21.8%	8.9%	26.7%	17.3%	177.1	(202)	75.7%	51.0%	64.9%	49.0%	45.0%	77.2%	55.0%	(202)
その他	33.3%	33.3%	-	33.3%	-	17.3	(3)	66.7%	-	66.7%	66.7%	100.0%	100.0%	100.0%	(3)	
わからない	40.0%	10.0%	5.0%	30.0%	15.0%	132.3	(20)	30.0%	40.0%	30.0%	25.0%	25.0%	20.0%	30.0%	(20)	

		Q12.1 管理職としての取り組み/部下の進捗状況を「見える化」して情報共有している				Q12.2 管理職としての取り組み/仕事の進捗に応じて部署内で協力体制を作るようにしている				Q12.3 管理職としての取り組み/先の見通しを立てて部下の仕事を配している			
		積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)	積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)	積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)
全体		21.4%	55.4%	23.3%	(1372)	24.7%	60.9%	14.4%	(1372)	23.4%	59.8%	16.8%	(1372)
性別	男性	20.6%	56.1%	23.3%	(1081)	23.1%	62.8%	14.1%	(1081)	22.3%	60.9%	16.8%	(1081)
	女性	24.1%	52.9%	23.0%	(291)	30.6%	54.0%	15.5%	(291)	27.5%	55.7%	16.8%	(291)
年齢層	20代	45.5%	18.2%	36.4%	(22)	45.5%	40.9%	13.6%	(22)	54.5%	36.4%	9.1%	(22)
	30代	32.1%	51.5%	16.3%	(196)	32.7%	56.1%	11.2%	(196)	31.1%	54.6%	14.3%	(196)
	40代	21.2%	53.9%	24.9%	(397)	24.9%	59.9%	15.1%	(397)	22.9%	59.4%	17.6%	(397)
	50代	18.0%	56.8%	25.3%	(400)	21.8%	62.5%	15.8%	(400)	23.0%	57.3%	19.8%	(400)
	60代	17.9%	59.9%	22.1%	(357)	22.1%	64.1%	13.7%	(357)	18.2%	67.2%	14.6%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	75.0%	25.0%	-	(4)	50.0%	50.0%	-	(4)	75.0%	25.0%	-	(4)
	建設業	17.0%	62.5%	20.5%	(112)	23.2%	59.8%	17.0%	(112)	18.8%	61.6%	19.6%	(112)
	製造業	21.1%	54.5%	24.4%	(308)	23.4%	62.0%	14.6%	(308)	23.4%	61.4%	15.3%	(308)
	電気・ガス・熱供給・水道業	11.1%	61.1%	27.8%	(18)	16.7%	77.8%	5.6%	(18)	33.3%	61.1%	5.6%	(18)
	情報通信業	28.3%	58.7%	13.0%	(138)	29.7%	61.6%	8.7%	(138)	26.1%	63.0%	10.9%	(138)
	運輸業、郵便業	12.3%	57.9%	29.8%	(57)	21.1%	63.2%	15.8%	(57)	15.8%	64.9%	19.3%	(57)
	卸売業、小売業	17.3%	59.0%	23.7%	(156)	21.2%	60.9%	17.9%	(156)	20.5%	58.3%	21.2%	(156)
	金融業、保険業	23.1%	59.6%	17.3%	(104)	34.6%	53.8%	11.5%	(104)	28.8%	57.7%	13.5%	(104)
	不動産業、物品賃貸業	29.3%	39.7%	31.0%	(58)	31.0%	51.7%	17.2%	(58)	22.4%	53.4%	24.1%	(58)
	学術研究、専門・技術サービス業	12.5%	60.0%	27.5%	(40)	15.0%	70.0%	15.0%	(40)	17.5%	62.5%	20.0%	(40)
	宿泊業、飲食サービス業	24.0%	68.0%	8.0%	(25)	24.0%	72.0%	4.0%	(25)	32.0%	60.0%	8.0%	(25)
	生活関連サービス業、娯楽業	31.0%	55.2%	13.8%	(29)	27.6%	62.1%	10.3%	(29)	24.1%	69.0%	6.9%	(29)
	教育、学習支援業	20.9%	48.8%	30.2%	(43)	20.9%	58.1%	20.9%	(43)	32.6%	48.8%	18.6%	(43)
	医療、福祉	17.6%	55.9%	26.5%	(68)	22.1%	64.7%	13.2%	(68)	20.6%	60.3%	19.1%	(68)
複合サービス業	12.5%	50.0%	37.5%	(8)	12.5%	50.0%	37.5%	(8)	12.5%	50.0%	37.5%	(8)	
その他サービス業	23.5%	49.6%	27.0%	(115)	25.2%	57.4%	17.4%	(115)	24.3%	53.9%	21.7%	(115)	
公務	26.9%	50.0%	23.1%	(26)	30.8%	65.4%	3.8%	(26)	34.6%	53.8%	11.5%	(26)	
その他	22.2%	46.0%	31.7%	(63)	22.2%	63.5%	14.3%	(63)	17.5%	66.7%	15.9%	(63)	
従業員規模	9人以下	13.0%	43.1%	43.9%	(123)	16.3%	48.8%	35.0%	(123)	15.4%	43.1%	41.5%	(123)
	10～99人	18.2%	53.1%	28.8%	(358)	22.6%	61.5%	15.9%	(358)	20.9%	59.8%	19.3%	(358)
	100～499人	22.4%	57.5%	20.1%	(299)	22.1%	66.2%	11.7%	(299)	22.4%	62.2%	15.4%	(299)
	500～999人	25.0%	58.0%	17.0%	(112)	26.8%	63.4%	9.8%	(112)	24.1%	64.3%	11.6%	(112)
	1,000人以上	24.4%	58.6%	17.0%	(471)	29.3%	60.5%	10.2%	(471)	27.8%	61.6%	10.6%	(471)
わからない	22.2%	44.4%	33.3%	(9)	44.4%	22.2%	33.3%	(9)	22.2%	55.6%	22.2%	(9)	
職種	管理的職業	21.9%	55.3%	22.8%	(1057)	26.2%	60.1%	13.7%	(1057)	25.0%	58.8%	16.2%	(1057)
	専門的・技術的職業	22.7%	58.0%	19.3%	(119)	17.6%	67.2%	15.1%	(119)	16.8%	68.9%	14.3%	(119)
	事務	23.2%	42.9%	33.9%	(56)	26.8%	53.6%	19.6%	(56)	23.2%	55.4%	21.4%	(56)
	販売	18.4%	56.6%	25.0%	(76)	21.1%	57.9%	21.1%	(76)	21.1%	53.9%	25.0%	(76)
	サービス職業	13.0%	69.6%	17.4%	(23)	17.4%	73.9%	8.7%	(23)	13.0%	78.3%	8.7%	(23)
	保安職業	-	100.0%	-	(2)	-	100.0%	-	(2)	-	100.0%	-	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	9.1%	45.5%	45.5%	(22)	9.1%	77.3%	13.6%	(22)	18.2%	54.5%	27.3%	(22)
	輸送・機械運転	-	50.0%	50.0%	(2)	-	50.0%	50.0%	(2)	-	50.0%	50.0%	(2)
	建設・採掘	14.3%	85.7%	-	(7)	28.6%	71.4%	-	(7)	14.3%	71.4%	14.3%	(7)
運搬・清掃・包装	-	50.0%	50.0%	(2)	50.0%	-	50.0%	(2)	-	50.0%	50.0%	(2)	
その他	16.7%	66.7%	16.7%	(6)	16.7%	83.3%	-	(6)	-	83.3%	16.7%	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(ライン職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当(ライン職)	19.7%	58.0%	22.3%	(609)	22.8%	62.9%	14.3%	(609)	21.7%	62.1%	16.3%	(609)
	課長相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当(ライン職)	23.7%	55.6%	20.8%	(342)	25.7%	63.5%	10.8%	(342)	24.3%	61.1%	14.6%	(342)
部長相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-	
支社長・事業部長相当	21.6%	63.1%	15.3%	(111)	29.7%	63.1%	7.2%	(111)	26.1%	65.8%	8.1%	(111)	
役員相当	21.9%	47.4%	30.6%	(310)	25.5%	53.5%	21.0%	(310)	24.8%	51.6%	23.5%	(310)	
勤務時間制度	通常の勤務時間制度	19.5%	54.7%	25.9%	(730)	21.6%	62.3%	16.0%	(730)	21.1%	59.0%	19.9%	(730)
	フレックスタイム制	27.0%	58.0%	14.9%	(281)	29.9%	59.4%	10.7%	(281)	26.7%	63.0%	10.3%	(281)
	変形労働時間制	9.4%	69.8%	20.8%	(53)	22.6%	75.5%	1.9%	(53)	20.8%	69.8%	9.4%	(53)
	交替制	20.0%	60.0%	20.0%	(30)	26.7%	66.7%	6.7%	(30)	26.7%	63.3%	10.0%	(30)
	事業場外労働のみなし労働時間制	30.8%	46.2%	23.1%	(13)	38.5%	46.2%	15.4%	(13)	23.1%	61.5%	15.4%	(13)
	裁量労働制	12.5%	57.5%	30.0%	(40)	12.5%	75.0%	12.5%	(40)	17.5%	72.5%	10.0%	(40)
	管理監督者扱い	26.2%	52.0%	21.8%	(202)	32.2%	53.5%	14.4%	(202)	30.2%	54.5%	15.3%	(202)
	その他	33.3%	66.7%	-	(3)	33.3%	66.7%	-	(3)	-	100.0%	-	(3)
わからない	5.0%	35.0%	60.0%	(20)	5.0%	40.0%	55.0%	(20)	10.0%	30.0%	60.0%	(20)	

		Q12.4 管理職としての取り組み/残業が多い部下にはその理由を聞き解決策を一緒に考えている				Q12.5 管理職としての取り組み/ペーパーワークや会議の在り方などを見直して業務遂行を効率化している				Q12.6 管理職としての取り組み/他部署や上司、顧客と話し合っ可能な限り業務量を削減している			
		積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)	積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)	積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)
全体		22.1%	54.4%	23.5%	(1372)	20.3%	53.2%	26.5%	(1372)	18.0%	54.5%	27.5%	(1372)
性別	男性	20.8%	55.6%	23.6%	(1081)	19.6%	53.8%	26.5%	(1081)	17.2%	55.5%	27.3%	(1081)
	女性	26.8%	50.2%	23.0%	(291)	22.7%	50.9%	26.5%	(291)	21.0%	50.9%	28.2%	(291)
年齢層	20代	36.4%	36.4%	27.3%	(22)	50.0%	18.2%	31.8%	(22)	40.9%	31.8%	27.3%	(22)
	30代	25.5%	52.0%	22.4%	(196)	30.6%	53.1%	16.3%	(196)	24.5%	54.1%	21.4%	(196)
	40代	24.2%	52.9%	22.9%	(397)	19.6%	52.9%	27.5%	(397)	19.6%	50.6%	29.7%	(397)
	50代	22.0%	53.5%	24.5%	(400)	19.5%	52.5%	28.0%	(400)	15.5%	53.8%	30.8%	(400)
	60代	17.1%	59.7%	23.2%	(357)	14.3%	56.6%	29.1%	(357)	14.0%	61.3%	24.6%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	75.0%	25.0%	-	(4)	50.0%	50.0%	-	(4)	25.0%	75.0%	-	(4)
	建設業	17.0%	55.4%	27.7%	(112)	12.5%	51.8%	35.7%	(112)	14.3%	55.4%	30.4%	(112)
	製造業	24.0%	52.9%	23.1%	(308)	22.7%	48.1%	29.2%	(308)	18.8%	51.6%	29.5%	(308)
	電気・ガス・熱供給・水道業	5.6%	83.3%	11.1%	(18)	5.6%	77.8%	16.7%	(18)	5.6%	72.2%	22.2%	(18)
	情報通信業	23.9%	58.7%	17.4%	(138)	20.3%	61.6%	18.1%	(138)	16.7%	58.7%	24.6%	(138)
	運輸業、郵便業	21.1%	50.9%	28.1%	(57)	14.0%	57.9%	28.1%	(57)	12.3%	49.1%	38.6%	(57)
	卸売業、小売業	18.6%	56.4%	25.0%	(156)	17.3%	51.9%	30.8%	(156)	14.7%	56.4%	28.8%	(156)
	金融業、保険業	21.2%	57.7%	21.2%	(104)	28.8%	55.8%	15.4%	(104)	23.1%	58.7%	18.3%	(104)
	不動産業、物品賃貸業	29.3%	43.1%	27.6%	(58)	22.4%	43.1%	34.5%	(58)	29.3%	37.9%	32.8%	(58)
	学術研究、専門・技術サービス業	10.0%	65.0%	25.0%	(40)	15.0%	57.5%	27.5%	(40)	10.0%	55.0%	35.0%	(40)
	宿泊業、飲食サービス業	28.0%	60.0%	12.0%	(25)	16.0%	68.0%	16.0%	(25)	20.0%	56.0%	24.0%	(25)
	生活関連サービス業、娯楽業	31.0%	44.8%	24.1%	(29)	37.9%	55.2%	6.9%	(29)	24.1%	62.1%	13.8%	(29)
	教育、学習支援業	18.6%	60.5%	20.9%	(43)	20.9%	55.8%	23.3%	(43)	20.9%	53.5%	25.6%	(43)
	医療、福祉	19.1%	52.9%	27.9%	(68)	17.6%	57.4%	25.0%	(68)	20.6%	57.4%	22.1%	(68)
複合サービス業	12.5%	37.5%	50.0%	(8)	-	37.5%	62.5%	(8)	12.5%	37.5%	50.0%	(8)	
その他サービス業	25.2%	46.1%	28.7%	(115)	23.5%	48.7%	27.8%	(115)	19.1%	55.7%	25.2%	(115)	
公務	23.1%	73.1%	3.8%	(26)	23.1%	57.7%	19.2%	(26)	19.2%	57.7%	23.1%	(26)	
その他	25.4%	50.8%	23.8%	(63)	15.9%	52.4%	31.7%	(63)	15.9%	52.4%	31.7%	(63)	
従業員規模	9人以下	10.6%	36.6%	52.8%	(123)	11.4%	37.4%	51.2%	(123)	8.9%	43.1%	48.0%	(123)
	10～99人	18.4%	52.0%	29.6%	(358)	17.6%	49.7%	32.7%	(358)	17.3%	52.5%	30.2%	(358)
	100～499人	20.4%	61.2%	18.4%	(299)	18.1%	58.2%	23.7%	(299)	15.4%	55.9%	28.8%	(299)
	500～999人	24.1%	58.9%	17.0%	(112)	18.8%	60.7%	20.5%	(112)	19.6%	59.8%	20.5%	(112)
	1,000人以上	28.5%	55.6%	15.9%	(471)	26.3%	55.2%	18.5%	(471)	22.1%	57.1%	20.8%	(471)
わからない	22.2%	55.6%	22.2%	(9)	22.2%	44.4%	33.3%	(9)	22.2%	44.4%	33.3%	(9)	
職種	管理的職業	23.9%	53.5%	22.5%	(1057)	21.8%	53.1%	25.2%	(1057)	19.0%	55.7%	25.3%	(1057)
	専門的・技術的職業	14.3%	62.2%	23.5%	(119)	17.6%	57.1%	25.2%	(119)	16.0%	56.3%	27.7%	(119)
	事務	21.4%	50.0%	28.6%	(56)	23.2%	39.3%	37.5%	(56)	17.9%	39.3%	42.9%	(56)
	販売	21.1%	48.7%	30.3%	(76)	13.2%	57.9%	28.9%	(76)	14.5%	46.1%	39.5%	(76)
	サービス職業	13.0%	69.6%	17.4%	(23)	13.0%	65.2%	21.7%	(23)	8.7%	69.6%	21.7%	(23)
	保安職業	-	100.0%	-	(2)	-	100.0%	-	(2)	-	50.0%	50.0%	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	4.5%	63.6%	31.8%	(22)	4.5%	31.8%	63.6%	(22)	13.6%	40.9%	45.5%	(22)
	輸送・機械運転	-	50.0%	50.0%	(2)	-	100.0%	-	(2)	-	50.0%	50.0%	(2)
	建設・採掘	-	71.4%	28.6%	(7)	-	42.9%	57.1%	(7)	-	57.1%	42.9%	(7)
	運搬・清掃・包装	-	-	100.0%	(2)	-	100.0%	-	(2)	50.0%	-	50.0%	(2)
その他	16.7%	66.7%	16.7%	(6)	-	66.7%	33.3%	(6)	-	66.7%	33.3%	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(ライン職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当(ライン職)	20.5%	55.8%	23.6%	(609)	16.7%	56.8%	26.4%	(609)	15.9%	54.5%	29.6%	(609)
	課長相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当(ライン職)	24.9%	57.0%	18.1%	(342)	24.3%	52.0%	23.7%	(342)	19.9%	55.0%	25.1%	(342)
部長相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-	
支社長・事業部長相当	28.8%	55.0%	16.2%	(111)	21.6%	61.3%	17.1%	(111)	22.5%	64.0%	13.5%	(111)	
役員相当	19.7%	48.7%	31.6%	(310)	22.3%	44.5%	33.2%	(310)	18.4%	50.6%	31.0%	(310)	
勤務時間制度	通常の勤務時間制度	18.6%	54.9%	26.4%	(730)	17.4%	51.9%	30.7%	(730)	16.2%	54.1%	29.7%	(730)
	フレックスタイム制	29.9%	52.0%	18.1%	(281)	24.9%	64.4%	10.7%	(281)	22.4%	61.2%	16.4%	(281)
	変形労働時間制	18.9%	66.0%	15.1%	(53)	11.3%	56.6%	32.1%	(53)	13.2%	62.3%	24.5%	(53)
	交替制	23.3%	60.0%	16.7%	(30)	16.7%	46.7%	36.7%	(30)	16.7%	53.3%	30.0%	(30)
	事業場外労働のみなし労働時間制	23.1%	53.8%	23.1%	(13)	61.5%	15.4%	23.1%	(13)	30.8%	46.2%	23.1%	(13)
	裁量労働制	15.0%	70.0%	15.0%	(40)	7.5%	65.0%	27.5%	(40)	7.5%	52.5%	40.0%	(40)
	管理監督者扱い	27.2%	51.0%	21.8%	(202)	28.2%	44.1%	27.7%	(202)	22.3%	48.0%	29.7%	(202)
	その他	-	66.7%	33.3%	(3)	33.3%	66.7%	-	(3)	33.3%	33.3%	33.3%	(3)
わからない	10.0%	35.0%	55.0%	(20)	5.0%	35.0%	60.0%	(20)	5.0%	35.0%	60.0%	(20)	

		Q12.7 管理職としての取り組み/部下の仕事以外(家庭など)の事情を把握するよう努め、配慮している				Q12.8 管理職としての取り組み/部下になるべく仕事を任せ、管理職の業務に専念できるようにしている				Q12.9 管理職としての取り組み/個々の部下の能力に合った能力向上の課題を設定している			
		積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)	積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)	積極的に取り組んでいる	取り組んでいる	取り組んでいない	(合計度数)
全体		17.9%	58.7%	23.4%	(1372)	18.2%	56.9%	24.9%	(1372)	18.1%	61.1%	20.8%	(1372)
性別	男性	17.2%	58.9%	23.9%	(1081)	18.1%	57.4%	24.4%	(1081)	16.9%	62.1%	21.0%	(1081)
	女性	20.3%	58.1%	21.6%	(291)	18.6%	55.0%	26.5%	(291)	22.7%	57.4%	19.9%	(291)
年齢層	20代	27.3%	50.0%	22.7%	(22)	50.0%	36.4%	13.6%	(22)	36.4%	45.5%	18.2%	(22)
	30代	25.5%	56.6%	17.9%	(196)	21.9%	54.1%	24.0%	(196)	28.6%	57.7%	13.8%	(196)
	40代	20.4%	53.9%	25.7%	(397)	20.7%	52.6%	26.7%	(397)	17.9%	58.9%	23.2%	(397)
	50代	14.5%	59.3%	26.3%	(400)	14.0%	59.8%	26.3%	(400)	15.5%	62.7%	21.8%	(400)
	60代	14.0%	65.3%	20.7%	(357)	16.2%	61.3%	22.4%	(357)	14.6%	64.4%	21.0%	(357)
業種	農林漁業、鉱業、採石業、砂利採取業	25.0%	75.0%	-	(4)	50.0%	50.0%	-	(4)	50.0%	50.0%	-	(4)
	建設業	15.2%	57.1%	27.7%	(112)	15.2%	59.8%	25.0%	(112)	14.3%	64.3%	21.4%	(112)
	製造業	20.1%	57.5%	22.4%	(308)	23.7%	54.5%	21.8%	(308)	20.5%	59.4%	20.1%	(308)
	電気・ガス・熱供給・水道業	11.1%	83.3%	5.6%	(18)	16.7%	66.7%	16.7%	(18)	5.6%	88.9%	5.6%	(18)
	情報通信業	15.2%	65.2%	19.6%	(138)	15.9%	63.0%	21.0%	(138)	19.6%	63.0%	17.4%	(138)
	運輸業、郵便業	12.3%	57.9%	29.8%	(57)	12.3%	64.9%	22.8%	(57)	5.3%	75.4%	19.3%	(57)
	卸売業、小売業	16.0%	51.9%	32.1%	(156)	17.3%	55.1%	27.6%	(156)	19.2%	55.1%	25.6%	(156)
	金融業、保険業	26.9%	53.8%	19.2%	(104)	20.2%	57.7%	22.1%	(104)	21.2%	61.5%	17.3%	(104)
	不動産業、物品賃貸業	25.9%	46.6%	27.6%	(58)	19.0%	50.0%	31.0%	(58)	19.0%	55.2%	25.9%	(58)
	学術研究、専門・技術サービス業	5.0%	72.5%	22.5%	(40)	10.0%	50.0%	40.0%	(40)	10.0%	67.5%	22.5%	(40)
	宿泊業、飲食サービス業	16.0%	64.0%	20.0%	(25)	28.0%	56.0%	16.0%	(25)	28.0%	56.0%	16.0%	(25)
	生活関連サービス業、娯楽業	27.6%	51.7%	20.7%	(29)	17.2%	65.5%	17.2%	(29)	24.1%	65.5%	10.3%	(29)
	教育、学習支援業	11.6%	72.1%	16.3%	(43)	16.3%	48.8%	34.9%	(43)	18.6%	53.5%	27.9%	(43)
	医療、福祉	17.6%	70.6%	11.8%	(68)	14.7%	60.3%	25.0%	(68)	17.6%	55.9%	26.5%	(68)
複合サービス業	12.5%	62.5%	25.0%	(8)	12.5%	50.0%	37.5%	(8)	12.5%	50.0%	37.5%	(8)	
その他サービス業	19.1%	50.4%	30.4%	(115)	19.1%	54.8%	26.1%	(115)	17.4%	60.0%	22.6%	(115)	
公務	19.2%	69.2%	11.5%	(26)	15.4%	65.4%	19.2%	(26)	19.2%	73.1%	7.7%	(26)	
その他	12.7%	63.5%	23.8%	(63)	11.1%	54.0%	34.9%	(63)	15.9%	63.5%	20.6%	(63)	
従業員規模	9人以下	13.0%	43.9%	43.1%	(123)	11.4%	43.1%	45.5%	(123)	17.1%	41.5%	41.5%	(123)
	10~99人	16.5%	58.4%	25.1%	(358)	17.6%	53.6%	28.8%	(358)	16.5%	56.1%	27.4%	(358)
	100~499人	12.7%	64.9%	22.4%	(299)	16.7%	59.2%	24.1%	(299)	15.1%	65.2%	19.7%	(299)
	500~999人	21.4%	58.0%	20.5%	(112)	22.3%	59.8%	17.9%	(112)	14.3%	72.3%	13.4%	(112)
	1,000人以上	22.5%	59.4%	18.0%	(471)	20.2%	61.4%	18.5%	(471)	22.5%	64.8%	12.7%	(471)
わからない	22.2%	44.4%	33.3%	(9)	33.3%	33.3%	33.3%	(9)	22.2%	55.6%	22.2%	(9)	
職種	管理的職業	19.3%	59.7%	21.0%	(1057)	18.7%	58.5%	22.8%	(1057)	18.4%	62.2%	19.5%	(1057)
	専門的・技術的職業	9.2%	58.8%	31.9%	(119)	17.6%	49.6%	32.8%	(119)	19.3%	58.0%	22.7%	(119)
	事務	17.9%	48.2%	33.9%	(56)	17.9%	48.2%	33.9%	(56)	17.9%	55.4%	26.8%	(56)
	販売	17.1%	51.3%	31.6%	(76)	18.4%	47.4%	34.2%	(76)	23.7%	52.6%	23.7%	(76)
	サービス職業	8.7%	73.9%	17.4%	(23)	8.7%	78.3%	13.0%	(23)	4.3%	78.3%	17.4%	(23)
	保安職業	50.0%	50.0%	-	(2)	-	50.0%	50.0%	(2)	-	100.0%	-	(2)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	13.6%	50.0%	36.4%	(22)	13.6%	54.5%	31.8%	(22)	9.1%	54.5%	36.4%	(22)
	輸送・機械運転	-	50.0%	50.0%	(2)	-	50.0%	50.0%	(2)	-	50.0%	50.0%	(2)
	建設・採掘	-	71.4%	28.6%	(7)	14.3%	57.1%	28.6%	(7)	14.3%	42.9%	42.9%	(7)
運搬・清掃・包装	50.0%	-	50.0%	(2)	-	100.0%	-	(2)	-	50.0%	50.0%	(2)	
その他	-	66.7%	33.3%	(6)	16.7%	50.0%	33.3%	(6)	-	66.7%	33.3%	(6)	
職位	一般社員	-	-	-	-	-	-	-	-	-	-	-	-
	主任・係長相当	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(ライン職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長代理相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-
	課長相当(ライン職)	17.1%	58.3%	24.6%	(609)	14.9%	57.3%	27.8%	(609)	15.3%	64.0%	20.7%	(609)
	課長相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-
	部長相当(ライン職)	16.4%	62.9%	20.8%	(342)	21.1%	59.9%	19.0%	(342)	18.7%	65.8%	15.5%	(342)
部長相当(スタッフ職)	-	-	-	-	-	-	-	-	-	-	-	-	
支社長・事業部長相当	16.2%	69.4%	14.4%	(111)	18.9%	64.0%	17.1%	(111)	27.9%	57.7%	14.4%	(111)	
役員相当	21.6%	51.3%	27.1%	(310)	21.3%	50.3%	28.4%	(310)	19.7%	51.3%	29.0%	(310)	
勤務時間制度	通常の勤務時間制度	15.2%	58.4%	26.4%	(730)	15.6%	57.7%	26.7%	(730)	15.1%	60.1%	24.8%	(730)
	フレックスタイム制	22.1%	61.9%	16.0%	(281)	20.6%	59.1%	20.3%	(281)	22.8%	65.1%	12.1%	(281)
	変形労働時間制	11.3%	71.7%	17.0%	(53)	30.2%	58.5%	11.3%	(53)	22.6%	69.8%	7.5%	(53)
	交替制	23.3%	50.0%	26.7%	(30)	20.0%	60.0%	20.0%	(30)	16.7%	60.0%	23.3%	(30)
	事業場外労働のみなし労働時間制	30.8%	53.8%	15.4%	(13)	15.4%	46.2%	38.5%	(13)	15.4%	61.5%	23.1%	(13)
	裁量労働制	7.5%	82.5%	10.0%	(40)	7.5%	72.5%	20.0%	(40)	15.0%	72.5%	12.5%	(40)
	管理監督者扱い	24.3%	51.0%	24.8%	(202)	24.8%	50.5%	24.8%	(202)	24.3%	57.4%	18.3%	(202)
その他	33.3%	66.7%	-	(3)	-	-	100.0%	(3)	-	66.7%	33.3%	(3)	
わからない	10.0%	40.0%	50.0%	(20)	5.0%	40.0%	55.0%	(20)	5.0%	30.0%	65.0%	(20)	

		Q13 適用されている勤務時間制度									
		通常の勤務時間制度	フレックスタイム制	変形労働時間制	交替制	労働時間外労働のみなし	裁量労働制	管理監督者扱い	その他	わからない	(合計度数)
全体		69.3%	14.7%	3.1%	5.9%	0.7%	1.9%	3.3%	0.2%	1.1%	(10998)
性別	男性	65.8%	16.2%	3.5%	6.1%	0.8%	2.4%	4.0%	0.1%	1.1%	(7105)
	女性	75.6%	11.9%	2.4%	5.4%	0.5%	1.0%	1.8%	0.3%	1.1%	(3893)
年齢層	20代	73.3%	12.4%	3.2%	7.5%	0.5%	0.7%	0.2%	0.3%	2.0%	(1932)
	30代	68.8%	15.0%	3.5%	6.4%	1.0%	2.0%	2.0%	0.1%	1.2%	(2395)
	40代	70.1%	14.6%	3.1%	5.6%	0.5%	1.9%	3.3%	0.2%	0.8%	(2849)
	50代	66.8%	16.1%	2.8%	5.2%	0.7%	2.8%	4.7%	0.1%	0.7%	(2431)
	60代	67.4%	15.2%	2.7%	4.4%	0.6%	1.6%	7.0%	0.1%	1.0%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	75.0%	9.1%	2.3%	4.5%	-	-	4.5%	-	4.5%	(44)
	建設業	83.3%	8.8%	2.2%	0.6%	0.2%	0.6%	3.5%	-	0.8%	(634)
	製造業	62.2%	22.3%	1.7%	5.6%	0.6%	2.2%	4.0%	0.1%	1.2%	(2762)
	電気・ガス・熱供給・水道業	64.0%	27.5%	2.1%	2.6%	0.5%	0.5%	2.1%	-	0.5%	(189)
	情報通信業	58.5%	28.0%	0.6%	2.2%	0.6%	5.7%	3.8%	0.1%	0.7%	(905)
	運輸業、郵便業	67.0%	9.1%	8.1%	10.1%	0.6%	0.8%	2.4%	0.5%	1.3%	(616)
	卸売業、小売業	72.4%	9.6%	5.2%	6.6%	1.6%	0.5%	3.1%	0.3%	0.8%	(1096)
	金融業、保険業	72.4%	13.1%	1.7%	2.2%	1.9%	2.2%	4.9%	0.3%	1.3%	(633)
	不動産業、物品賃貸業	73.9%	12.6%	0.4%	1.9%	1.1%	0.8%	6.5%	0.8%	1.9%	(261)
	学術研究、専門・技術サービス業	70.8%	16.6%	2.0%	0.4%	0.8%	5.5%	2.4%	-	1.6%	(253)
	宿泊業、飲食サービス業	52.3%	8.7%	11.3%	19.0%	-	1.5%	5.6%	-	1.5%	(195)
	生活関連サービス業、娯楽業	63.6%	9.2%	6.5%	13.0%	0.8%	1.9%	3.4%	0.4%	1.1%	(261)
	教育、学習支援業	79.8%	8.4%	4.2%	1.6%	0.2%	3.8%	1.6%	-	0.4%	(450)
	医療、福祉	72.0%	3.1%	5.0%	16.6%	0.3%	0.3%	1.2%	0.1%	1.4%	(775)
	複合サービス業	84.1%	3.7%	2.4%	6.1%	1.2%	-	2.4%	-	-	(82)
	その他サービス業	71.6%	12.8%	3.8%	5.8%	0.5%	1.1%	2.6%	0.1%	1.8%	(850)
	公務	87.2%	6.0%	-	4.1%	-	0.6%	0.8%	0.2%	1.1%	(631)
その他	67.3%	17.5%	3.6%	4.7%	0.3%	1.7%	4.7%	-	0.3%	(361)	
従業員規模	9人以下	82.1%	6.5%	1.6%	2.8%	0.5%	1.4%	3.4%	0.4%	1.3%	(772)
	10～99人	80.5%	7.4%	3.1%	4.0%	0.7%	0.8%	2.3%	0.1%	1.2%	(2793)
	100～499人	72.5%	11.1%	3.1%	7.0%	0.6%	1.1%	3.4%	0.2%	1.0%	(2325)
	500～999人	64.6%	19.2%	3.3%	6.4%	0.7%	1.9%	2.8%	0.2%	0.7%	(956)
	1,000人以上	55.7%	24.8%	3.4%	6.5%	0.7%	3.5%	4.5%	0.1%	0.7%	(3551)
わからない	76.7%	6.2%	2.5%	9.3%	0.7%	0.5%	-	0.2%	4.0%	(601)	
職種	管理的職業	52.2%	21.8%	3.5%	1.6%	0.9%	3.4%	15.2%	0.1%	1.3%	(1958)
	専門的・技術的職業	62.9%	24.8%	2.2%	3.5%	0.2%	4.4%	1.3%	0.1%	0.7%	(2115)
	事務	83.3%	11.7%	1.6%	1.6%	0.2%	0.6%	0.2%	0.2%	0.8%	(3003)
	販売	71.1%	12.0%	4.3%	6.3%	3.5%	0.9%	0.9%	0.2%	0.6%	(1088)
	サービス職業	63.5%	4.7%	5.5%	22.7%	0.5%	0.2%	0.6%	0.1%	2.1%	(811)
	保安職業	64.2%	6.2%	4.9%	19.8%	-	-	1.2%	-	3.7%	(81)
	農林漁業	85.7%	7.1%	-	-	-	-	-	-	7.1%	(14)
	生産工程	74.7%	6.2%	2.6%	14.2%	-	0.3%	0.6%	-	1.3%	(1061)
	輸送・機械運転	57.9%	7.7%	12.6%	17.5%	1.1%	0.5%	0.5%	1.1%	1.1%	(183)
	建設・採掘	85.5%	7.2%	1.2%	1.2%	-	1.2%	1.2%	-	2.4%	(166)
運搬・清掃・包装	80.3%	3.7%	4.1%	7.0%	0.4%	0.4%	-	0.4%	3.7%	(244)	
その他	65.7%	14.6%	5.8%	7.7%	0.4%	3.3%	0.7%	0.7%	1.1%	(274)	
職位	一般社員	75.0%	11.6%	2.8%	7.5%	0.6%	1.0%	0.0%	0.2%	1.3%	(6790)
	主任・係長相当	69.3%	17.8%	3.7%	5.7%	0.5%	2.2%	0.5%	0.1%	0.3%	(1533)
	課長代理相当(ライン職)	60.9%	22.3%	2.7%	2.3%	0.8%	4.7%	5.9%	-	0.4%	(256)
	課長代理相当(スタッフ職)	63.2%	20.7%	3.6%	2.1%	0.5%	4.1%	5.2%	-	0.5%	(193)
	課長相当(ライン職)	53.9%	22.8%	3.8%	2.8%	0.8%	3.6%	11.3%	0.2%	0.8%	(609)
	課長相当(スタッフ職)	54.1%	24.7%	2.3%	1.0%	1.3%	5.0%	10.8%	-	0.8%	(519)
	部長相当(ライン職)	52.6%	24.9%	3.2%	1.5%	1.5%	3.5%	12.0%	0.3%	0.6%	(342)
	部長相当(スタッフ職)	54.0%	15.8%	3.3%	0.9%	0.6%	5.7%	19.1%	-	0.6%	(335)
	支社長・事業部長相当	53.2%	12.6%	6.3%	0.9%	0.9%	2.7%	23.4%	-	-	(111)
役員相当	52.6%	13.9%	3.9%	2.3%	0.6%	1.0%	21.3%	0.3%	4.2%	(310)	
勤務時間制度	通常の勤務時間制度	100.0%	-	-	-	-	-	-	-	-	(7623)
	フレックスタイム制	-	100.0%	-	-	-	-	-	-	-	(1617)
	変形労働時間制	-	-	100.0%	-	-	-	-	-	-	(338)
	交替制	-	-	-	100.0%	-	-	-	-	-	(645)
	事業場外労働のみなし労働時間制	-	-	-	-	100.0%	-	-	-	-	(73)
	裁量労働制	-	-	-	-	-	100.0%	-	-	-	(205)
	管理監督者扱い	-	-	-	-	-	-	100.0%	-	-	(358)
	その他	-	-	-	-	-	-	-	100.0%	-	(17)
わからない	-	-	-	-	-	-	-	-	100.0%	(122)	

		Q14 出退勤の記録・管理							Q15_1 2020年10月に実際に働いた時間（総労働時間）								
		オフ（パソコンのログイン・ログアウト）	機器を通じて記録されている（ハードウェア入力）	モバイル端末に記入、入力	自分で記録を付けている（出退勤簿などに押印や記入、ホワイエクスセルに入力）	上司が記録している（在席の確認など）	その他	出退勤管理は特に行われていない	わからない	（合計度数）	160時間未満	160～180時間未満	180～200時間未満	200～240時間未満	240時間以上	平均（時間）	（合計度数）
全体		59.5%	34.3%	3.1%	0.2%	7.1%	1.8%	(10998)	18.0%	40.0%	18.1%	18.0%	6.0%	178.9	(10354)		
性別	男性	59.6%	33.0%	3.8%	0.3%	7.6%	1.7%	(7105)	14.5%	38.2%	19.7%	20.8%	6.8%	181.7	(6721)		
	女性	59.3%	36.6%	1.9%	0.2%	6.3%	1.9%	(3893)	24.5%	43.2%	15.1%	12.6%	4.6%	173.6	(3633)		
年齢層	20代	60.3%	34.7%	4.6%	0.2%	5.1%	3.1%	(1932)	20.0%	39.1%	18.8%	16.2%	5.9%	177.1	(1751)		
	30代	59.5%	35.2%	3.3%	0.2%	6.8%	1.9%	(2395)	16.0%	37.2%	19.7%	20.6%	6.6%	180.9	(2257)		
	40代	59.8%	34.0%	3.3%	0.3%	6.3%	1.6%	(2849)	14.4%	39.6%	18.6%	20.0%	7.4%	182.2	(2691)		
	50代	59.7%	35.0%	2.4%	0.2%	7.4%	1.2%	(2431)	19.7%	40.2%	17.5%	17.1%	5.5%	177.8	(2318)		
	60代	57.0%	31.6%	1.7%	0.3%	11.8%	1.2%	(1391)	22.8%	46.2%	14.1%	13.2%	3.7%	172.9	(1337)		
業種	農林漁業、鉱業、採石業、砂利採取業	54.5%	29.5%	9.1%	0.0%	4.5%	6.8%	(44)	25.7%	37.1%	11.4%	22.9%	2.9%	173.4	(35)		
	建設業	47.2%	38.2%	5.7%	0.2%	12.9%	2.7%	(634)	15.8%	37.9%	16.3%	21.4%	8.6%	184.1	(583)		
	製造業	72.4%	26.5%	2.4%	0.0%	4.2%	2.0%	(2762)	14.2%	41.6%	19.9%	18.2%	6.1%	179.6	(2603)		
	電気・ガス・熱供給・水道業	64.0%	37.0%	1.6%	0.0%	4.2%	0.5%	(189)	21.4%	37.4%	18.7%	15.9%	6.6%	177.9	(182)		
	情報通信業	55.9%	42.9%	1.4%	0.6%	6.4%	0.8%	(905)	21.3%	41.0%	18.2%	15.4%	4.1%	175.3	(875)		
	運輸業、郵便業	59.6%	25.6%	7.8%	0.2%	8.8%	1.5%	(616)	16.8%	37.5%	15.1%	23.2%	7.5%	181.9	(590)		
	卸売業、小売業	64.1%	24.9%	1.7%	0.2%	9.7%	1.7%	(1096)	14.8%	42.4%	18.7%	17.7%	6.6%	180.9	(1038)		
	金融業、保険業	55.8%	42.2%	2.1%	0.5%	5.1%	2.5%	(633)	26.7%	32.0%	17.3%	18.8%	5.2%	176.4	(596)		
	不動産業、物品賃貸業	52.5%	31.8%	2.3%	0.0%	14.9%	2.3%	(261)	24.0%	34.7%	14.5%	20.7%	6.2%	177.2	(242)		
	学術研究、専門・技術サービス業	47.4%	46.6%	0.8%	0.4%	12.3%	1.6%	(253)	25.5%	37.4%	17.3%	15.6%	4.1%	172.4	(243)		
	宿泊業、飲食サービス業	67.7%	29.7%	2.6%	0.5%	4.1%	2.6%	(195)	16.2%	33.0%	21.2%	23.5%	6.1%	182.4	(179)		
	生活関連サービス業、娯楽業	64.4%	28.0%	2.7%	0.4%	7.7%	0.8%	(261)	15.3%	43.8%	20.1%	15.3%	5.6%	177.1	(249)		
	教育、学習支援業	50.7%	46.9%	1.1%	0.0%	6.4%	0.9%	(450)	16.2%	33.2%	15.8%	23.4%	11.4%	185.8	(431)		
	医療、福祉	60.9%	35.5%	3.0%	0.3%	3.5%	1.8%	(775)	16.7%	45.3%	19.9%	14.2%	3.9%	176.4	(724)		
	複合サービス業	53.7%	37.8%	8.5%	0.0%	6.1%	2.4%	(82)	27.3%	43.9%	10.6%	12.1%	6.1%	175.1	(66)		
	その他サービス業	50.1%	39.4%	4.2%	0.6%	9.2%	2.4%	(850)	19.0%	41.6%	16.9%	16.6%	5.8%	177.7	(788)		
公務	40.3%	46.1%	6.0%	0.3%	9.7%	1.9%	(631)	23.8%	40.3%	13.9%	15.5%	6.5%	175.8	(588)			
その他	51.2%	42.7%	3.0%	0.6%	8.0%	0.6%	(361)	19.9%	38.9%	21.6%	15.8%	3.8%	177.6	(342)			
従業員規模	9人以下	36.3%	33.3%	4.9%	0.1%	26.7%	1.3%	(772)	23.3%	41.3%	15.6%	14.6%	5.2%	175.6	(726)		
	10～99人	55.4%	34.7%	3.1%	0.2%	8.7%	1.9%	(2793)	16.0%	41.8%	18.0%	18.2%	6.0%	179.2	(2625)		
	100～499人	63.6%	33.3%	2.5%	0.3%	4.6%	1.2%	(2325)	16.8%	40.8%	17.7%	18.7%	6.0%	180.0	(2199)		
	500～999人	65.2%	33.9%	2.0%	0.3%	4.4%	1.2%	(956)	18.3%	38.5%	20.0%	17.2%	5.9%	178.5	(895)		
	1,000人以上	64.9%	34.1%	3.3%	0.2%	4.6%	1.3%	(3551)	18.0%	37.2%	19.2%	19.3%	6.4%	179.7	(3359)		
	わからない	51.1%	38.9%	3.8%	0.3%	3.8%	8.3%	(601)	24.4%	45.8%	12.7%	11.3%	5.8%	173.3	(550)		
職種	管理的職業	61.2%	31.4%	1.6%	0.2%	11.1%	1.5%	(1958)	13.5%	34.9%	18.4%	25.0%	8.1%	184.5	(1829)		
	専門的・技術的職業	56.9%	41.4%	2.3%	0.2%	5.4%	1.3%	(2115)	15.1%	37.8%	20.6%	19.5%	7.0%	181.2	(2006)		
	事務	57.6%	38.5%	1.8%	0.2%	6.3%	1.5%	(3003)	26.3%	44.6%	14.5%	11.1%	3.5%	171.6	(2827)		
	販売	60.9%	29.5%	2.9%	0.5%	7.9%	2.1%	(1088)	13.5%	34.6%	22.8%	21.5%	7.6%	183.5	(1025)		
	サービス職業	60.0%	30.7%	3.8%	0.2%	6.3%	2.8%	(811)	17.3%	44.2%	19.1%	15.6%	3.8%	176.6	(761)		
	保安職業	23.5%	40.7%	14.8%	1.2%	19.8%	1.2%	(81)	17.9%	32.1%	16.7%	28.2%	5.1%	182.1	(78)		
	農林漁業	42.9%	21.4%	14.3%	0.0%	14.3%	7.1%	(14)	21.4%	50.0%	7.1%	21.4%	-	169.6	(14)		
	生産工程	74.8%	21.3%	4.3%	0.1%	3.6%	2.1%	(1061)	14.5%	45.4%	17.9%	16.0%	6.2%	178.2	(1006)		
	輸送・機械運転	50.8%	27.3%	18.0%	0.5%	6.0%	2.7%	(183)	17.4%	30.2%	17.4%	27.3%	7.6%	185.2	(172)		
	建設・探掘	31.3%	44.6%	12.0%	0.0%	14.5%	2.4%	(166)	11.1%	28.8%	20.9%	28.8%	10.5%	191.9	(153)		
運搬・清掃・包装	61.1%	26.6%	5.7%	0.0%	5.7%	4.5%	(244)	15.3%	39.2%	17.1%	19.4%	9.0%	182.6	(222)			
その他	53.6%	38.3%	5.8%	0.4%	8.4%	1.5%	(274)	20.7%	45.2%	14.6%	14.2%	5.4%	175.8	(261)			
職位	一般社員	58.7%	34.4%	3.5%	0.3%	6.5%	2.2%	(6790)	21.1%	42.9%	16.8%	14.3%	4.9%	175.5	(6366)		
	主任・係長相当	60.3%	37.2%	3.3%	0.3%	4.2%	1.1%	(1533)	13.3%	36.4%	20.8%	22.5%	7.1%	183.4	(1455)		
	課長代理相当（ライン職）	61.7%	38.7%	2.7%	0.0%	5.1%	0.4%	(256)	11.5%	34.5%	23.8%	20.9%	9.4%	185.4	(235)		
	課長代理相当（スタッフ職）	73.6%	30.6%	1.6%	0.0%	3.6%	0.0%	(193)	14.3%	37.4%	23.6%	19.8%	4.9%	178.9	(182)		
	課長相当（ライン職）	70.9%	29.1%	1.8%	0.0%	5.1%	1.0%	(609)	10.2%	27.5%	22.7%	30.8%	8.8%	188.0	(581)		
	課長相当（スタッフ職）	60.9%	33.5%	1.2%	0.2%	8.7%	1.7%	(519)	9.9%	35.8%	18.7%	26.4%	9.3%	187.0	(497)		
	部長相当（ライン職）	63.7%	34.2%	1.8%	0.3%	6.7%	1.8%	(342)	11.0%	34.3%	19.2%	27.4%	8.2%	186.4	(318)		
	部長相当（スタッフ職）	57.3%	32.8%	1.5%	0.0%	13.1%	0.9%	(335)	13.6%	38.6%	17.3%	22.8%	7.7%	183.2	(324)		
支社長・事業部長相当	50.5%	36.9%	4.5%	0.0%	14.4%	0.9%	(111)	19.6%	27.1%	20.6%	23.4%	9.3%	186.9	(107)			
役員相当	38.4%	29.0%	2.3%	0.3%	31.6%	2.6%	(310)	22.1%	43.9%	11.8%	14.9%	7.7%	176.0	(289)			
勤務時間制度	通常の勤務時間制度	58.6%	34.4%	3.2%	0.2%	7.0%	1.4%	(7623)	18.7%	41.7%	16.9%	17.0%	5.7%	177.7	(7202)		
	フレックスタイム制	64.6%	39.4%	1.9%	0.2%	4.7%	0.7%	(1617)	16.6%	36.1%	21.3%	20.2%	5.8%	180.3	(1497)		
	変形労働時間制	64.5%	31.7%	4.4%	0.3%	4.7%	0.0%	(338)	14.1%	37.6%	21.3%	20.4%	6.6%	183.0	(319)		
	交替制	66.4%	27.6%	6.2%	0.5%	4.2%	0.9%	(645)	18.6%	42.2%	19.9%	14.1%	5.2%	176.6	(618)		
	事業場外労働のみな労働時間制	49.3%	47.9%	2.7%	0.0%	8.2%	0.0%	(73)	12.9%	27.1%	22.9%	27.1%	10.0%	188.6	(70)		
	裁量労働制	54.1%	35.1%	0.5%	0.0%	16.1%	1.0%	(205)	10.9%	30.8%	23.9%	23.4%	10.9%	186.9	(201)		
	管理監督者扱い	57.5%	25.4%	1.7%	0.6%	22.1%	0.3%	(358)	13.7%	27.7%	19.0%	28.0%	11.7%	190.1	(343)		
	その他	52.9%	58.8%	5.9%	5.9%	0.0%	0.0%	(17)	28.6%	14.3%	21.4%	28.6%	7.1%	179.4	(14)		
わからない	18.9%	14.8%	0.8%	0.0%	9.8%	56.6%	(122)	22.2%	37.8%	13.3%	16.7%	10.0%	182.8	(90)			

		Q16_1 2020年10月の副業の労働時間						Q17_1 2019年1年間に1か月当たりもっとも労働時間が長い月の時間数							
		10時間未満	10.5時間	20.5時間	30.5時間	40時間以上	平均(時間)	(合計度数)	160時間未満	満160.5時間未	満180.5時間未	満200.5時間未	240時間以上	平均(時間)	(合計度数)
全体		36.6%	21.5%	13.3%	9.0%	19.7%	2.5	(1071)	9.0%	23.2%	20.8%	30.4%	16.6%	198.2	(6878)
性別	男性	35.9%	20.7%	13.8%	8.8%	20.8%	2.6	(668)	7.1%	20.0%	19.8%	34.1%	19.0%	202.2	(4612)
	女性	37.7%	22.8%	12.4%	9.2%	17.9%	2.5	(403)	12.8%	29.7%	22.9%	23.0%	11.6%	190.1	(2266)
年齢層	20代	35.1%	23.7%	14.7%	10.4%	16.1%	2.5	(279)	8.6%	20.6%	22.3%	31.5%	17.0%	199.7	(1132)
	30代	35.7%	24.5%	13.7%	10.5%	15.6%	2.5	(314)	7.4%	18.2%	19.2%	35.6%	19.7%	203.4	(1502)
	40代	32.4%	16.8%	15.6%	7.4%	27.9%	2.8	(244)	8.2%	21.4%	19.5%	32.3%	18.5%	200.8	(1772)
	50代	43.9%	20.6%	7.7%	7.1%	20.6%	2.4	(155)	10.2%	24.8%	22.9%	27.5%	14.6%	194.6	(1534)
	60代	44.3%	17.7%	10.1%	6.3%	21.5%	2.4	(79)	11.5%	35.2%	20.6%	22.1%	10.7%	188.9	(938)
業種	農林漁業、鉱業、採石業、砂利採取業	53.8%	7.7%	30.8%	7.7%	-	1.9	(13)	18.5%	18.5%	18.5%	29.6%	14.8%	192.1	(27)
	建設業	36.7%	18.3%	8.3%	11.7%	25.0%	2.7	(60)	10.3%	21.4%	14.7%	32.6%	20.9%	204.7	(387)
	製造業	36.5%	22.1%	14.9%	10.1%	16.3%	2.5	(208)	6.3%	21.6%	21.5%	35.7%	14.9%	198.7	(1705)
	電気・ガス・熱供給・水道業	50.0%	8.3%	16.7%	8.3%	16.7%	2.3	(12)	9.7%	23.9%	22.1%	22.1%	22.1%	200.9	(113)
	情報通信業	34.6%	21.8%	11.5%	14.1%	17.9%	2.6	(78)	7.5%	22.2%	26.7%	31.2%	12.4%	194.3	(599)
	運輸業、郵便業	34.9%	15.9%	15.9%	6.3%	27.0%	2.8	(63)	8.7%	21.6%	20.5%	30.0%	19.2%	200.4	(380)
	卸売業、小売業	35.3%	21.6%	10.8%	9.8%	22.5%	2.6	(102)	8.3%	27.2%	21.3%	26.8%	16.4%	196.6	(690)
	金融業、保険業	47.1%	17.6%	17.6%	7.8%	9.8%	2.2	(51)	16.3%	21.8%	18.9%	26.6%	16.3%	194.3	(380)
	不動産業、物品賃貸業	39.5%	18.4%	10.5%	13.2%	18.4%	2.5	(38)	16.4%	20.8%	15.1%	29.6%	18.2%	197.2	(159)
	学術研究、専門・技術サービス業	27.5%	25.0%	7.5%	2.5%	37.5%	3.0	(40)	9.8%	23.6%	21.3%	30.5%	14.9%	196.1	(174)
	宿泊業、飲食サービス業	28.6%	28.6%	17.9%	3.6%	21.4%	2.6	(28)	7.3%	10.5%	25.8%	35.5%	21.0%	206.8	(124)
	生活関連サービス業、娯楽業	31.4%	31.4%	13.7%	7.8%	15.7%	2.5	(51)	6.6%	25.4%	19.9%	29.8%	18.2%	202.0	(181)
	教育、学習支援業	40.5%	31.0%	7.1%	9.5%	11.9%	2.2	(42)	11.5%	20.2%	16.7%	25.8%	25.8%	205.3	(287)
	医療、福祉	38.7%	14.7%	14.7%	8.0%	24.0%	2.6	(75)	9.4%	33.0%	23.0%	22.5%	12.0%	192.5	(466)
	複合サービス業	64.3%	7.1%	7.1%	14.3%	7.1%	1.9	(14)	-	40.0%	25.0%	22.5%	12.5%	193.9	(40)
	その他サービス業	34.6%	21.5%	12.1%	6.5%	25.2%	2.7	(107)	9.0%	25.6%	19.0%	31.3%	15.0%	196.0	(520)
公務	42.1%	26.3%	15.8%	5.3%	10.5%	2.2	(19)	11.3%	18.8%	19.5%	27.7%	22.8%	201.8	(426)	
その他	31.4%	27.1%	15.7%	8.6%	17.1%	2.5	(70)	9.5%	23.6%	20.5%	32.7%	13.6%	196.4	(220)	
従業員規模	9人以下	34.7%	20.8%	10.9%	10.9%	22.8%	2.7	(101)	14.0%	25.2%	17.4%	29.5%	13.8%	193.3	(413)
	10～99人	40.9%	21.9%	11.1%	7.5%	18.6%	2.4	(279)	8.1%	25.7%	20.8%	29.1%	16.4%	198.3	(1624)
	100～499人	32.1%	21.5%	14.4%	10.5%	21.5%	2.7	(209)	7.8%	23.4%	20.9%	30.9%	17.1%	199.1	(1520)
	500～999人	39.6%	19.8%	14.2%	12.3%	14.2%	2.4	(106)	7.9%	23.4%	21.0%	31.2%	16.5%	198.9	(629)
	1,000人以上	36.9%	20.6%	14.7%	8.1%	19.7%	2.5	(320)	9.3%	20.3%	21.4%	31.7%	17.4%	199.2	(2471)
わからない	28.6%	28.6%	14.3%	5.4%	23.2%	2.7	(56)	14.0%	32.6%	19.9%	23.1%	10.4%	187.2	(221)	
職種	管理的職業	39.8%	16.4%	12.9%	8.0%	22.9%	2.6	(201)	7.7%	18.1%	17.8%	35.0%	21.4%	204.2	(1354)
	専門的・技術的職業	38.8%	20.6%	15.3%	8.1%	17.2%	2.4	(209)	7.2%	19.2%	22.8%	33.5%	17.3%	200.6	(1473)
	事務	36.5%	25.0%	11.9%	10.2%	16.4%	2.5	(244)	13.2%	29.8%	21.6%	22.7%	12.7%	190.4	(1761)
	販売	33.9%	26.6%	12.8%	6.4%	20.2%	2.5	(109)	7.0%	22.5%	22.0%	29.2%	19.2%	202.2	(681)
	サービス職業	36.8%	18.4%	14.9%	9.2%	20.7%	2.6	(87)	7.7%	27.2%	22.5%	30.0%	12.6%	195.3	(453)
	保安職業	33.3%	16.7%	16.7%	16.7%	16.7%	2.7	(6)	10.2%	26.5%	16.3%	28.6%	18.4%	201.4	(49)
	農林漁業	100.0%	-	-	-	-	1.0	(1)	25.0%	25.0%	12.5%	25.0%	12.5%	188.4	(8)
	生産工程	34.6%	21.2%	12.5%	10.6%	21.2%	2.6	(104)	6.1%	24.3%	20.0%	36.3%	13.2%	196.6	(589)
	輸送・機械運転	30.4%	21.7%	8.7%	8.7%	30.4%	2.9	(23)	8.3%	22.0%	19.3%	32.1%	18.3%	199.9	(109)
	建設・採掘	35.0%	20.0%	15.0%	5.0%	25.0%	2.7	(20)	6.6%	14.2%	12.3%	34.9%	32.1%	221.7	(106)
	運搬・清掃・包装	40.6%	12.5%	9.4%	9.4%	28.1%	2.7	(32)	12.3%	21.3%	21.3%	28.7%	16.4%	196.4	(122)
	その他	20.0%	34.3%	17.1%	14.3%	14.3%	2.7	(35)	10.4%	26.0%	20.2%	31.2%	12.1%	192.7	(173)
職位	一般社員	37.6%	22.1%	13.3%	8.4%	18.6%	2.5	(655)	10.1%	27.3%	22.1%	27.6%	12.9%	193.5	(3955)
	主任・係長相当	41.2%	23.5%	14.0%	8.1%	13.2%	2.3	(136)	7.0%	19.1%	19.8%	34.5%	19.6%	203.3	(1082)
	課長代理相当(ライン職)	19.0%	47.6%	19.0%	4.8%	9.5%	2.4	(21)	7.3%	12.3%	26.3%	32.4%	21.8%	204.3	(179)
	課長代理相当(スタッフ職)	33.3%	12.5%	12.5%	8.3%	33.3%	3.0	(24)	7.1%	24.4%	18.9%	31.5%	18.1%	201.6	(127)
	課長相当(ライン職)	22.9%	16.7%	20.8%	10.4%	29.2%	3.1	(48)	6.0%	11.9%	16.7%	40.6%	24.8%	210.0	(419)
	課長相当(スタッフ職)	30.2%	16.3%	16.3%	7.0%	30.2%	2.9	(43)	7.7%	17.6%	18.2%	34.7%	21.8%	203.9	(363)
	部長相当(ライン職)	31.9%	14.9%	6.4%	14.9%	31.9%	3.0	(47)	9.9%	14.5%	14.0%	33.1%	28.5%	209.7	(242)
	部長相当(スタッフ職)	46.2%	7.7%	10.3%	23.1%	12.8%	2.5	(39)	8.8%	18.9%	22.4%	30.7%	19.3%	199.2	(228)
支社長・事業部長相当	50.0%	8.3%	16.7%	8.3%	16.7%	2.3	(12)	6.0%	16.7%	22.6%	31.0%	23.8%	209.3	(84)	
役員相当	32.6%	30.4%	6.5%	4.3%	26.1%	2.6	(46)	9.0%	24.6%	16.6%	30.2%	19.6%	200.4	(199)	
勤務時間制度	通常の勤務時間制度	36.9%	21.2%	13.2%	9.5%	19.2%	2.5	(697)	9.5%	25.4%	20.5%	28.5%	16.1%	196.8	(4623)
	フレックスタイム制	35.0%	25.4%	13.6%	6.8%	19.2%	2.5	(177)	6.9%	16.9%	23.2%	36.6%	16.4%	201.2	(1119)
	変形労働時間制	36.8%	23.7%	10.5%	13.2%	15.8%	2.5	(38)	5.3%	24.2%	21.1%	31.3%	18.1%	202.8	(227)
	交替制	34.3%	14.3%	17.1%	8.6%	25.7%	2.8	(70)	9.8%	27.3%	21.9%	27.8%	13.3%	193.2	(407)
	事業場外労働のみなし労働時間制	25.0%	33.3%	25.0%	-	16.7%	2.5	(12)	10.0%	10.0%	22.0%	34.0%	24.0%	202.9	(50)
	裁量労働制	44.8%	20.7%	3.4%	13.8%	17.2%	2.4	(29)	7.0%	12.0%	20.9%	38.0%	22.2%	208.5	(158)
	管理監督者扱い	43.3%	10.0%	13.3%	6.7%	26.7%	2.6	(30)	9.3%	14.0%	14.8%	36.6%	25.3%	207.9	(257)
その他	-	-	-	-	-	-	-	40.0%	-	10.0%	20.0%	30.0%	192.7	(10)	
わからない	33.3%	27.8%	11.1%	5.6%	22.2%	2.6	(18)	22.2%	25.9%	11.1%	29.6%	11.1%	187.0	(27)	

		Q17_2 2019年1年間に1か月当たりもっとも労働時間が短い月の時間数						Q18 1週間に残業する頻度					
		160時間未満	満160時間未満	満180時間未満	満200時間未満	240時間以上	平均(時間)	(合計度数)	ほとんど毎日	週に3〜4日	週に1〜2日	ほとんどない	(合計度数)
全体		40.7%	37.1%	12.1%	7.8%	2.3%	157.5	(6878)	21.7%	15.6%	19.9%	42.8%	(10998)
性別	男性	37.9%	36.8%	13.8%	9.1%	2.4%	159.2	(4612)	24.5%	17.4%	20.0%	38.0%	(7105)
	女性	46.5%	37.6%	8.6%	5.2%	2.0%	153.9	(2266)	16.5%	12.3%	19.8%	51.5%	(3893)
年齢層	20代	42.3%	36.5%	11.8%	6.8%	2.6%	156.0	(1132)	20.3%	16.2%	21.8%	41.7%	(1932)
	30代	37.7%	37.5%	13.7%	9.1%	1.9%	158.6	(1502)	24.9%	17.8%	22.3%	34.9%	(2395)
	40代	36.9%	39.0%	12.7%	8.4%	3.0%	159.0	(1772)	23.7%	16.8%	19.3%	40.2%	(2849)
	50代	41.1%	36.6%	12.5%	8.0%	1.8%	157.5	(1534)	21.5%	14.6%	18.1%	45.9%	(2431)
	60代	50.0%	34.3%	8.0%	5.8%	1.9%	154.8	(938)	14.1%	10.2%	18.0%	57.7%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	51.9%	33.3%	3.7%	11.1%	-	146.3	(27)	13.6%	13.6%	25.0%	47.7%	(44)
	建設業	38.5%	33.3%	13.7%	10.3%	4.1%	160.4	(387)	19.1%	13.2%	20.0%	47.6%	(634)
	製造業	38.0%	40.1%	13.1%	7.3%	1.5%	157.2	(1705)	23.1%	18.0%	17.5%	41.3%	(2762)
	電気・ガス・熱供給・水道業	42.5%	35.4%	8.0%	11.5%	2.7%	159.6	(113)	18.0%	15.3%	25.4%	41.3%	(189)
	情報通信業	55.3%	31.7%	8.5%	3.8%	0.7%	151.5	(599)	22.0%	20.9%	23.0%	34.1%	(905)
	運輸業、郵便業	34.2%	38.2%	13.4%	10.8%	3.4%	161.1	(380)	24.5%	14.1%	20.8%	40.6%	(616)
	卸売業、小売業	37.1%	38.8%	12.8%	8.1%	3.2%	161.0	(690)	19.1%	14.8%	20.8%	45.3%	(1096)
	金融業、保険業	45.3%	31.8%	14.5%	6.6%	1.8%	154.6	(380)	27.2%	15.0%	17.7%	40.1%	(633)
	不動産業、物品賃貸業	38.4%	37.7%	12.6%	7.5%	3.8%	159.4	(159)	17.2%	13.8%	21.1%	47.9%	(261)
	学術研究、専門・技術サービス業	48.3%	36.8%	9.8%	4.0%	1.1%	151.8	(174)	24.5%	15.0%	20.9%	39.5%	(253)
	宿泊業、飲食サービス業	34.7%	33.9%	16.9%	11.3%	3.2%	160.8	(124)	17.9%	14.9%	23.1%	44.1%	(195)
	生活関連サービス業、娯楽業	35.4%	37.0%	16.0%	9.4%	2.2%	159.5	(181)	16.5%	15.3%	22.6%	45.6%	(261)
	教育、学習支援業	38.3%	29.3%	12.5%	14.3%	5.6%	160.2	(287)	36.4%	10.4%	16.9%	36.2%	(450)
	医療、福祉	33.7%	47.2%	10.9%	6.0%	2.1%	161.3	(466)	18.6%	13.9%	22.2%	45.3%	(775)
	複合サービス業	40.0%	37.5%	17.5%	5.0%	-	147.8	(40)	20.7%	18.3%	15.9%	45.1%	(82)
	その他サービス業	44.0%	36.0%	10.8%	7.9%	1.3%	155.4	(520)	18.4%	13.9%	19.5%	48.2%	(850)
公務	42.5%	36.6%	8.9%	8.7%	3.3%	157.8	(426)	17.7%	14.7%	20.0%	47.5%	(631)	
その他	48.6%	32.3%	11.4%	5.9%	1.8%	153.3	(220)	20.8%	11.6%	23.0%	44.6%	(361)	
従業員規模	9人以下	45.0%	32.0%	11.1%	9.4%	2.4%	156.1	(413)	12.0%	7.9%	15.5%	64.5%	(772)
	10〜99人	39.3%	37.6%	12.3%	8.7%	2.2%	158.8	(1624)	20.3%	12.7%	19.3%	47.8%	(2793)
	100〜499人	39.1%	38.2%	11.8%	8.2%	2.7%	158.6	(1520)	21.7%	16.3%	21.5%	40.4%	(2325)
	500〜999人	40.4%	38.2%	12.4%	7.0%	2.1%	158.1	(629)	23.7%	16.9%	21.7%	37.7%	(956)
	1,000人以上	41.6%	36.5%	12.5%	7.4%	2.1%	156.3	(2471)	25.1%	19.8%	20.1%	35.0%	(3551)
わからない	44.3%	39.4%	9.5%	3.6%	3.2%	154.5	(221)	17.0%	9.0%	18.8%	55.2%	(601)	
職種	管理的職業	34.2%	37.5%	15.4%	10.1%	2.8%	161.2	(1354)	31.4%	17.4%	17.3%	34.0%	(1958)
	専門的・技術的職業	42.3%	36.3%	11.9%	7.3%	2.3%	156.4	(1473)	26.6%	20.8%	21.7%	30.9%	(2115)
	事務	48.8%	36.1%	8.3%	4.9%	1.8%	153.5	(1761)	14.0%	11.7%	19.4%	54.9%	(3003)
	販売	32.9%	38.6%	15.7%	9.5%	3.2%	162.1	(681)	25.0%	17.1%	21.6%	36.3%	(1088)
	サービス職業	35.8%	41.7%	12.1%	8.6%	1.8%	159.6	(453)	14.9%	14.2%	21.1%	49.8%	(811)
	保安職業	42.9%	26.5%	16.3%	12.2%	2.0%	166.5	(49)	13.6%	12.3%	23.5%	50.6%	(81)
	農林漁業	37.5%	37.5%	12.5%	-	-	163.3	(8)	-	7.1%	7.1%	85.7%	(14)
	生産工程	40.7%	40.1%	10.7%	7.0%	1.5%	154.8	(589)	18.5%	15.4%	19.3%	46.8%	(1061)
	輸送・機械運転	32.1%	37.6%	14.7%	13.8%	1.8%	162.0	(109)	20.2%	17.5%	29.0%	33.3%	(183)
	建設・探掘	36.8%	26.4%	17.0%	13.2%	6.6%	167.2	(106)	21.1%	10.2%	25.3%	43.4%	(166)
	運搬・清掃・包装	38.5%	37.7%	11.5%	9.8%	2.5%	160.6	(122)	22.1%	12.3%	15.2%	50.4%	(244)
	その他	48.0%	31.2%	12.1%	8.1%	0.6%	150.0	(173)	22.3%	10.6%	18.6%	48.5%	(274)
職位	一般社員	44.7%	37.2%	9.9%	6.3%	1.9%	155.2	(3955)	17.1%	13.6%	20.3%	49.0%	(6790)
	主任・係長相当	35.8%	37.2%	15.6%	8.8%	2.7%	160.2	(1082)	25.2%	19.6%	21.9%	33.2%	(1533)
	課長代理相当(ライン職)	36.9%	37.4%	13.4%	8.9%	3.4%	159.0	(179)	33.2%	21.5%	21.5%	23.8%	(256)
	課長代理相当(スタッフ職)	41.7%	36.2%	16.5%	3.9%	1.6%	155.5	(127)	28.0%	23.3%	22.8%	25.9%	(193)
	課長相当(ライン職)	28.2%	38.2%	20.0%	10.7%	2.9%	163.5	(419)	40.4%	20.7%	13.8%	25.1%	(609)
	課長相当(スタッフ職)	35.8%	37.5%	11.6%	12.1%	3.0%	160.9	(363)	33.5%	17.9%	19.8%	28.7%	(519)
	部長相当(ライン職)	37.2%	36.0%	11.2%	13.6%	2.1%	159.3	(242)	30.7%	21.9%	18.4%	28.9%	(342)
	部長相当(スタッフ職)	36.4%	37.3%	14.0%	9.2%	3.1%	161.1	(228)	27.2%	15.8%	17.0%	40.0%	(335)
支社長・事業部長相当	33.3%	33.3%	17.9%	10.7%	4.8%	164.2	(84)	27.9%	22.5%	13.5%	36.0%	(111)	
役員相当	39.7%	35.2%	13.1%	9.5%	2.5%	160.2	(199)	16.1%	5.5%	20.0%	58.4%	(310)	
勤務時間制度	通常の勤務時間制度	40.7%	37.5%	11.5%	8.0%	2.3%	158.0	(4623)	19.8%	13.6%	19.5%	47.2%	(7623)
	フレックスタイム制	43.2%	36.6%	12.3%	6.1%	1.8%	154.9	(1119)	26.7%	24.6%	21.5%	27.3%	(1617)
	変形労働時間制	33.9%	41.0%	16.7%	6.2%	2.2%	159.1	(227)	25.4%	16.6%	23.7%	34.3%	(338)
	交替制	40.8%	39.3%	11.8%	6.1%	2.0%	156.1	(407)	18.0%	14.1%	24.5%	43.4%	(645)
	事業場外労働のみなし労働時間制	32.0%	30.0%	16.0%	18.0%	4.0%	162.9	(50)	37.0%	16.4%	17.8%	28.8%	(73)
	裁量労働制	40.5%	31.6%	14.6%	10.1%	3.2%	158.7	(158)	36.1%	26.3%	16.1%	21.5%	(205)
	管理監督者扱い	36.6%	29.2%	16.7%	13.2%	4.3%	159.5	(257)	36.0%	15.6%	16.5%	31.8%	(358)
その他	60.0%	10.0%	20.0%	10.0%	-	145.6	(10)	17.6%	17.6%	23.5%	41.2%	(17)	
わからない	40.7%	44.4%	3.7%	7.4%	3.7%	144.8	(27)	9.8%	9.8%	13.1%	67.2%	(122)	

		Q18SQ 残業する理由（複数回答）										
		仕事量が多いから	仕事の格上、所定時間外でできない仕事があるから	上司の指示や手順が非効率的だから	仕事の締め切りや納期にゆとりがないから	仕事の内容が面白くないから	予定外の仕事が発生的に飛び込むから	仕事をきちんと仕上げたいから	残業手当を増やしたいから	長年や技術を高めて自分が成長するため	その他	（合計度数）
全体		63.1%	23.8%	8.5%	20.2%	3.5%	30.4%	17.6%	5.7%	2.4%	2.7%	(6293)
性別	男性	63.3%	25.4%	8.6%	19.5%	3.9%	27.6%	17.1%	6.5%	2.6%	2.1%	(4405)
	女性	62.9%	20.0%	8.3%	21.7%	2.8%	37.0%	19.0%	3.9%	1.7%	3.9%	(1888)
年齢層	20代	68.0%	21.3%	11.2%	19.6%	4.2%	23.6%	16.4%	10.5%	3.6%	3.0%	(1127)
	30代	67.7%	23.2%	9.4%	20.0%	4.2%	30.9%	16.3%	6.7%	3.0%	2.2%	(1558)
	40代	65.1%	23.1%	8.3%	21.7%	3.2%	32.0%	17.8%	5.0%	2.2%	2.2%	(1704)
	50代	58.1%	25.3%	6.8%	21.0%	2.2%	33.9%	18.2%	3.0%	1.4%	3.1%	(1316)
	60代	47.6%	28.9%	5.4%	15.5%	4.4%	29.9%	21.8%	2.2%	1.0%	3.6%	(588)
業種	農林漁業、鉱業、採石業、砂利採取業	34.8%	26.1%	13.0%	21.7%	8.7%	26.1%	39.1%	21.7%	8.7%	8.7%	(23)
	建設業	57.5%	22.6%	6.9%	18.1%	2.1%	27.7%	18.1%	3.9%	2.4%	2.1%	(332)
	製造業	66.8%	21.0%	8.0%	24.0%	4.0%	28.8%	18.6%	7.3%	2.2%	1.6%	(1620)
	電気・ガス・熱供給・水道業	58.6%	21.6%	4.5%	19.8%	1.8%	24.3%	19.8%	6.3%	7.2%	2.7%	(111)
	情報通信業	65.9%	20.6%	8.4%	28.0%	3.0%	36.2%	14.9%	4.4%	2.7%	1.3%	(596)
	運輸業、郵便業	53.0%	31.4%	9.3%	10.7%	1.4%	23.8%	13.9%	12.3%	2.2%	4.4%	(366)
	卸売業、小売業	59.6%	22.4%	9.8%	18.0%	3.3%	33.6%	18.4%	3.8%	1.2%	3.3%	(599)
	金融業、保険業	64.4%	22.2%	7.7%	15.8%	3.7%	30.6%	18.2%	5.5%	1.1%	2.1%	(379)
	不動産業、物品賃貸業	54.4%	27.9%	9.6%	16.2%	2.9%	36.8%	16.2%	2.9%	0.7%	3.7%	(136)
	学術研究、専門・技術サービス業	63.4%	19.6%	10.5%	37.3%	9.2%	37.9%	22.9%	8.5%	5.2%	3.9%	(153)
	宿泊業、飲食サービス業	56.0%	34.9%	8.3%	9.2%	4.6%	25.7%	11.0%	6.4%	0.9%	2.8%	(109)
	生活関連サービス業、娯楽業	57.0%	31.7%	9.9%	12.7%	2.8%	26.1%	17.6%	5.6%	0.0%	3.5%	(142)
	教育、学習支援業	71.8%	29.6%	9.1%	17.8%	5.6%	30.3%	22.0%	2.1%	2.8%	1.4%	(287)
	医療、福祉	64.6%	28.1%	5.4%	13.9%	2.1%	30.0%	16.7%	1.9%	1.9%	4.5%	(424)
複合サービス業	53.3%	31.1%	22.2%	8.9%	4.4%	28.9%	8.9%	6.7%	2.2%	2.2%	(45)	
その他サービス業	58.0%	25.2%	11.8%	19.3%	3.9%	30.5%	18.0%	6.1%	3.9%	4.3%	(440)	
公務	74.0%	21.5%	7.6%	19.9%	1.2%	31.7%	12.7%	3.9%	2.4%	2.7%	(331)	
その他	61.5%	22.0%	7.0%	24.0%	7.0%	32.5%	23.0%	6.0%	4.0%	3.5%	(200)	
従業員規模	9人以下	50.0%	21.9%	9.1%	15.3%	3.6%	32.1%	17.2%	4.7%	2.2%	3.3%	(274)
	10～99人	62.0%	24.7%	8.7%	18.3%	2.5%	28.2%	16.6%	3.0%	2.2%	2.9%	(1459)
	100～499人	62.3%	25.4%	8.6%	21.4%	4.0%	30.2%	17.7%	6.2%	2.5%	2.3%	(1386)
	500～999人	63.4%	26.0%	8.9%	20.8%	4.0%	30.9%	15.6%	6.5%	2.3%	3.2%	(596)
	1,000人以上	65.7%	22.6%	8.3%	21.7%	4.0%	32.8%	19.0%	6.8%	2.6%	2.3%	(2309)
	わからない	64.7%	17.8%	7.4%	14.5%	1.5%	20.8%	16.4%	7.4%	0.7%	4.1%	(269)
職種	管理的職業	59.8%	26.8%	8.0%	20.6%	5.2%	35.8%	21.3%	1.2%	2.7%	1.9%	(1293)
	専門的・技術的職業	67.6%	23.5%	7.8%	25.0%	5.6%	30.5%	19.5%	6.4%	4.2%	1.8%	(1461)
	事務	63.6%	17.9%	9.4%	21.6%	2.3%	34.2%	16.8%	5.4%	1.4%	2.4%	(1355)
	販売	64.2%	26.1%	11.3%	18.5%	3.0%	31.5%	17.3%	4.6%	1.3%	3.2%	(693)
	サービス職業	58.0%	29.5%	9.6%	10.1%	2.9%	29.5%	16.7%	4.9%	2.0%	4.9%	(407)
	保安職業	27.5%	27.5%	7.5%	5.0%	0.0%	32.5%	12.5%	15.0%	5.0%	10.0%	(40)
	農林漁業	50.0%	0.0%	0.0%	50.0%	50.0%	50.0%	100.0%	0.0%	0.0%	0.0%	(2)
	生産工程	69.9%	20.0%	6.7%	19.9%	0.5%	17.2%	11.3%	11.7%	0.9%	3.0%	(564)
	輸送・機械運転	37.7%	41.0%	5.7%	5.7%	0.0%	13.9%	5.7%	18.0%	2.5%	3.3%	(122)
	建設・探掘	63.8%	27.7%	8.5%	19.1%	2.1%	24.5%	17.0%	6.4%	3.2%	2.1%	(94)
	運搬・清掃・包装	60.3%	24.8%	7.4%	5.0%	1.7%	9.1%	9.1%	14.9%	1.7%	5.8%	(121)
その他	60.3%	23.4%	5.7%	22.0%	0.7%	31.9%	20.6%	5.7%	0.7%	6.4%	(141)	
職位	一般社員	63.7%	21.8%	8.8%	18.5%	2.5%	26.1%	15.6%	7.9%	1.9%	3.2%	(3461)
	主任・係長相当	67.2%	25.2%	7.3%	22.4%	3.9%	35.2%	19.1%	5.7%	3.1%	2.4%	(1024)
	課長代理相当（ライン職）	62.1%	25.6%	8.7%	24.6%	4.1%	32.8%	22.1%	4.1%	0.5%	2.1%	(195)
	課長代理相当（スタッフ職）	58.0%	21.7%	11.2%	21.7%	6.3%	34.3%	23.1%	5.6%	2.8%	1.4%	(143)
	課長相当（ライン職）	64.7%	26.1%	10.1%	25.7%	3.9%	38.8%	18.2%	0.9%	2.9%	1.3%	(456)
	課長相当（スタッフ職）	60.5%	26.8%	6.8%	24.3%	4.3%	37.6%	22.7%	1.1%	3.8%	2.2%	(370)
	部長相当（ライン職）	60.1%	30.0%	10.3%	20.2%	8.6%	33.3%	18.1%	1.2%	3.7%	0.8%	(243)
	部長相当（スタッフ職）	63.2%	24.4%	7.0%	20.4%	6.5%	36.8%	21.9%	0.5%	2.0%	1.0%	(201)
支社長・事業部長相当	45.1%	36.6%	4.2%	15.5%	7.0%	36.6%	26.8%	1.4%	4.2%	7.0%	(71)	
役員相当	41.9%	28.7%	7.0%	11.6%	4.7%	31.8%	17.8%	0.0%	2.3%	3.1%	(129)	
勤務時間制度	通常の勤務時間制度	64.3%	22.9%	8.5%	18.6%	2.8%	27.9%	16.8%	5.8%	1.9%	2.3%	(4023)
	フレックスタイム制	66.1%	21.9%	9.7%	25.6%	5.2%	34.4%	20.1%	6.6%	3.1%	1.4%	(1176)
	変形労働時間制	50.9%	37.8%	6.8%	19.4%	4.5%	24.8%	17.6%	5.9%	3.2%	4.5%	(222)
	交替制	57.0%	30.1%	4.9%	13.4%	2.7%	29.3%	11.0%	8.8%	2.2%	9.3%	(365)
	事業場外労働のみな労働時間制	50.0%	26.9%	21.2%	15.4%	1.9%	38.5%	28.8%	0.0%	1.9%	7.7%	(52)
	裁量労働制	65.2%	21.1%	8.7%	32.9%	7.5%	48.4%	27.3%	1.2%	7.5%	0.0%	(161)
	管理監督者扱い	56.1%	27.5%	7.8%	25.0%	4.5%	48.4%	21.7%	0.4%	2.5%	3.3%	(244)
その他	30.0%	30.0%	0.0%	30.0%	0.0%	70.0%	20.0%	0.0%	0.0%	30.0%	(10)	
わからない	47.5%	17.5%	10.0%	7.5%	10.0%	7.5%	12.5%	2.5%	5.0%	2.5%	(40)	

		Q19_1 勤務先での働き方について/勤務時間外に電話・メール等で仕事関係の連絡を取ることに					Q19_2 勤務先での働き方について/深夜の時間帯(午後10時～午前5時)に仕事をすること					Q19_3 勤務先での働き方について/本来は仕事が休みの日に仕事をすること				
		よくある	時々ある	ほとんどない	全くない	(合計度数)	よくある	時々ある	ほとんどない	全くない	(合計度数)	よくある	時々ある	ほとんどない	全くない	(合計度数)
全体		14.9%	30.4%	27.6%	27.1%	(10998)	6.8%	13.9%	24.4%	54.8%	(10998)	6.0%	24.2%	32.6%	37.2%	(10998)
性別	男性	15.3%	33.2%	28.1%	23.3%	(7105)	8.2%	16.3%	27.9%	47.6%	(7105)	6.7%	27.2%	35.6%	30.6%	(7105)
	女性	14.2%	25.3%	26.6%	33.9%	(3893)	4.4%	9.6%	18.1%	68.0%	(3893)	4.7%	18.8%	27.3%	49.2%	(3893)
年齢層	20代	12.5%	25.8%	29.7%	31.9%	(1932)	8.0%	14.6%	23.2%	54.1%	(1932)	6.4%	19.7%	31.3%	42.7%	(1932)
	30代	16.2%	30.6%	26.6%	26.7%	(2395)	9.0%	16.5%	24.7%	49.8%	(2395)	7.0%	25.7%	31.9%	35.4%	(2395)
	40代	15.9%	31.6%	26.4%	26.1%	(2849)	7.4%	14.7%	24.5%	53.4%	(2849)	6.7%	26.4%	31.7%	35.2%	(2849)
	50代	14.4%	31.9%	27.8%	26.0%	(2431)	5.1%	11.8%	25.5%	57.5%	(2431)	4.6%	24.6%	34.6%	36.2%	(2431)
	60代	15.2%	31.4%	28.6%	24.8%	(1391)	3.2%	10.5%	23.7%	62.6%	(1391)	4.6%	22.7%	34.2%	38.5%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	11.4%	40.9%	22.7%	25.0%	(44)	2.3%	27.3%	29.5%	40.9%	(44)	2.3%	34.1%	34.1%	29.5%	(44)
	建設業	18.0%	35.8%	27.8%	18.5%	(634)	3.0%	16.4%	26.8%	53.8%	(634)	7.3%	27.1%	33.3%	32.3%	(634)
	製造業	13.8%	27.2%	26.4%	32.6%	(2762)	6.7%	12.3%	24.1%	56.9%	(2762)	5.0%	23.0%	33.3%	38.8%	(2762)
	電気・ガス・熱供給・水道業	13.2%	30.2%	30.7%	25.9%	(189)	5.3%	20.1%	26.5%	48.1%	(189)	5.8%	25.4%	36.5%	32.3%	(189)
	情報通信業	13.9%	34.4%	27.1%	24.6%	(905)	4.8%	19.3%	26.6%	49.3%	(905)	5.7%	24.0%	34.6%	35.7%	(905)
	運輸業、郵便業	12.0%	26.1%	28.9%	33.0%	(616)	17.4%	12.5%	20.9%	49.2%	(616)	7.3%	22.7%	34.9%	35.1%	(616)
	卸売業、小売業	14.7%	33.9%	29.7%	21.8%	(1096)	5.3%	11.3%	24.3%	59.1%	(1096)	4.7%	24.2%	32.9%	38.1%	(1096)
	金融業、保険業	16.1%	25.9%	26.1%	31.9%	(633)	3.3%	7.9%	19.3%	69.5%	(633)	4.4%	19.6%	24.6%	51.3%	(633)
	不動産業、物品賃貸業	20.3%	33.7%	28.4%	17.6%	(261)	6.5%	9.6%	29.1%	54.8%	(261)	8.4%	29.5%	33.3%	28.7%	(261)
	学術研究、専門・技術サービス業	18.2%	29.6%	30.4%	21.7%	(253)	4.7%	18.2%	28.9%	48.2%	(253)	6.7%	24.9%	33.6%	34.8%	(253)
	宿泊業、飲食サービス業	22.6%	29.7%	26.7%	21.0%	(195)	16.4%	21.0%	23.1%	39.5%	(195)	9.7%	24.1%	32.8%	33.3%	(195)
	生活関連サービス業、娯楽業	19.9%	38.7%	21.1%	20.3%	(261)	11.1%	14.6%	23.4%	51.0%	(261)	7.3%	26.1%	30.7%	36.0%	(261)
	教育、学習支援業	17.1%	35.6%	27.3%	20.0%	(450)	7.1%	12.7%	25.1%	55.1%	(450)	15.3%	32.9%	26.2%	25.6%	(450)
	医療、福祉	11.9%	29.8%	29.0%	29.3%	(775)	8.4%	17.7%	18.8%	55.1%	(775)	4.6%	21.9%	33.5%	39.9%	(775)
	複合サービス業	23.2%	28.0%	32.9%	15.9%	(82)	9.8%	18.3%	15.9%	56.1%	(82)	11.0%	25.6%	39.0%	24.4%	(82)
その他サービス業	15.6%	29.8%	27.9%	26.7%	(850)	7.1%	14.6%	27.4%	50.9%	(850)	6.0%	25.8%	32.5%	35.8%	(850)	
公務	12.5%	28.2%	30.6%	28.7%	(631)	5.1%	11.7%	29.8%	53.4%	(631)	4.6%	21.1%	37.1%	37.2%	(631)	
その他	16.3%	32.4%	23.5%	27.7%	(361)	6.1%	15.0%	23.3%	55.7%	(361)	3.9%	27.7%	26.0%	42.4%	(361)	
従業員規模	9人以下	13.1%	31.2%	27.2%	28.5%	(772)	3.8%	10.6%	21.8%	63.9%	(772)	5.2%	24.6%	29.3%	40.9%	(772)
	10～99人	13.2%	30.6%	28.8%	27.3%	(2793)	4.4%	12.4%	24.9%	58.3%	(2793)	5.5%	25.2%	33.8%	35.4%	(2793)
	100～499人	15.6%	30.9%	26.6%	26.9%	(2325)	6.9%	15.8%	24.6%	52.8%	(2325)	6.2%	24.6%	34.1%	35.0%	(2325)
	500～999人	15.9%	33.3%	25.7%	25.1%	(956)	8.2%	16.2%	23.5%	52.1%	(956)	6.8%	25.9%	32.4%	34.8%	(956)
	1,000人以上	17.3%	31.1%	28.4%	23.2%	(3551)	9.1%	14.7%	25.6%	50.5%	(3551)	6.4%	24.0%	32.9%	36.6%	(3551)
わからない	7.0%	17.6%	24.6%	50.7%	(601)	6.3%	9.7%	19.8%	64.2%	(601)	4.4%	15.3%	24.1%	56.2%	(601)	
職種	管理的職業	25.1%	43.2%	22.1%	9.6%	(1958)	6.7%	19.7%	35.3%	38.2%	(1958)	8.9%	36.1%	36.4%	18.6%	(1958)
	専門的・技術的職業	15.6%	33.3%	30.5%	20.6%	(2115)	6.3%	18.3%	28.1%	47.3%	(2115)	7.5%	27.8%	33.3%	31.3%	(2115)
	事務	11.1%	24.1%	28.7%	36.1%	(3003)	2.2%	6.7%	18.8%	72.2%	(3003)	3.1%	14.5%	28.8%	53.5%	(3003)
	販売	22.8%	38.1%	25.4%	13.8%	(1088)	5.4%	13.9%	27.4%	53.3%	(1088)	6.4%	30.8%	34.1%	28.7%	(1088)
	サービス職業	12.7%	28.6%	29.5%	29.2%	(811)	14.9%	17.8%	18.1%	49.2%	(811)	5.5%	21.6%	34.3%	38.6%	(811)
	保安職業	9.9%	33.3%	29.6%	27.2%	(81)	24.7%	16.0%	27.2%	32.1%	(81)	13.6%	23.5%	32.1%	30.9%	(81)
	農林漁業	-	35.7%	21.4%	42.9%	(14)	-	7.1%	28.6%	64.3%	(14)	-	28.6%	21.4%	50.0%	(14)
	生産工程	5.1%	15.8%	27.1%	51.9%	(1061)	11.2%	11.3%	17.2%	60.2%	(1061)	3.6%	19.3%	34.4%	42.7%	(1061)
	輸送・機械運転	9.8%	21.9%	31.1%	37.2%	(183)	29.0%	16.9%	16.4%	37.7%	(183)	12.6%	23.5%	27.9%	36.1%	(183)
	建設・採掘	13.9%	39.8%	29.5%	16.9%	(166)	3.0%	25.3%	31.3%	40.4%	(166)	11.4%	33.7%	32.5%	22.3%	(166)
	運搬・清掃・包装	5.3%	20.9%	28.3%	45.5%	(244)	9.4%	11.9%	19.3%	59.4%	(244)	4.1%	17.6%	32.8%	45.5%	(244)
その他	7.7%	24.1%	32.1%	36.1%	(274)	7.3%	9.5%	19.3%	63.9%	(274)	5.5%	18.2%	28.5%	47.8%	(274)	
職位	一般社員	10.3%	24.2%	29.2%	36.3%	(6790)	7.0%	11.2%	19.6%	62.2%	(6790)	4.8%	18.6%	30.1%	46.6%	(6790)
	主任・係長相当	18.1%	35.0%	29.4%	17.5%	(1533)	6.7%	14.7%	28.8%	49.8%	(1533)	6.3%	28.2%	37.8%	27.7%	(1533)
	課長代理相当(ライン職)	25.0%	44.1%	22.3%	8.6%	(256)	7.8%	21.9%	32.8%	37.5%	(256)	7.4%	35.2%	37.9%	19.5%	(256)
	課長代理相当(スタッフ職)	25.4%	42.0%	19.7%	13.0%	(193)	7.3%	20.2%	28.5%	44.0%	(193)	6.2%	27.5%	40.4%	25.9%	(193)
	課長相当(ライン職)	22.7%	42.0%	26.3%	9.0%	(609)	7.6%	19.9%	35.3%	37.3%	(609)	8.9%	36.0%	37.4%	17.7%	(609)
	課長相当(スタッフ職)	25.6%	42.8%	22.2%	9.4%	(519)	5.2%	20.4%	30.4%	43.9%	(519)	7.3%	37.6%	34.3%	20.8%	(519)
	部長相当(ライン職)	27.2%	45.0%	22.8%	5.0%	(342)	10.2%	22.5%	36.0%	31.3%	(342)	12.9%	39.8%	33.6%	13.7%	(342)
	部長相当(スタッフ職)	24.2%	46.9%	17.9%	11.0%	(335)	4.5%	21.8%	34.6%	39.1%	(335)	9.3%	36.4%	36.7%	17.6%	(335)
支社長・事業部長相当	35.1%	44.1%	13.5%	7.2%	(111)	6.3%	19.8%	43.2%	30.6%	(111)	9.9%	40.5%	32.4%	17.1%	(111)	
役員相当	22.3%	42.3%	25.8%	9.7%	(310)	3.9%	16.1%	36.8%	43.2%	(310)	8.7%	34.8%	36.1%	20.3%	(310)	
勤務時間制度	通常の勤務時間制度	13.2%	28.1%	28.3%	30.4%	(7623)	4.1%	11.2%	23.2%	61.5%	(7623)	5.1%	22.3%	31.9%	40.8%	(7623)
	フレックスタイム制	20.2%	39.2%	25.0%	15.5%	(1617)	6.2%	19.8%	30.4%	43.7%	(1617)	7.6%	29.0%	33.9%	29.5%	(1617)
	変形労働時間制	15.7%	33.1%	27.5%	23.7%	(338)	16.4%	17.2%	26.9%	40.5%	(338)	9.2%	30.2%	31.7%	29.0%	(338)
	交替制	7.8%	26.5%	32.7%	33.0%	(645)	34.4%	23.6%	11.2%	30.9%	(645)	5.6%	21.9%	36.0%	36.6%	(645)
	事業場外労働のみな労働時間制	41.1%	41.1%	11.0%	6.8%	(73)	6.8%	21.9%	24.7%	46.6%	(73)	12.3%	43.8%	28.8%	15.1%	(73)
	裁量労働制	30.7%	37.6%	22.9%	8.8%	(205)	11.2%	22.9%	34.1%	31.7%	(205)	13.2%	32.2%	37.1%	17.6%	(205)
	管理監督者扱い	29.6%	41.6%	20.7%	8.1%	(358)	8.4%	20.4%	37.4%	33.8%	(358)	12.0%	38.0%	35.8%	14.2%	(358)
その他	23.5%	35.3%	29.4%	11.8%	(17)	35.3%	5.9%	23.5%	35.3%	(17)	11.8%	29.4%	29.4%	29.4%	(17)	
わからない	3.3%	19.7%	28.7%	48.4%	(122)	1.6%	9.8%	31.1%	57.4%	(122)	1.6%	10.7%	34.4%	53.3%	(122)	

		Q19_4 勤務先での働き方について／勤務先で終わらない仕事を自宅などに持ち帰って行うこと					Q19_5 勤務先での働き方について／勤務先や職場の都合で、働く曜日や時間帯が変更されること				
		よくある	時々ある	ほとんどない	全くない	(合計度数)	よくある	時々ある	ほとんどない	全くない	(合計度数)
全体		4.5%	16.0%	26.5%	53.0%	(10998)	5.4%	19.4%	30.2%	45.0%	(10998)
性別	男性	4.3%	17.2%	29.1%	49.5%	(7105)	5.4%	21.0%	33.1%	40.5%	(7105)
	女性	4.9%	13.9%	21.7%	59.6%	(3893)	5.2%	16.6%	25.0%	53.2%	(3893)
年齢層	20代	5.2%	14.4%	24.7%	55.7%	(1932)	7.7%	21.4%	27.0%	43.9%	(1932)
	30代	5.8%	17.3%	25.2%	51.6%	(2395)	6.7%	20.3%	30.9%	42.0%	(2395)
	40代	4.6%	16.4%	26.9%	52.1%	(2849)	5.3%	19.3%	29.7%	45.7%	(2849)
	50代	3.5%	15.8%	28.3%	52.5%	(2431)	3.5%	18.4%	31.6%	46.5%	(2431)
	60代	2.9%	15.6%	27.0%	54.5%	(1391)	3.2%	17.3%	31.9%	47.6%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	2.3%	25.0%	25.0%	47.7%	(44)	4.5%	27.3%	36.4%	31.8%	(44)
	建設業	4.4%	12.8%	30.4%	52.4%	(634)	5.0%	21.0%	28.7%	45.3%	(634)
	製造業	4.0%	14.7%	25.8%	55.5%	(2762)	3.9%	15.2%	29.4%	51.4%	(2762)
	電気・ガス・熱供給・水道業	1.6%	13.2%	28.6%	56.6%	(189)	4.8%	20.1%	33.3%	41.8%	(189)
	情報通信業	5.0%	20.0%	23.1%	51.9%	(905)	3.8%	16.2%	31.9%	48.1%	(905)
	運輸業、郵便業	2.6%	10.1%	25.3%	62.0%	(616)	8.4%	25.5%	27.9%	38.1%	(616)
	卸売業、小売業	3.7%	16.3%	30.1%	49.8%	(1096)	5.2%	21.6%	31.9%	41.2%	(1096)
	金融業、保険業	2.7%	13.6%	24.3%	59.4%	(633)	4.1%	12.0%	25.4%	58.5%	(633)
	不動産業、物品賃貸業	4.6%	16.1%	29.1%	50.2%	(261)	6.5%	20.3%	34.9%	38.3%	(261)
	学術研究、専門・技術サービス業	5.1%	19.8%	28.5%	46.6%	(253)	3.2%	16.2%	36.0%	44.7%	(253)
	宿泊業、飲食サービス業	5.1%	17.9%	30.3%	46.7%	(195)	14.4%	31.8%	31.3%	22.6%	(195)
	生活関連サービス業、娯楽業	5.0%	21.8%	23.4%	49.8%	(261)	11.1%	30.7%	31.4%	26.8%	(261)
	教育、学習支援業	16.7%	28.2%	22.7%	32.4%	(450)	5.3%	21.8%	34.2%	38.7%	(450)
	医療、福祉	4.1%	16.5%	28.8%	50.6%	(775)	6.2%	27.0%	29.5%	37.3%	(775)
	複合サービス業	11.0%	18.3%	30.5%	40.2%	(82)	12.2%	20.7%	29.3%	37.8%	(82)
その他サービス業	4.0%	16.6%	26.9%	52.5%	(850)	6.6%	22.5%	30.4%	40.6%	(850)	
公務	2.5%	11.6%	25.7%	60.2%	(631)	4.3%	15.7%	30.6%	49.4%	(631)	
その他	5.3%	17.2%	22.4%	55.1%	(361)	5.8%	18.6%	26.0%	49.6%	(361)	
従業員規模	9人以下	3.8%	14.0%	27.3%	54.9%	(772)	5.4%	16.7%	29.9%	47.9%	(772)
	10～99人	4.3%	16.4%	27.2%	52.0%	(2793)	4.8%	19.7%	31.0%	44.4%	(2793)
	100～499人	4.1%	16.7%	26.4%	52.8%	(2325)	4.5%	21.2%	30.9%	43.4%	(2325)
	500～999人	5.2%	17.1%	27.6%	50.1%	(956)	6.7%	22.5%	26.8%	44.0%	(956)
	1,000人以上	5.2%	17.0%	26.2%	51.5%	(3551)	6.2%	18.6%	30.6%	44.7%	(3551)
わからない	2.3%	6.5%	21.3%	69.9%	(601)	4.2%	15.0%	27.3%	53.6%	(601)	
職種	管理的職業	7.9%	26.9%	34.3%	30.9%	(1958)	6.1%	22.1%	34.7%	37.2%	(1958)
	専門的・技術的職業	7.0%	20.1%	26.7%	46.2%	(2115)	5.7%	20.8%	34.0%	39.6%	(2115)
	事務	2.3%	9.4%	22.0%	66.3%	(3003)	2.7%	11.9%	25.2%	60.2%	(3003)
	販売	4.8%	22.0%	33.4%	39.9%	(1088)	7.4%	24.2%	33.0%	35.4%	(1088)
	サービス職業	3.6%	16.8%	26.3%	53.4%	(811)	9.1%	31.2%	30.1%	29.6%	(811)
	保安職業	1.2%	7.4%	25.9%	65.4%	(81)	11.1%	24.7%	34.6%	29.6%	(81)
	農林漁業	-	14.3%	14.3%	71.4%	(14)	7.1%	14.3%	42.9%	35.7%	(14)
	生産工程	1.2%	5.8%	20.5%	72.5%	(1061)	3.8%	15.1%	28.1%	53.1%	(1061)
	輸送・機械運転	-	7.7%	22.4%	69.9%	(183)	11.5%	29.0%	27.3%	32.2%	(183)
	建設・採掘	6.0%	12.0%	30.1%	51.8%	(166)	10.2%	31.9%	26.5%	31.3%	(166)
運搬・清掃・包装	2.0%	4.9%	20.5%	72.5%	(244)	3.7%	23.0%	28.3%	45.1%	(244)	
その他	4.4%	13.9%	20.1%	61.7%	(274)	6.2%	18.2%	24.8%	50.7%	(274)	
職位	一般社員	3.2%	11.5%	22.7%	62.7%	(6790)	5.0%	18.1%	27.5%	49.5%	(6790)
	主任・係長相当	5.5%	19.0%	29.1%	46.4%	(1533)	6.4%	20.0%	34.4%	39.2%	(1533)
	課長代理相当（ライン職）	9.0%	20.7%	34.0%	36.3%	(256)	8.2%	22.7%	33.6%	35.5%	(256)
	課長代理相当（スタッフ職）	3.6%	21.8%	31.1%	43.5%	(193)	3.6%	23.3%	31.6%	41.5%	(193)
	課長相当（ライン職）	8.0%	27.9%	31.4%	32.7%	(609)	5.1%	23.3%	35.6%	36.0%	(609)
	課長相当（スタッフ職）	5.6%	25.4%	33.5%	35.5%	(519)	3.5%	20.6%	35.3%	40.7%	(519)
	部長相当（ライン職）	9.4%	31.3%	35.7%	23.7%	(342)	7.3%	22.8%	37.1%	32.7%	(342)
	部長相当（スタッフ職）	9.0%	26.0%	35.8%	29.3%	(335)	6.9%	23.0%	32.8%	37.3%	(335)
支社長・事業部長相当	8.1%	27.9%	36.9%	27.0%	(111)	10.8%	33.3%	26.1%	29.7%	(111)	
役員相当	5.5%	21.3%	41.6%	31.6%	(310)	5.2%	19.7%	36.8%	38.4%	(310)	
勤務時間制度	通常の勤務時間制度	3.7%	13.8%	25.4%	57.0%	(7623)	4.2%	17.7%	28.8%	49.3%	(7623)
	フレックスタイム制	7.0%	24.2%	28.4%	40.4%	(1617)	5.6%	20.2%	33.3%	40.8%	(1617)
	変形労働時間制	5.6%	15.1%	28.1%	51.2%	(338)	14.5%	38.5%	25.4%	21.6%	(338)
	交替制	1.9%	11.2%	25.0%	62.0%	(645)	11.6%	30.7%	33.5%	24.2%	(645)
	事業場外労働のみなし労働時間制	9.6%	28.8%	31.5%	30.1%	(73)	9.6%	26.0%	38.4%	26.0%	(73)
	裁量労働制	12.7%	28.3%	32.2%	26.8%	(205)	5.9%	15.1%	39.0%	40.0%	(205)
	管理監督者扱い	8.7%	29.3%	33.0%	29.1%	(358)	7.8%	19.0%	36.6%	36.6%	(358)
その他	5.9%	11.8%	35.3%	47.1%	(17)	23.5%	29.4%	29.4%	17.6%	(17)	
わからない	1.6%	4.9%	33.6%	59.8%	(122)	0.8%	11.5%	34.4%	53.3%	(122)	

		Q20_1 残業・休日労働の手続き【上司に申し出る】				Q20_2 残業・休日労働の手続き【人事・総務に申し出る】				Q20_3 残業・休日労働の手続き【労働組合に申し出る】			
		事前に必要	事後に必要	必要ない	(合計度数)	事前に必要	事後に必要	必要ない	(合計度数)	事前に必要	事後に必要	必要ない	(合計度数)
全体		49.7%	15.3%	41.0%	(10998)	17.0%	10.1%	74.7%	(10998)	9.0%	4.8%	86.8%	(10998)
性別	男性	49.3%	15.7%	41.2%	(7105)	17.0%	10.1%	74.7%	(7105)	9.5%	5.5%	85.7%	(7105)
	女性	50.2%	14.6%	40.7%	(3893)	16.9%	10.0%	74.8%	(3893)	8.1%	3.5%	88.9%	(3893)
年齢層	20代	49.7%	16.4%	40.8%	(1932)	19.9%	11.8%	70.9%	(1932)	12.3%	6.1%	82.9%	(1932)
	30代	48.6%	17.0%	41.1%	(2395)	17.5%	11.4%	73.2%	(2395)	8.9%	6.2%	85.6%	(2395)
	40代	49.8%	15.6%	40.8%	(2849)	15.6%	9.1%	76.9%	(2849)	8.8%	4.2%	87.5%	(2849)
	50代	52.2%	14.6%	38.9%	(2431)	16.6%	9.5%	75.4%	(2431)	7.9%	3.9%	88.5%	(2431)
	60代	46.9%	11.6%	45.5%	(1391)	15.5%	8.3%	77.0%	(1391)	6.8%	3.4%	90.2%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	40.9%	15.9%	45.5%	(44)	20.5%	15.9%	65.9%	(44)	20.5%	13.6%	68.2%	(44)
	建設業	42.9%	12.6%	47.9%	(634)	13.7%	9.6%	77.8%	(634)	8.4%	5.2%	86.6%	(634)
	製造業	55.7%	14.0%	36.2%	(2762)	21.5%	10.5%	70.3%	(2762)	12.2%	5.0%	83.7%	(2762)
	電気・ガス・熱供給・水道業	52.4%	18.5%	35.4%	(189)	16.4%	7.4%	76.7%	(189)	15.3%	7.4%	77.8%	(189)
	情報通信業	56.1%	17.3%	34.6%	(905)	17.5%	9.3%	75.2%	(905)	10.4%	5.0%	85.7%	(905)
	運輸業、郵便業	38.6%	12.3%	54.1%	(616)	12.2%	6.7%	81.8%	(616)	5.7%	3.7%	90.9%	(616)
	卸売業、小売業	46.2%	15.6%	43.6%	(1096)	19.3%	10.8%	72.5%	(1096)	8.0%	4.9%	87.6%	(1096)
	金融業、保険業	59.4%	14.1%	32.2%	(633)	22.6%	10.0%	68.6%	(633)	10.6%	4.7%	85.3%	(633)
	不動産業、物品賃貸業	45.2%	12.3%	46.0%	(261)	15.3%	9.2%	75.9%	(261)	5.4%	5.4%	89.3%	(261)
	学術研究、専門・技術サービス業	49.8%	13.4%	43.1%	(253)	12.6%	11.1%	78.7%	(253)	2.8%	3.6%	94.1%	(253)
	宿泊業、飲食サービス業	34.4%	14.9%	53.8%	(195)	11.3%	12.8%	76.9%	(195)	6.2%	7.2%	86.7%	(195)
	生活関連サービス業、娯楽業	41.0%	19.5%	47.1%	(261)	13.4%	15.7%	73.2%	(261)	7.3%	7.3%	85.8%	(261)
	教育、学習支援業	33.8%	15.6%	57.1%	(450)	10.4%	8.0%	83.3%	(450)	6.0%	4.4%	90.4%	(450)
	医療、福祉	43.6%	21.9%	41.0%	(775)	12.9%	11.7%	76.5%	(775)	7.4%	4.5%	88.5%	(775)
複合サービス業	52.4%	18.3%	37.8%	(82)	13.4%	17.1%	70.7%	(82)	11.0%	6.1%	82.9%	(82)	
その他サービス業	43.8%	14.5%	47.9%	(850)	15.1%	9.9%	76.9%	(850)	7.5%	3.5%	89.2%	(850)	
公務	62.9%	19.2%	27.3%	(631)	14.1%	9.7%	77.8%	(631)	5.9%	3.3%	91.3%	(631)	
その他	51.8%	11.1%	41.6%	(361)	15.2%	7.2%	78.4%	(361)	8.6%	4.4%	87.8%	(361)	
従業員規模	9人以下	30.3%	8.7%	63.3%	(772)	7.5%	4.5%	88.3%	(772)	4.7%	3.2%	92.2%	(772)
	10～99人	42.5%	12.9%	48.9%	(2793)	16.1%	8.5%	76.6%	(2793)	6.8%	4.0%	89.5%	(2793)
	100～499人	52.5%	16.8%	37.3%	(2325)	18.5%	13.3%	70.4%	(2325)	7.9%	5.5%	87.3%	(2325)
	500～999人	56.7%	20.9%	31.3%	(956)	18.6%	13.4%	70.7%	(956)	9.6%	5.8%	85.4%	(956)
	1,000人以上	57.1%	16.7%	33.6%	(3551)	19.1%	10.3%	72.7%	(3551)	12.4%	5.5%	83.0%	(3551)
わからない	41.9%	12.6%	49.8%	(601)	12.1%	5.7%	83.5%	(601)	8.0%	2.2%	90.0%	(601)	
職種	管理的職業	45.3%	14.3%	45.4%	(1958)	19.3%	12.2%	70.8%	(1958)	9.1%	6.7%	84.9%	(1958)
	専門的・技術的職業	52.9%	16.1%	38.3%	(2115)	17.5%	10.2%	74.2%	(2115)	10.8%	5.3%	84.8%	(2115)
	事務	56.3%	16.0%	34.5%	(3003)	17.3%	9.8%	74.6%	(3003)	8.7%	3.8%	88.1%	(3003)
	販売	46.4%	17.1%	42.6%	(1088)	17.7%	11.3%	73.0%	(1088)	7.9%	5.5%	86.9%	(1088)
	サービス職業	40.8%	20.0%	46.5%	(811)	12.5%	11.1%	77.4%	(811)	7.8%	4.9%	87.8%	(811)
	保安職業	35.8%	13.6%	51.9%	(81)	12.3%	8.6%	79.0%	(81)	6.2%	2.5%	91.4%	(81)
	農林漁業	50.0%	14.3%	50.0%	(14)	7.1%	0.0%	92.9%	(14)	7.1%	0.0%	92.9%	(14)
	生産工程	52.1%	12.3%	40.0%	(1061)	17.9%	7.6%	76.1%	(1061)	9.5%	4.4%	86.8%	(1061)
	輸送・機械運転	36.1%	9.8%	57.9%	(183)	9.8%	5.5%	84.7%	(183)	8.2%	2.2%	89.6%	(183)
	建設・採掘	33.1%	10.2%	59.6%	(166)	8.4%	7.2%	85.5%	(166)	6.6%	2.4%	91.6%	(166)
運搬・清掃・包装	36.5%	8.2%	59.4%	(244)	11.1%	4.9%	85.2%	(244)	8.2%	2.5%	89.3%	(244)	
その他	47.4%	14.6%	42.0%	(274)	15.7%	8.4%	76.6%	(274)	6.2%	2.6%	91.2%	(274)	
職位	一般社員	49.0%	14.8%	42.2%	(6790)	15.5%	8.9%	77.0%	(6790)	8.7%	4.0%	87.8%	(6790)
	主任・係長相当	58.6%	19.0%	29.7%	(1533)	19.1%	12.2%	71.0%	(1533)	10.2%	5.3%	85.3%	(1533)
	課長代理相当(ライン職)	57.8%	19.9%	30.1%	(256)	22.7%	13.7%	65.6%	(256)	11.3%	8.6%	80.5%	(256)
	課長代理相当(スタッフ職)	54.9%	19.7%	30.6%	(193)	22.8%	15.0%	64.2%	(193)	11.4%	8.3%	80.3%	(193)
	課長相当(ライン職)	50.7%	15.4%	39.6%	(609)	21.8%	13.8%	67.7%	(609)	10.0%	7.4%	83.4%	(609)
	課長相当(スタッフ職)	46.2%	14.5%	45.1%	(519)	16.8%	8.9%	75.5%	(519)	7.1%	4.2%	89.0%	(519)
	部長相当(ライン職)	48.2%	15.2%	43.0%	(342)	20.8%	11.4%	70.2%	(342)	10.5%	6.4%	83.9%	(342)
	部長相当(スタッフ職)	38.8%	11.6%	53.7%	(335)	18.5%	12.8%	72.2%	(335)	7.8%	6.3%	87.2%	(335)
支社長・事業部長相当	41.4%	10.8%	51.4%	(111)	15.3%	10.8%	73.9%	(111)	4.5%	5.4%	90.1%	(111)	
役員相当	29.4%	10.0%	62.9%	(310)	14.8%	9.7%	76.8%	(310)	7.7%	5.8%	86.8%	(310)	
勤務時間制度	通常の勤務時間制度	49.8%	14.5%	41.4%	(7623)	16.8%	9.7%	75.1%	(7623)	8.6%	4.4%	87.6%	(7623)
	フレックスタイム制	58.6%	18.3%	30.1%	(1617)	22.0%	12.4%	67.8%	(1617)	13.7%	7.7%	79.7%	(1617)
	変形労働時間制	45.9%	19.2%	42.6%	(338)	14.8%	13.0%	74.0%	(338)	8.0%	5.9%	86.4%	(338)
	交替制	43.3%	22.5%	42.5%	(645)	11.9%	10.1%	79.5%	(645)	6.4%	3.6%	90.4%	(645)
	事業場外労働のみなし労働時間制	42.5%	8.2%	53.4%	(73)	9.6%	4.1%	87.7%	(73)	1.4%	0.0%	98.6%	(73)
	裁量労働制	47.8%	13.2%	44.4%	(205)	16.6%	7.8%	78.0%	(205)	8.3%	2.4%	89.8%	(205)
	管理監督者扱い	34.9%	7.8%	61.2%	(358)	12.8%	7.5%	80.7%	(358)	5.6%	2.8%	91.9%	(358)
その他	47.1%	17.6%	47.1%	(17)	17.6%	5.9%	82.4%	(17)	5.9%	0.0%	94.1%	(17)	
わからない	17.2%	8.2%	75.4%	(122)	8.2%	6.6%	85.2%	(122)	4.9%	4.9%	90.2%	(122)	

		Q21 残業代や休日出動手当の支払い方法						Q21SQ 残業手当や休日出動手当が支払われている1か月当たりの時間を知っているか			Q21SQ_SNT1_1 1か月当たりの残業手当や休日出動手当が支払われている時間数						
		実績として支払われている	基本給に含まれている	定額が基本給とは別に一定額	支払われている	その他	わからない	(合計度数)	知っている	知らない	(合計度数)	10時間未満	10.1～19時間	20.1～29時間	30.1～39時間	40時間以上	(合計度数)
全体		56.4%	13.7%	14.3%	10.1%	1.0%	4.5%	(10998)	21.1%	78.9%	(3078)	17.7%	14.6%	26.8%	18.0%	22.9%	(650)
性別	男性	55.2%	14.9%	14.3%	10.4%	0.9%	4.2%	(7105)	21.9%	78.1%	(2077)	14.5%	14.5%	27.3%	20.5%	23.1%	(454)
	女性	58.6%	11.6%	14.1%	9.6%	1.1%	4.9%	(3893)	19.6%	80.4%	(1001)	25.0%	14.8%	25.5%	12.2%	22.4%	(196)
年齢層	20代	61.1%	10.5%	17.0%	5.3%	0.4%	5.7%	(1932)	25.2%	74.8%	(531)	17.9%	15.7%	29.1%	17.2%	20.1%	(134)
	30代	61.5%	11.4%	14.9%	7.5%	0.5%	4.2%	(2395)	22.9%	77.1%	(630)	16.0%	11.1%	31.3%	20.1%	21.5%	(144)
	40代	55.1%	13.9%	14.8%	10.3%	1.1%	4.9%	(2849)	19.6%	80.4%	(817)	18.8%	9.4%	21.3%	18.1%	32.5%	(160)
	50代	54.1%	14.7%	13.1%	12.8%	1.4%	3.9%	(2431)	20.0%	80.0%	(676)	20.0%	19.3%	25.2%	17.8%	17.8%	(135)
	60代	47.8%	20.1%	10.4%	16.5%	1.9%	3.4%	(1391)	18.2%	81.8%	(424)	14.3%	22.1%	28.6%	15.6%	19.5%	(77)
業種	農林漁業、鉱業、採石業、砂利採取業	50.0%	15.9%	11.4%	11.4%	2.3%	9.1%	(44)	25.0%	75.0%	(12)	-	33.3%	-	33.3%	33.3%	(3)
	建設業	46.5%	20.5%	15.0%	12.0%	0.5%	5.5%	(634)	16.0%	84.0%	(225)	19.4%	19.4%	19.4%	16.7%	25.0%	(36)
	製造業	63.5%	12.3%	11.7%	7.2%	0.8%	4.6%	(2762)	16.7%	83.3%	(663)	13.5%	18.0%	31.5%	18.0%	18.9%	(111)
	電気・ガス・熱供給・水道業	67.2%	8.5%	12.2%	6.9%	-	5.3%	(189)	15.4%	84.6%	(39)	-	33.3%	16.7%	16.7%	33.3%	(6)
	情報通信業	57.5%	16.6%	14.8%	6.2%	1.3%	3.6%	(905)	36.3%	63.7%	(284)	3.9%	6.8%	35.0%	24.3%	30.1%	(103)
	運輸業、郵便業	63.3%	9.1%	15.1%	7.5%	0.6%	4.4%	(616)	24.2%	75.8%	(149)	16.7%	11.1%	19.4%	11.1%	41.7%	(36)
	卸売業、小売業	48.4%	16.1%	16.2%	13.7%	0.8%	4.7%	(1096)	20.6%	79.4%	(355)	24.7%	17.8%	34.2%	12.3%	11.0%	(73)
	金融業、保険業	58.3%	12.8%	14.1%	10.4%	0.6%	3.8%	(633)	15.9%	84.1%	(170)	25.9%	18.5%	22.2%	14.8%	18.5%	(27)
	不動産業、物品賃貸業	40.6%	23.0%	12.6%	18.4%	2.3%	3.1%	(261)	15.1%	84.9%	(93)	28.6%	-	21.4%	28.6%	21.4%	(14)
	学術研究、専門・技術サービス業	48.6%	11.9%	17.8%	15.4%	1.2%	5.1%	(253)	37.3%	62.7%	(75)	7.1%	17.9%	10.7%	21.4%	42.9%	(28)
	宿泊業、飲食サービス業	48.7%	13.3%	20.0%	11.3%	1.5%	5.1%	(195)	32.3%	67.7%	(65)	23.8%	9.5%	9.5%	19.0%	38.1%	(21)
	生活関連サービス業、娯楽業	49.0%	13.8%	19.9%	11.9%	0.4%	5.0%	(261)	23.9%	76.1%	(88)	33.3%	9.5%	38.1%	9.5%	9.5%	(21)
	教育、学習支援業	32.9%	18.9%	20.2%	24.2%	2.4%	1.3%	(450)	17.6%	82.4%	(176)	22.6%	22.6%	19.4%	19.4%	16.1%	(31)
	医療、福祉	59.0%	10.7%	12.1%	11.2%	1.2%	5.8%	(775)	18.6%	81.4%	(177)	36.4%	18.2%	27.3%	18.2%	-	(33)
	複合サービス業	58.5%	13.4%	14.6%	9.8%	-	3.7%	(82)	26.1%	73.9%	(23)	33.3%	33.3%	16.7%	16.7%	-	(6)
	その他サービス業	53.4%	14.9%	16.1%	9.2%	1.2%	5.2%	(850)	21.6%	78.4%	(264)	10.5%	14.0%	26.3%	17.5%	31.6%	(57)
公務	70.0%	6.7%	11.1%	7.4%	1.4%	3.3%	(631)	14.3%	85.7%	(112)	62.5%	6.3%	25.0%	6.3%	-	(16)	
その他	54.3%	14.7%	15.2%	10.0%	0.6%	5.3%	(361)	25.9%	74.1%	(108)	10.7%	10.7%	21.4%	25.0%	32.1%	(28)	
従業員規模	9人以下	40.2%	19.0%	10.9%	21.2%	1.0%	7.6%	(772)	8.7%	91.3%	(231)	25.0%	20.0%	5.0%	5.0%	45.0%	(20)
	10～99人	46.8%	16.8%	16.5%	13.8%	1.2%	4.9%	(2793)	21.5%	78.5%	(930)	18.5%	13.0%	30.5%	12.0%	26.0%	(200)
	100～499人	58.7%	13.9%	14.6%	8.7%	1.1%	3.0%	(2325)	23.9%	76.1%	(662)	15.2%	16.5%	27.8%	19.0%	21.5%	(158)
	500～999人	61.1%	13.3%	14.3%	7.3%	0.7%	3.2%	(956)	26.5%	73.5%	(264)	24.3%	17.1%	30.0%	21.4%	7.1%	(70)
	1,000人以上	64.9%	11.5%	13.0%	7.0%	0.8%	2.9%	(3551)	21.6%	78.4%	(869)	16.0%	13.8%	22.3%	23.9%	23.9%	(188)
わからない	55.9%	6.2%	14.1%	7.5%	0.8%	15.5%	(601)	11.5%	88.5%	(122)	14.3%	7.1%	35.7%	14.3%	28.6%	(14)	
職種	管理的職業	32.7%	27.6%	13.3%	21.2%	1.8%	3.4%	(1958)	21.8%	78.2%	(801)	11.4%	9.1%	32.0%	21.1%	26.3%	(175)
	専門的・技術的職業	58.1%	14.2%	14.6%	9.4%	0.8%	2.9%	(2115)	25.1%	74.9%	(609)	17.0%	14.4%	25.5%	21.6%	21.6%	(153)
	事務	66.1%	8.8%	12.7%	6.8%	0.8%	4.8%	(3003)	20.0%	80.0%	(645)	19.4%	16.3%	22.5%	14.7%	27.1%	(129)
	販売	49.2%	15.2%	17.4%	12.2%	0.8%	5.2%	(1088)	17.2%	82.8%	(354)	19.7%	24.6%	26.2%	13.1%	16.4%	(61)
	サービス職業	58.0%	9.9%	17.1%	7.9%	0.9%	6.3%	(811)	24.7%	75.3%	(219)	24.1%	27.8%	22.2%	16.7%	9.3%	(54)
	保安職業	59.3%	7.4%	22.2%	7.4%	-	3.7%	(81)	12.5%	87.5%	(24)	33.3%	-	66.7%	-	-	(3)
	農林漁業	50.0%	7.1%	7.1%	21.4%	7.1%	7.1%	(14)	-	100.0%	(2)	-	-	-	-	-	-
	生産工程	72.8%	7.1%	12.5%	1.7%	0.7%	5.3%	(1061)	11.1%	88.9%	(208)	30.4%	4.3%	17.4%	34.8%	13.0%	(23)
	輸送・機械運転	70.5%	6.6%	13.1%	5.5%	0.5%	3.8%	(183)	30.6%	69.4%	(36)	9.1%	27.3%	18.2%	9.1%	36.4%	(11)
	建設・採掘	50.0%	16.9%	16.9%	9.6%	1.2%	5.4%	(166)	12.5%	87.5%	(56)	-	14.3%	-	-	71.4%	(7)
	運搬・清掃・包装	60.7%	6.1%	18.0%	4.9%	0.4%	9.8%	(244)	27.1%	72.9%	(59)	37.5%	6.3%	25.0%	12.5%	18.8%	(16)
その他	57.7%	8.0%	15.7%	13.1%	1.5%	4.0%	(274)	27.7%	72.3%	(65)	22.2%	-	50.0%	-	27.8%	(18)	
職位	一般社員	62.9%	9.8%	14.1%	7.1%	0.8%	5.3%	(6790)	19.0%	81.0%	(1622)	23.1%	18.5%	23.7%	16.6%	18.2%	(308)
	主任・係長相当	65.1%	9.1%	16.0%	5.7%	0.7%	3.3%	(1533)	29.0%	71.0%	(386)	18.8%	9.8%	26.8%	18.8%	25.9%	(112)
	課長代理相当(ライン職)	49.2%	19.9%	16.8%	10.5%	2.0%	1.6%	(256)	22.3%	77.7%	(94)	9.5%	9.5%	38.1%	9.5%	33.3%	(21)
	課長代理相当(スタッフ職)	51.8%	20.7%	13.5%	10.9%	1.0%	2.1%	(193)	27.3%	72.7%	(66)	11.1%	16.7%	27.8%	22.2%	22.2%	(18)
	課長相当(ライン職)	36.8%	25.0%	15.3%	17.9%	1.6%	3.4%	(609)	21.2%	78.8%	(245)	9.6%	13.5%	28.8%	21.2%	26.9%	(52)
	課長相当(スタッフ職)	32.9%	27.6%	14.6%	20.8%	0.8%	3.3%	(519)	22.4%	77.6%	(219)	4.1%	16.3%	32.7%	24.5%	22.4%	(49)
	部長相当(ライン職)	31.0%	27.2%	15.8%	21.9%	2.0%	2.0%	(342)	21.1%	78.9%	(147)	9.7%	6.5%	19.4%	32.3%	32.3%	(31)
	部長相当(スタッフ職)	23.3%	32.2%	12.5%	27.8%	1.8%	2.4%	(335)	18.0%	82.0%	(150)	11.1%	14.8%	29.6%	14.8%	29.6%	(27)
支社長・事業部長相当	37.8%	27.0%	10.8%	20.7%	1.8%	1.8%	(111)	28.6%	71.4%	(42)	8.3%	-	41.7%	16.7%	33.3%	(12)	
役員相当	28.1%	27.4%	7.1%	28.7%	2.6%	6.1%	(310)	18.7%	81.3%	(107)	25.0%	5.0%	40.0%	-	30.0%	(20)	
勤務時間制度	通常の勤務時間制度	57.8%	12.6%	14.1%	10.0%	0.8%	4.6%	(7623)	19.4%	80.6%	(2038)	19.2%	14.2%	28.9%	15.4%	22.3%	(395)
	フレックスタイム制	60.0%	17.1%	11.9%	8.0%	0.8%	2.1%	(1617)	23.2%	76.8%	(470)	13.8%	11.0%	27.5%	21.1%	26.6%	(109)
	変形労働時間制	59.2%	10.1%	17.5%	9.2%	1.8%	2.4%	(338)	25.8%	74.2%	(93)	20.8%	12.5%	25.0%	16.7%	25.0%	(24)
	交替制	68.4%	5.3%	15.5%	6.0%	0.9%	3.9%	(645)	27.6%	72.4%	(134)	29.7%	32.4%	21.6%	10.8%	5.4%	(37)
	事業場外労働のみな労働時間制	32.9%	20.5%	27.4%	11.0%	5.5%	2.7%	(73)	20.0%	80.0%	(35)	28.6%	28.6%	28.6%	14.3%	-	(7)
	裁量労働制	24.4%	25.4%	31.2%	15.1%	2.4%	1.5%	(205)	36.2%	63.8%	(116)	2.4%	16.7%	14.3%	33.3%	33.3%	(42)
	管理監督者扱い	20.9%	33.0%	14.0%	28.2%	3.4%	0.6%	(358)	20.8%	79.2%	(168)	11.4%	8.6%	22.9%	28.6%	28.6%	(35)
その他	88.2%	5.9%	-	-	5.9%	-	(17)	-	100.0%	(1)	-	-	-	-	-	-	
わからない	17.2%	11.5%	7.4%	8.2%	0.8%	54.9%	(122)	4.3%	95.7%	(23)	100.0%	-	-	-	-	(1)	

		Q22 36協定の有無				Q22SQ1_1 36協定が定める1か月当たりの時間外労働の上限時間数を知っているか(通常)			Q22SQ1_1_SNT1_1 36協定が定める1か月当たりの時間外労働の上限時間数(通常)			
		ある	ない	わからない	(合計度数)	知っている	知らない	(合計度数)	40時間未満	40.5~44時間	45時間以上	(合計度数)
全体		61.2%	14.1%	24.7%	(10998)	39.3%	60.7%	(6730)	21.0%	23.2%	55.8%	(2636)
性別	男性	65.5%	14.3%	20.2%	(7105)	43.8%	56.2%	(4654)	20.6%	23.3%	56.1%	(2033)
	女性	53.3%	13.9%	32.8%	(3893)	29.1%	70.9%	(2076)	22.6%	22.9%	54.6%	(603)
年齢層	20代	55.3%	12.2%	32.5%	(1932)	33.2%	66.8%	(1069)	20.0%	20.8%	59.2%	(355)
	30代	59.6%	14.9%	25.5%	(2395)	39.4%	60.6%	(1427)	18.2%	20.9%	61.0%	(561)
	40代	61.8%	14.5%	23.7%	(2849)	41.2%	58.8%	(1761)	20.9%	23.5%	55.7%	(724)
	50代	64.4%	13.1%	22.5%	(2431)	39.9%	60.1%	(1565)	24.6%	22.8%	52.6%	(622)
	60代	65.3%	16.5%	18.2%	(1391)	41.5%	58.5%	(908)	20.6%	29.1%	50.3%	(374)
業種	農林漁業、鉱業、採石業、砂利採取業	54.5%	18.2%	27.3%	(44)	16.7%	83.3%	(24)	-	-	100.0%	(4)
	建設業	56.9%	20.2%	22.9%	(634)	41.3%	58.7%	(361)	15.5%	22.3%	62.2%	(148)
	製造業	70.1%	9.7%	20.2%	(2762)	46.3%	53.7%	(1936)	21.9%	27.0%	51.1%	(894)
	電気・ガス・熱供給・水道業	73.0%	7.4%	19.6%	(189)	47.1%	52.9%	(138)	15.4%	12.3%	72.3%	(65)
	情報通信業	73.0%	9.3%	17.7%	(905)	45.7%	54.3%	(661)	18.3%	16.6%	65.1%	(301)
	運輸業、郵便業	65.4%	8.8%	25.8%	(616)	42.2%	57.8%	(403)	17.6%	23.5%	58.8%	(170)
	卸売業、小売業	52.6%	18.2%	29.3%	(1096)	33.3%	66.7%	(576)	25.0%	32.8%	42.2%	(192)
	金融業、保険業	75.5%	7.9%	16.6%	(633)	31.6%	68.4%	(478)	26.5%	14.6%	58.9%	(151)
	不動産業、物品賃貸業	50.2%	26.1%	23.8%	(261)	30.5%	69.5%	(131)	32.5%	25.0%	42.5%	(40)
	学術研究、専門・技術サービス業	54.9%	19.0%	26.1%	(253)	32.4%	67.6%	(139)	15.6%	17.8%	66.7%	(45)
	宿泊業、飲食サービス業	50.8%	20.5%	28.7%	(195)	34.3%	65.7%	(99)	26.5%	26.5%	47.1%	(34)
	生活関連サービス業、娯楽業	58.2%	9.6%	32.2%	(261)	40.8%	59.2%	(152)	27.4%	24.2%	48.4%	(62)
	教育、学習支援業	44.2%	20.9%	34.9%	(450)	22.6%	77.4%	(199)	17.8%	13.3%	68.9%	(45)
	医療、福祉	46.8%	14.6%	38.6%	(775)	25.9%	74.1%	(363)	23.4%	24.5%	52.1%	(94)
複合サービス業	65.9%	14.6%	19.5%	(82)	31.5%	68.5%	(54)	29.4%	41.2%	29.4%	(17)	
その他サービス業	58.0%	16.7%	25.3%	(850)	36.3%	63.7%	(493)	17.4%	20.2%	62.4%	(178)	
公務	46.6%	25.8%	27.6%	(631)	31.3%	68.7%	(294)	23.3%	21.1%	55.6%	(90)	
その他	63.4%	12.5%	24.1%	(361)	46.3%	53.7%	(229)	17.9%	20.8%	61.3%	(106)	
従業員規模	9人以下	23.7%	41.6%	34.7%	(772)	20.8%	79.2%	(183)	21.1%	18.4%	60.5%	(38)
	10~99人	46.2%	20.7%	33.2%	(2793)	28.0%	72.0%	(1289)	19.5%	29.2%	51.3%	(359)
	100~499人	64.8%	10.8%	24.5%	(2325)	37.6%	62.4%	(1506)	20.5%	28.8%	50.6%	(565)
	500~999人	72.1%	8.7%	19.2%	(956)	42.8%	57.2%	(689)	21.7%	24.4%	53.9%	(295)
	1,000人以上	79.6%	7.5%	12.8%	(3551)	47.4%	52.6%	(2827)	21.2%	19.2%	59.5%	(1337)
	わからない	39.3%	9.2%	51.6%	(601)	18.2%	81.8%	(236)	28.6%	19.0%	52.4%	(42)
職種	管理的職業	77.6%	13.3%	9.0%	(1958)	50.7%	49.3%	(1520)	19.0%	25.8%	55.2%	(768)
	専門的・技術的職業	64.1%	14.6%	21.3%	(2115)	45.1%	54.9%	(1356)	17.7%	20.3%	62.0%	(611)
	事務	59.0%	14.7%	26.3%	(3003)	30.9%	69.1%	(1773)	23.7%	22.9%	53.4%	(545)
	販売	56.7%	15.0%	28.3%	(1088)	34.0%	66.0%	(617)	32.1%	21.5%	46.4%	(209)
	サービス職業	44.9%	15.0%	40.1%	(811)	23.9%	76.1%	(364)	24.1%	23.0%	52.9%	(87)
	保安職業	37.0%	33.3%	29.6%	(81)	30.0%	70.0%	(30)	11.1%	11.1%	77.8%	(9)
	農林漁業	50.0%	7.1%	42.9%	(14)	14.3%	85.7%	(7)	-	-	100.0%	(1)
	生産工程	60.1%	9.0%	30.8%	(1061)	41.4%	58.6%	(638)	20.2%	27.4%	52.5%	(263)
	輸送・機械運転	61.2%	13.1%	25.7%	(183)	40.2%	59.8%	(112)	11.1%	24.4%	64.4%	(45)
	建設・採掘	40.4%	28.3%	31.3%	(166)	29.9%	70.1%	(67)	15.0%	20.0%	65.0%	(20)
運搬・清掃・包装	45.1%	12.3%	42.6%	(244)	27.3%	72.7%	(110)	23.3%	20.0%	56.7%	(30)	
その他	49.6%	12.8%	37.6%	(274)	35.3%	64.7%	(136)	29.2%	12.5%	58.3%	(48)	
職位	一般社員	53.9%	14.2%	31.9%	(6790)	31.9%	68.1%	(3659)	21.4%	23.2%	55.4%	(1166)
	主任・係長相当	69.5%	13.3%	17.2%	(1533)	44.9%	55.1%	(1066)	20.3%	20.7%	59.0%	(478)
	課長代理相当(ライン職)	70.3%	18.4%	11.3%	(256)	47.2%	52.8%	(180)	23.5%	20.0%	56.5%	(85)
	課長代理相当(スタッフ職)	79.3%	9.3%	11.4%	(193)	54.2%	45.8%	(153)	30.1%	14.5%	55.4%	(83)
	課長相当(ライン職)	80.0%	9.9%	10.2%	(609)	52.8%	47.2%	(487)	20.7%	19.1%	60.2%	(256)
	課長相当(スタッフ職)	75.3%	13.5%	11.2%	(519)	47.1%	52.9%	(391)	19.1%	24.0%	56.8%	(183)
	部長相当(ライン職)	78.7%	11.7%	9.6%	(342)	53.5%	46.5%	(269)	19.4%	29.2%	51.4%	(144)
	部長相当(スタッフ職)	73.1%	18.2%	8.7%	(335)	46.5%	53.5%	(245)	18.4%	41.2%	40.4%	(114)
	支社長・事業部長相当	73.0%	17.1%	9.9%	(111)	40.7%	59.3%	(81)	21.2%	18.2%	60.6%	(33)
役員相当	64.2%	22.9%	12.9%	(310)	47.7%	52.3%	(199)	19.1%	27.7%	53.2%	(94)	
勤務時間制度	通常の勤務時間制度	56.1%	16.0%	28.0%	(7623)	34.0%	66.0%	(4273)	21.2%	25.6%	53.2%	(1445)
	フレックスタイム制	79.7%	9.8%	10.5%	(1617)	52.2%	47.8%	(1288)	21.2%	16.1%	62.7%	(671)
	変形労働時間制	76.9%	6.5%	16.6%	(338)	43.8%	56.2%	(260)	19.3%	29.8%	50.9%	(114)
	交替制	60.2%	10.1%	29.8%	(645)	37.6%	62.4%	(388)	22.6%	23.3%	54.1%	(146)
	事業場外労働のみなし労働時間制	52.1%	16.4%	31.5%	(73)	31.6%	68.4%	(38)	33.3%	16.7%	50.0%	(12)
	裁量労働制	75.6%	9.3%	15.1%	(205)	43.9%	56.1%	(155)	17.6%	23.5%	58.8%	(68)
	管理監督者扱い	82.7%	11.5%	5.9%	(358)	58.8%	41.2%	(296)	19.0%	26.4%	54.6%	(174)
	その他	58.8%	11.8%	29.4%	(17)	50.0%	50.0%	(10)	40.0%	40.0%	20.0%	(5)
わからない	18.0%	14.8%	67.2%	(122)	4.5%	95.5%	(22)	-	-	100.0%	(1)	

		Q22SQ1_2 36協定が定める1か月当たりの時間外労働の上限時間数を知っているか(特別条項)			Q22SQ1_2_SNT1_1 36協定が定める1か月当たりの時間外労働の上限時間数(特別条項)					
		知っている	知らない	(合計度数)	60時間未満	60≤69時間	70≤79時間	80≤89時間	90時間以上	(合計度数)
全体		26.5%	73.5%	(6730)	24.3%	23.9%	8.4%	28.8%	14.6%	(1776)
性別	男性	31.3%	68.7%	(4654)	22.4%	24.7%	8.5%	30.1%	14.3%	(1450)
	女性	15.8%	84.2%	(2076)	32.5%	20.6%	8.0%	23.0%	16.0%	(326)
年齢層	20代	19.8%	80.2%	(1069)	26.2%	22.9%	11.0%	22.9%	17.1%	(210)
	30代	26.3%	73.7%	(1427)	20.7%	27.4%	6.9%	30.9%	14.1%	(376)
	40代	28.5%	71.5%	(1761)	24.4%	24.2%	7.8%	29.8%	13.8%	(500)
	50代	27.0%	73.0%	(1565)	25.5%	22.4%	8.6%	30.7%	12.9%	(420)
	60代	30.0%	70.0%	(908)	25.6%	21.9%	9.3%	25.6%	17.8%	(270)
業種	農林漁業、鉱業、採石業、砂利採取業	8.3%	91.7%	(24)	50.0%	-	-	50.0%	-	(2)
	建設業	28.0%	72.0%	(361)	23.2%	16.2%	7.1%	31.3%	22.2%	(99)
	製造業	32.5%	67.5%	(1936)	19.7%	26.6%	10.0%	30.4%	13.2%	(628)
	電気・ガス・熱供給・水道業	31.9%	68.1%	(138)	13.6%	29.5%	9.1%	27.3%	20.5%	(44)
	情報通信業	31.3%	68.7%	(661)	18.9%	22.8%	10.7%	34.5%	13.1%	(206)
	運輸業、郵便業	27.3%	72.7%	(403)	26.4%	21.8%	2.7%	31.8%	17.3%	(110)
	卸売業、小売業	20.7%	79.3%	(576)	37.0%	21.0%	5.9%	23.5%	12.6%	(119)
	金融業、保険業	18.2%	81.8%	(478)	27.9%	30.2%	4.7%	29.1%	8.1%	(86)
	不動産業、物品賃貸業	24.4%	75.6%	(131)	43.8%	18.8%	12.5%	12.5%	12.5%	(32)
	学術研究、専門・技術サービス業	23.7%	76.3%	(139)	30.3%	24.2%	12.1%	18.2%	15.2%	(33)
	宿泊業、飲食サービス業	22.2%	77.8%	(99)	40.9%	22.7%	4.5%	18.2%	13.6%	(22)
	生活関連サービス業、娯楽業	28.3%	71.7%	(152)	34.9%	11.6%	7.0%	27.9%	18.6%	(43)
	教育、学習支援業	12.1%	87.9%	(199)	16.7%	25.0%	16.7%	25.0%	16.7%	(24)
	医療、福祉	11.8%	88.2%	(363)	42.9%	21.4%	2.4%	14.3%	19.0%	(42)
複合サービス業	20.4%	79.6%	(54)	45.5%	18.2%	-	18.2%	18.2%	(11)	
その他サービス業	29.4%	70.6%	(493)	22.1%	21.4%	10.3%	29.7%	16.6%	(145)	
公務	18.7%	81.3%	(294)	28.3%	34.0%	-	26.4%	11.3%	(53)	
その他	33.6%	66.4%	(229)	24.7%	22.1%	9.1%	26.0%	18.2%	(77)	
従業員規模	9人以下	15.3%	84.7%	(183)	42.9%	14.3%	-	25.0%	17.9%	(28)
	10～99人	17.9%	82.1%	(1289)	28.5%	21.9%	6.1%	22.8%	20.6%	(228)
	100～499人	26.0%	74.0%	(1506)	25.1%	22.1%	10.5%	29.5%	12.8%	(390)
	500～999人	28.7%	71.3%	(689)	26.4%	21.8%	9.6%	26.9%	15.2%	(197)
	1,000人以上	32.5%	67.5%	(2827)	21.7%	25.9%	8.2%	30.5%	13.7%	(915)
	わからない	8.1%	91.9%	(236)	27.8%	27.8%	-	27.8%	16.7%	(18)
職種	管理的職業	40.7%	59.3%	(1520)	22.0%	23.1%	9.6%	31.9%	13.4%	(614)
	専門的・技術的職業	31.3%	68.7%	(1356)	19.0%	23.5%	9.5%	31.5%	16.6%	(422)
	事務	18.6%	81.4%	(1773)	28.6%	22.2%	6.4%	27.1%	15.8%	(329)
	販売	19.9%	80.1%	(617)	40.2%	23.0%	8.2%	18.0%	10.7%	(122)
	サービス職業	12.6%	87.4%	(364)	30.4%	26.1%	4.3%	15.2%	23.9%	(46)
	保安職業	20.0%	80.0%	(30)	16.7%	33.3%	-	33.3%	16.7%	(6)
	農林漁業	-	100.0%	(7)	-	-	-	-	-	(0)
	生産工程	24.9%	75.1%	(638)	22.2%	34.8%	8.9%	24.1%	10.1%	(158)
	輸送・機械運転	22.3%	77.7%	(112)	32.0%	8.0%	4.0%	44.0%	12.0%	(25)
	建設・採掘	17.9%	82.1%	(67)	16.7%	16.7%	8.3%	25.0%	33.3%	(12)
運搬・清掃・包装	12.7%	87.3%	(110)	35.7%	21.4%	-	14.3%	28.6%	(14)	
その他	20.6%	79.4%	(136)	28.6%	25.0%	3.6%	28.6%	14.3%	(28)	
職位	一般社員	18.1%	81.9%	(3659)	24.8%	23.9%	8.5%	27.7%	15.1%	(661)
	主任・係長相当	30.9%	69.1%	(1066)	23.9%	26.3%	7.3%	27.5%	15.0%	(327)
	課長代理相当(ライン職)	35.6%	64.4%	(180)	23.4%	26.6%	6.3%	32.8%	10.9%	(64)
	課長代理相当(スタッフ職)	42.5%	57.5%	(153)	24.6%	27.7%	12.3%	20.0%	15.4%	(65)
	課長相当(ライン職)	40.9%	59.1%	(487)	20.3%	20.8%	9.6%	37.6%	11.7%	(197)
	課長相当(スタッフ職)	34.8%	65.2%	(391)	22.8%	27.2%	8.8%	27.9%	13.2%	(136)
	部長相当(ライン職)	45.0%	55.0%	(269)	25.8%	16.7%	7.5%	34.2%	15.8%	(120)
	部長相当(スタッフ職)	40.0%	60.0%	(245)	29.9%	25.8%	10.3%	21.6%	12.4%	(97)
	支社長・事業部長相当	34.6%	65.4%	(81)	28.6%	28.6%	7.1%	21.4%	14.3%	(28)
役員相当	41.2%	58.8%	(199)	23.5%	18.5%	6.2%	29.6%	22.2%	(81)	
勤務時間制度	通常の勤務時間制度	21.7%	78.3%	(4273)	26.6%	23.7%	8.1%	27.1%	14.4%	(921)
	フレックスタイム制	38.6%	61.4%	(1288)	21.6%	23.2%	10.1%	29.5%	15.6%	(495)
	変形労働時間制	28.8%	71.2%	(260)	20.0%	30.7%	8.0%	25.3%	16.0%	(75)
	交替制	18.8%	81.2%	(388)	32.9%	23.3%	5.5%	27.4%	11.0%	(73)
	事業場外労働のみなし労働時間制	13.2%	86.8%	(38)	20.0%	20.0%	-	40.0%	20.0%	(5)
	裁量労働制	37.4%	62.6%	(155)	17.2%	29.3%	1.7%	37.9%	13.8%	(58)
	管理監督者扱い	50.0%	50.0%	(296)	19.9%	23.3%	8.9%	34.2%	13.7%	(146)
	その他	20.0%	80.0%	(10)	-	-	-	100.0%	-	(2)
わからない	4.5%	95.5%	(22)	-	-	-	-	100.0%	(1)	

		Q22SQ2 36協定が定める1か月当たりの休日労働の回数の上限を知っているか			Q22SQ2_SNT1_1 36協定が定める1か月当たりの休日労働の回数の上限					
		知っている	知らない	(合計度数)	1回	2回	3回	4回	5回	(合計度数)
全体		15.3%	84.7%	(6730)	4.8%	32.7%	14.7%	26.1%	21.7%	(1032)
性別	男性	17.9%	82.1%	(4654)	4.7%	32.6%	15.2%	26.8%	20.7%	(831)
	女性	9.7%	90.3%	(2076)	5.5%	32.8%	12.9%	22.9%	25.9%	(201)
年齢層	20代	10.5%	89.5%	(1069)	2.7%	30.4%	17.0%	23.2%	26.8%	(112)
	30代	14.8%	85.2%	(1427)	4.3%	33.2%	16.6%	26.5%	19.4%	(211)
	40代	14.7%	85.3%	(1761)	6.2%	31.0%	8.9%	31.4%	22.5%	(258)
	50代	16.9%	83.1%	(1565)	4.9%	32.5%	19.2%	21.5%	21.9%	(265)
	60代	20.5%	79.5%	(908)	4.8%	36.0%	12.9%	26.3%	19.9%	(186)
業種	農林漁業、鉱業、採石業、砂利採取業	16.7%	83.3%	(24)	-	-	25.0%	50.0%	25.0%	(4)
	建設業	16.9%	83.1%	(361)	6.6%	39.3%	11.5%	19.7%	23.0%	(61)
	製造業	18.6%	81.4%	(1936)	2.8%	28.9%	19.2%	27.2%	21.9%	(360)
	電気・ガス・熱供給・水道業	30.4%	69.6%	(138)	2.4%	40.5%	35.7%	11.9%	9.5%	(42)
	情報通信業	19.1%	80.9%	(661)	7.9%	39.7%	8.7%	25.4%	18.3%	(126)
	運輸業、郵便業	21.6%	78.4%	(403)	3.4%	50.6%	11.5%	17.2%	17.2%	(87)
	卸売業、小売業	8.7%	91.3%	(576)	8.0%	18.0%	14.0%	32.0%	28.0%	(50)
	金融業、保険業	9.0%	91.0%	(478)	9.3%	53.5%	4.7%	18.6%	14.0%	(43)
	不動産業、物品賃貸業	10.7%	89.3%	(131)	7.1%	64.3%	-	21.4%	7.1%	(14)
	学術研究、専門・技術サービス業	17.3%	82.7%	(139)	4.2%	16.7%	8.3%	29.2%	41.7%	(24)
	宿泊業、飲食サービス業	8.1%	91.9%	(99)	25.0%	-	12.5%	37.5%	25.0%	(8)
	生活関連サービス業、娯楽業	19.1%	80.9%	(152)	-	24.1%	17.2%	27.6%	31.0%	(29)
	教育、学習支援業	7.0%	93.0%	(199)	7.1%	50.0%	-	28.6%	14.3%	(14)
	医療、福祉	7.4%	92.6%	(363)	14.8%	7.4%	-	37.0%	40.7%	(27)
	複合サービス業	22.2%	77.8%	(54)	8.3%	25.0%	8.3%	33.3%	25.0%	(12)
その他サービス業	16.2%	83.8%	(493)	3.8%	23.8%	17.5%	31.3%	23.8%	(80)	
公務	2.7%	97.3%	(294)	12.5%	37.5%	25.0%	25.0%	-	(8)	
その他	18.8%	81.2%	(229)	-	27.9%	11.6%	34.9%	25.6%	(43)	
従業員規模	9人以下	8.7%	91.3%	(183)	12.5%	31.3%	6.3%	18.8%	31.3%	(16)
	10～99人	10.9%	89.1%	(1289)	9.3%	29.3%	11.4%	27.1%	22.9%	(140)
	100～499人	13.9%	86.1%	(1506)	3.8%	28.1%	13.8%	28.1%	26.2%	(210)
	500～999人	16.8%	83.2%	(689)	6.0%	31.9%	12.1%	27.6%	22.4%	(116)
	1,000人以上	19.2%	80.8%	(2827)	3.7%	35.0%	16.8%	25.2%	19.3%	(543)
わからない	3.0%	97.0%	(236)	-	71.4%	14.3%	-	14.3%	(7)	
職種	管理的職業	25.0%	75.0%	(1520)	6.8%	32.4%	12.4%	26.3%	22.1%	(380)
	専門的・技術的職業	18.3%	81.7%	(1356)	2.4%	30.2%	16.9%	27.0%	23.4%	(248)
	事務	9.9%	90.1%	(1773)	4.5%	31.8%	10.2%	29.5%	23.9%	(176)
	販売	11.3%	88.7%	(617)	7.1%	45.7%	11.4%	18.6%	17.1%	(70)
	サービス職業	6.9%	93.1%	(364)	-	12.0%	16.0%	32.0%	40.0%	(25)
	保安職業	10.0%	90.0%	(30)	-	33.3%	-	66.7%	-	(3)
	農林漁業	-	100.0%	(7)	-	-	-	-	-	-
	生産工程	11.8%	88.2%	(638)	5.3%	30.7%	29.3%	24.0%	10.7%	(75)
	輸送・機械運転	17.9%	82.1%	(112)	5.0%	50.0%	30.0%	15.0%	-	(20)
	建設・採掘	9.0%	91.0%	(67)	-	33.3%	16.7%	-	50.0%	(6)
	運搬・清掃・包装	8.2%	91.8%	(110)	-	55.6%	22.2%	11.1%	11.1%	(9)
その他	14.7%	85.3%	(136)	-	35.0%	10.0%	25.0%	30.0%	(20)	
職位	一般社員	9.8%	90.2%	(3659)	3.6%	32.9%	16.7%	23.4%	23.4%	(359)
	主任・係長相当	18.0%	82.0%	(1066)	2.6%	36.5%	12.5%	28.1%	20.3%	(192)
	課長代理相当(ライン職)	18.3%	81.7%	(180)	3.0%	27.3%	24.2%	33.3%	12.1%	(33)
	課長代理相当(スタッフ職)	23.5%	76.5%	(153)	-	25.0%	25.0%	36.1%	13.9%	(36)
	課長相当(ライン職)	24.0%	76.0%	(487)	5.1%	36.8%	12.8%	23.9%	21.4%	(117)
	課長相当(スタッフ職)	21.0%	79.0%	(391)	7.3%	30.5%	12.2%	26.8%	23.2%	(82)
	部長相当(ライン職)	29.4%	70.6%	(269)	8.9%	29.1%	16.5%	22.8%	22.8%	(79)
	部長相当(スタッフ職)	24.5%	75.5%	(245)	15.0%	30.0%	10.0%	28.3%	16.7%	(60)
	支社長・事業部長相当	30.9%	69.1%	(81)	8.0%	28.0%	4.0%	40.0%	20.0%	(25)
役員相当	24.6%	75.4%	(199)	2.0%	30.6%	12.2%	24.5%	30.6%	(49)	
勤務時間制度	通常の勤務時間制度	11.8%	88.2%	(4273)	6.2%	32.8%	14.1%	26.8%	20.1%	(503)
	フレックスタイム制	23.8%	76.2%	(1288)	2.3%	31.9%	16.0%	24.1%	25.7%	(307)
	変形労働時間制	16.2%	83.8%	(260)	14.3%	38.1%	16.7%	19.0%	11.9%	(42)
	交替制	12.9%	87.1%	(388)	2.0%	38.0%	18.0%	26.0%	16.0%	(50)
	事業場外労働のみなし労働時間制	18.4%	81.6%	(38)	-	14.3%	14.3%	42.9%	28.6%	(7)
	裁量労働制	20.0%	80.0%	(155)	3.2%	32.3%	12.9%	38.7%	12.9%	(31)
	管理監督者扱い	30.7%	69.3%	(296)	4.4%	30.8%	12.1%	26.4%	26.4%	(91)
その他	10.0%	90.0%	(10)	-	-	-	-	-	-	
わからない	-	100.0%	(22)	-	-	-	-	100.0%	(1)	

		Q23_1 年次有給休暇の「年間付与日数」（今年度または当該期間に付与された日数）						Q23_2 年次有給休暇の「これまでの取得日数」						
		1 5 1 0 日	1 1 5 1 9 日	2 0 日	2 1 日 以上	平均 値 （日）	（合 計 度 数）	0 日	1 5 4 日	5 5 9 日	1 0 5 1 5 日	1 6 日 以上	平均 値 （日）	（合 計 度 数）
全体		16.2%	15.3%	48.7%	19.8%	20.2	(6652)	7.0%	21.5%	32.8%	26.9%	11.8%	8.6	(6617)
性別	男性	14.8%	13.1%	51.4%	20.7%	20.6	(4316)	6.9%	21.2%	32.7%	27.6%	11.6%	8.7	(4292)
	女性	18.7%	19.2%	43.8%	18.3%	19.4	(2336)	7.2%	22.0%	33.1%	25.7%	12.0%	8.5	(2325)
年齢層	20代	28.3%	28.2%	30.6%	12.9%	17.1	(1061)	8.1%	25.5%	34.5%	21.8%	10.1%	8.1	(1056)
	30代	17.9%	17.4%	48.3%	16.4%	19.3	(1405)	6.6%	20.5%	34.4%	26.6%	11.9%	8.8	(1395)
	40代	15.4%	13.3%	50.7%	20.7%	20.5	(1690)	7.9%	23.7%	33.0%	24.2%	11.3%	8.3	(1678)
	50代	10.7%	10.1%	55.5%	23.8%	21.7	(1566)	6.1%	20.0%	32.1%	30.1%	11.7%	8.9	(1563)
	60代	10.6%	9.7%	55.1%	24.6%	21.8	(930)	6.1%	17.1%	29.7%	32.9%	14.3%	9.2	(925)
業種	農林漁業、鉱業、採石業、砂利採取業	40.9%	22.7%	22.7%	13.6%	15.9	(22)	9.1%	18.2%	59.1%	13.6%	-	5.8	(22)
	建設業	23.6%	13.0%	41.5%	21.8%	20.0	(330)	11.9%	22.5%	32.5%	24.0%	9.1%	8.1	(329)
	製造業	11.8%	14.0%	52.9%	21.2%	20.5	(1732)	4.7%	19.8%	31.8%	29.6%	14.1%	9.4	(1721)
	電気・ガス・熱供給・水道業	13.4%	11.6%	58.0%	17.0%	20.0	(112)	4.5%	12.6%	36.9%	39.6%	6.3%	8.7	(111)
	情報通信業	13.7%	17.9%	51.2%	17.2%	19.5	(586)	7.2%	25.5%	30.1%	25.1%	12.0%	8.2	(581)
	運輸業、郵便業	18.3%	15.4%	53.0%	13.3%	18.6	(383)	8.1%	21.5%	29.6%	28.0%	12.8%	9.0	(382)
	卸売業、小売業	22.2%	13.7%	43.8%	20.3%	19.8	(576)	9.7%	23.4%	34.8%	21.2%	10.9%	7.9	(580)
	金融業、保険業	8.5%	13.6%	51.3%	26.6%	22.4	(413)	3.7%	20.1%	36.5%	29.8%	9.9%	8.4	(403)
	不動産業、物品賃貸業	27.5%	21.4%	35.1%	16.0%	18.5	(131)	16.7%	18.9%	35.6%	22.7%	6.1%	7.0	(132)
	学術研究、専門・技術サービス業	25.3%	19.0%	46.2%	9.5%	16.9	(158)	8.1%	23.0%	34.8%	23.6%	10.6%	8.2	(161)
	宿泊業、飲食サービス業	38.3%	22.3%	27.7%	11.7%	16.5	(94)	13.3%	25.6%	30.0%	18.9%	12.2%	9.2	(90)
	生活関連サービス業、娯楽業	26.6%	14.3%	40.9%	18.2%	18.6	(154)	10.3%	19.4%	25.8%	27.1%	17.4%	10.5	(155)
	教育、学習支援業	12.2%	12.5%	48.7%	26.6%	22.3	(304)	6.6%	25.7%	35.3%	26.1%	6.3%	7.3	(303)
	医療、福祉	24.5%	23.2%	36.0%	16.3%	18.6	(436)	8.8%	25.2%	35.6%	19.2%	11.3%	7.9	(433)
	複合サービス業	16.3%	11.6%	58.1%	14.0%	19.6	(43)	4.8%	23.8%	28.6%	28.6%	14.3%	8.3	(42)
その他サービス業	18.2%	21.5%	48.2%	12.1%	18.7	(461)	9.7%	21.6%	34.5%	25.9%	8.4%	7.3	(464)	
公務	4.5%	6.4%	58.6%	30.5%	24.3	(488)	1.7%	16.6%	33.3%	35.2%	13.3%	9.8	(483)	
その他	20.5%	16.6%	45.4%	17.5%	19.4	(229)	6.7%	22.2%	28.4%	26.2%	16.4%	9.1	(225)	
従業員規模	9人以下	33.6%	18.8%	35.3%	12.3%	16.8	(292)	16.8%	25.9%	24.2%	23.2%	9.8%	7.1	(297)
	10～99人	22.3%	18.9%	41.1%	17.6%	19.3	(1536)	10.5%	24.9%	31.8%	22.5%	10.3%	7.8	(1536)
	100～499人	16.3%	16.9%	48.2%	18.6%	20.2	(1447)	6.5%	22.1%	34.4%	25.3%	11.6%	9.0	(1436)
	500～999人	14.6%	16.4%	49.5%	19.5%	20.2	(663)	5.9%	22.6%	32.2%	27.0%	12.3%	8.9	(659)
	1,000人以上	9.4%	11.0%	55.8%	23.8%	21.4	(2493)	3.9%	17.7%	33.6%	31.8%	13.0%	9.2	(2473)
わからない	31.7%	18.6%	40.3%	9.5%	16.6	(221)	9.3%	27.3%	34.7%	18.5%	10.2%	7.1	(216)	
職種	管理的職業	9.5%	8.2%	56.7%	25.5%	22.3	(1253)	7.1%	21.7%	34.8%	26.2%	10.2%	8.4	(1246)
	専門的・技術的職業	13.6%	14.0%	49.5%	22.9%	20.8	(1379)	5.1%	20.7%	33.0%	30.0%	11.2%	9.1	(1373)
	事務	14.9%	17.7%	49.9%	17.5%	19.9	(1899)	6.5%	20.9%	32.0%	28.5%	12.1%	8.6	(1885)
	販売	24.1%	14.6%	41.4%	19.9%	19.7	(597)	9.5%	25.5%	36.0%	19.3%	9.7%	7.7	(597)
	サービス職業	31.0%	22.5%	33.6%	12.9%	16.9	(387)	10.4%	21.1%	33.9%	25.3%	9.4%	7.8	(384)
	保安職業	17.5%	10.5%	29.8%	42.1%	23.5	(57)	7.1%	5.4%	39.3%	28.6%	19.6%	11.3	(56)
	農林漁業	16.7%	50.0%	16.7%	16.7%	19.0	(6)	-	16.7%	50.0%	16.7%	16.7%	8.5	(6)
	生産工程	17.1%	17.7%	50.8%	14.4%	18.8	(598)	6.1%	21.2%	31.1%	24.7%	16.9%	9.6	(591)
	輸送・機械運転	13.4%	14.3%	56.3%	16.1%	19.2	(112)	8.2%	18.2%	23.6%	28.2%	21.8%	9.6	(110)
	建設・採掘	33.3%	20.0%	36.0%	10.7%	16.4	(75)	13.0%	33.8%	20.8%	24.7%	7.8%	6.2	(77)
	運搬・清掃・包装	35.1%	24.6%	31.6%	8.8%	16.1	(114)	10.3%	25.9%	27.6%	28.4%	7.8%	8.1	(116)
	その他	17.1%	19.4%	43.4%	20.0%	19.9	(175)	8.0%	19.9%	31.3%	27.8%	13.1%	8.4	(176)
職位	一般社員	21.2%	20.6%	42.9%	15.3%	18.5	(3842)	7.5%	22.1%	31.4%	27.2%	11.8%	8.5	(3823)
	主任・係長相当	9.0%	7.9%	56.9%	26.2%	22.8	(1089)	4.0%	20.4%	34.3%	27.5%	13.9%	9.4	(1083)
	課長代理相当（ライン職）	9.7%	6.9%	56.0%	27.4%	22.1	(175)	6.4%	19.2%	42.4%	22.1%	9.9%	7.8	(172)
	課長代理相当（スタッフ職）	8.5%	7.0%	61.2%	23.3%	21.1	(129)	4.7%	17.8%	27.9%	31.0%	18.6%	10.0	(129)
	課長相当（ライン職）	6.0%	7.2%	61.4%	25.4%	22.7	(414)	6.5%	24.9%	32.6%	26.1%	9.9%	8.2	(414)
	課長相当（スタッフ職）	10.8%	7.1%	57.5%	24.6%	22.3	(353)	6.9%	20.5%	36.9%	25.6%	10.1%	8.5	(347)
	部長相当（ライン職）	11.8%	8.9%	49.8%	29.5%	22.6	(237)	6.3%	22.8%	38.8%	24.9%	7.2%	8.0	(237)
	部長相当（スタッフ職）	8.3%	10.1%	53.0%	28.6%	22.4	(217)	9.8%	18.6%	34.9%	28.4%	8.4%	7.7	(215)
支社長・事業部長相当	8.0%	9.3%	58.7%	24.0%	22.3	(75)	4.0%	22.7%	36.0%	24.0%	13.3%	8.3	(75)	
役員相当	19.0%	9.9%	49.6%	21.5%	20.8	(121)	19.7%	13.9%	30.3%	25.4%	10.7%	8.1	(122)	
勤務時間制度	通常の勤務時間制度	17.9%	16.4%	47.2%	18.6%	19.9	(4431)	7.3%	22.5%	33.0%	25.9%	11.4%	8.4	(4412)
	フレックスタイム制	9.3%	12.9%	54.6%	23.2%	21.2	(1119)	5.3%	17.8%	31.7%	32.3%	12.9%	9.3	(1110)
	変形労働時間制	18.8%	17.9%	47.3%	16.1%	19.3	(224)	9.5%	20.5%	36.8%	21.4%	11.8%	7.9	(220)
	交替制	20.7%	15.6%	49.4%	14.4%	18.7	(397)	5.3%	21.9%	30.2%	28.0%	14.6%	9.6	(397)
	事業場外労働のみなし労働時間制	17.0%	21.3%	36.2%	25.5%	20.8	(47)	12.8%	27.7%	31.9%	19.1%	8.5%	6.5	(47)
	裁量労働制	10.5%	7.2%	51.0%	31.4%	21.6	(153)	6.6%	19.1%	34.2%	27.0%	13.2%	8.7	(152)
	管理監督者扱い	10.4%	7.2%	52.2%	30.3%	23.1	(251)	8.0%	18.0%	36.8%	27.6%	9.6%	8.5	(250)
その他	18.2%	18.2%	27.3%	36.4%	20.0	(11)	20.0%	20.0%	30.0%	20.0%	10.0%	6.4	(10)	
わからない	31.6%	15.8%	36.8%	15.8%	16.1	(19)	10.5%	47.4%	21.1%	21.1%	-	4.8	(19)	

		Q24 今年度（2020年度）の最長連続取得休日日数（所定休日、年次有給休暇、祝日、GWや夏休みなどを含む）をお答え下さい。						Q25 今の職場は年次有給休暇を取りやすいか		
		1 5 3 日	4 5 5 日	6 5 9 日	1 0 日 以 上	平 均 値 （ 日 ）	（ 合 計 度 数 ）	取 り や す い	取 り に く い	（ 合 計 度 数 ）
全体		20.1%	28.7%	30.5%	20.7%	7.1	(6385)	67.0%	33.0%	(10998)
性別	男性	19.0%	26.9%	31.6%	22.5%	7.2	(4173)	67.7%	32.3%	(7105)
	女性	22.4%	32.0%	28.6%	17.1%	6.9	(2212)	65.8%	34.2%	(3893)
年齢層	20代	16.9%	31.6%	30.3%	21.2%	7.2	(1034)	69.6%	30.4%	(1932)
	30代	20.8%	30.0%	31.0%	18.3%	6.5	(1344)	63.6%	36.4%	(2395)
	40代	21.8%	27.6%	29.8%	20.7%	7.4	(1617)	64.4%	35.6%	(2849)
	50代	20.0%	28.8%	30.4%	20.8%	7.1	(1502)	67.9%	32.1%	(2431)
	60代	20.2%	24.8%	31.9%	23.2%	7.4	(888)	73.1%	26.9%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	20.0%	35.0%	35.0%	10.0%	6.2	(20)	68.2%	31.8%	(44)
	建設業	12.5%	22.7%	39.7%	25.1%	7.5	(335)	63.7%	36.3%	(634)
	製造業	13.8%	18.8%	36.6%	30.8%	8.2	(1658)	70.7%	29.3%	(2762)
	電気・ガス・熱供給・水道業	20.0%	31.0%	30.0%	19.0%	6.4	(100)	74.6%	25.4%	(189)
	情報通信業	15.1%	31.0%	30.5%	23.4%	7.2	(555)	74.9%	25.1%	(905)
	運輸業、郵便業	24.1%	34.0%	25.8%	16.2%	6.3	(365)	65.1%	34.9%	(616)
	卸売業、小売業	25.5%	29.8%	33.1%	11.6%	7.2	(580)	60.6%	39.4%	(1096)
	金融業、保険業	13.8%	41.4%	29.1%	15.8%	6.9	(399)	76.0%	24.0%	(633)
	不動産業、物品賃貸業	19.5%	26.3%	31.6%	22.6%	7.0	(133)	63.2%	36.8%	(261)
	学術研究、専門・技術サービス業	12.0%	27.8%	43.0%	17.1%	6.9	(158)	71.9%	28.1%	(253)
	宿泊業、飲食サービス業	45.4%	23.7%	18.6%	12.4%	5.8	(97)	49.7%	50.3%	(195)
	生活関連サービス業、娯楽業	29.1%	40.4%	18.5%	11.9%	5.5	(151)	64.0%	36.0%	(261)
	教育、学習支援業	17.2%	30.2%	27.4%	25.3%	8.1	(285)	59.3%	40.7%	(450)
	医療、福祉	39.3%	37.4%	17.5%	5.7%	5.0	(422)	55.0%	45.0%	(775)
	複合サービス業	31.7%	26.8%	29.3%	12.2%	6.2	(41)	62.2%	37.8%	(82)
その他サービス業	27.7%	30.5%	25.8%	16.1%	6.5	(423)	63.3%	36.7%	(850)	
公務	21.0%	36.0%	24.2%	18.8%	6.4	(447)	73.4%	26.6%	(631)	
その他	20.4%	28.7%	30.6%	20.4%	7.2	(216)	72.9%	27.1%	(361)	
従業員規模	9人以下	15.5%	32.5%	33.3%	18.7%	7.2	(342)	56.9%	43.1%	(772)
	10～99人	22.4%	28.8%	31.7%	17.1%	7.0	(1517)	59.3%	40.7%	(2793)
	100～499人	22.5%	27.9%	30.1%	19.5%	7.2	(1371)	66.6%	33.4%	(2325)
	500～999人	19.7%	30.1%	32.2%	18.0%	6.6	(599)	70.2%	29.8%	(956)
	1,000人以上	17.4%	28.0%	30.0%	24.6%	7.3	(2369)	75.2%	24.8%	(3551)
わからない	28.9%	29.9%	20.9%	20.3%	6.9	(187)	64.2%	35.8%	(601)	
職種	管理的職業	19.5%	27.2%	30.0%	23.2%	7.4	(1192)	72.4%	27.6%	(1958)
	専門的・技術的職業	16.1%	25.5%	32.3%	26.1%	7.5	(1339)	69.3%	30.7%	(2115)
	事務	18.7%	33.9%	32.0%	15.3%	6.6	(1740)	70.4%	29.6%	(3003)
	販売	21.7%	30.2%	32.6%	15.5%	7.4	(605)	64.0%	36.0%	(1088)
	サービス職業	42.5%	30.9%	16.6%	10.0%	5.5	(391)	52.5%	47.5%	(811)
	保安職業	29.3%	36.2%	17.2%	17.2%	5.9	(58)	60.5%	39.5%	(81)
	農林漁業	50.0%	33.3%	16.7%	-	4.2	(6)	71.4%	28.6%	(14)
	生産工程	14.5%	18.2%	35.1%	32.3%	8.5	(567)	63.3%	36.7%	(1061)
	輸送・機械運転	27.1%	32.7%	21.5%	18.7%	6.3	(107)	61.7%	38.3%	(183)
	建設・採掘	21.9%	22.9%	28.1%	27.1%	6.8	(96)	52.4%	47.6%	(166)
	運搬・清掃・包装	31.1%	25.4%	27.0%	16.4%	6.5	(122)	57.0%	43.0%	(244)
その他	15.4%	34.6%	29.6%	20.4%	7.0	(162)	66.4%	33.6%	(274)	
職位	一般社員	21.1%	28.7%	29.9%	20.3%	7.1	(3686)	65.6%	34.4%	(6790)
	主任・係長相当	20.5%	28.7%	32.2%	18.7%	6.9	(1050)	66.3%	33.7%	(1533)
	課長代理相当（ライン職）	20.7%	34.8%	31.1%	13.4%	6.5	(164)	64.8%	35.2%	(256)
	課長代理相当（スタッフ職）	4.0%	36.5%	31.0%	28.6%	7.8	(126)	78.8%	21.2%	(193)
	課長相当（ライン職）	19.3%	30.6%	28.9%	21.3%	6.8	(409)	66.8%	33.2%	(609)
	課長相当（スタッフ職）	15.8%	30.0%	32.6%	21.6%	7.3	(310)	72.6%	27.4%	(519)
	部長相当（ライン職）	19.7%	27.1%	28.8%	24.5%	6.9	(229)	71.1%	28.9%	(342)
	部長相当（スタッフ職）	21.1%	24.5%	30.4%	24.0%	7.7	(204)	69.6%	30.4%	(335)
	支社長・事業部長相当	20.8%	15.3%	34.7%	29.2%	7.2	(72)	70.3%	29.7%	(111)
役員相当	16.3%	20.7%	36.3%	26.7%	8.3	(135)	78.1%	21.9%	(310)	
勤務時間制度	通常の勤務時間制度	20.0%	30.6%	31.0%	18.4%	6.9	(4232)	65.8%	34.2%	(7623)
	フレックスタイム制	13.1%	23.2%	33.0%	30.8%	8.0	(1049)	78.4%	21.6%	(1617)
	変形労働時間制	26.1%	34.6%	25.1%	14.2%	6.3	(211)	60.7%	39.3%	(338)
	交替制	37.6%	25.7%	21.8%	14.9%	6.7	(417)	57.5%	42.5%	(645)
	事業場外労働のみなし労働時間制	20.0%	34.0%	34.0%	12.0%	6.6	(50)	68.5%	31.5%	(73)
	裁量労働制	16.8%	25.5%	28.9%	28.9%	7.1	(149)	68.8%	31.2%	(205)
	管理監督者扱い	20.2%	20.6%	31.7%	27.4%	7.4	(252)	73.7%	26.3%	(358)
その他	25.0%	16.7%	33.3%	25.0%	9.3	(12)	64.7%	35.3%	(17)	
わからない	7.7%	30.8%	38.5%	23.1%	7.0	(13)	40.2%	59.8%	(122)	

		Q26SQ1_1 勤務先の労働組合はどの程度推進しているか/ノ一残業デーの推進					Q26SQ1_2 勤務先の労働組合はどの程度推進しているか/残業している社員・職員に退勤を促す声掛け					Q26SQ1_3 勤務先の労働組合はどの程度推進しているか/36協定順守についての会社への働きかけ				
		積極的に推進している	推進している	推進していない	わからない	(合計度数)	積極的に推進している	推進している	推進していない	わからない	(合計度数)	積極的に推進している	推進している	推進していない	わからない	(合計度数)
全体		21.8%	40.5%	20.5%	17.2%	(4575)	13.3%	34.3%	31.4%	21.0%	(4575)	20.7%	37.7%	16.2%	25.4%	(4575)
性別	男性	20.5%	42.0%	22.1%	15.3%	(3175)	11.9%	34.9%	34.4%	18.8%	(3175)	21.4%	39.7%	17.0%	21.8%	(3175)
	女性	24.6%	37.1%	16.9%	21.4%	(1400)	16.4%	33.1%	24.7%	25.9%	(1400)	18.9%	33.0%	14.4%	33.7%	(1400)
年齢層	20代	22.1%	36.2%	24.1%	17.6%	(831)	15.5%	35.0%	31.0%	18.4%	(831)	19.3%	35.7%	19.3%	25.8%	(831)
	30代	20.2%	39.0%	24.0%	16.7%	(999)	12.4%	32.5%	35.1%	19.9%	(999)	20.6%	35.0%	19.8%	24.5%	(999)
	40代	20.5%	39.5%	21.3%	18.7%	(1123)	12.0%	32.1%	33.7%	22.2%	(1123)	20.7%	37.0%	16.0%	26.2%	(1123)
	50代	22.0%	43.6%	16.8%	17.6%	(1072)	12.1%	36.4%	28.8%	22.7%	(1072)	19.9%	40.2%	13.6%	26.3%	(1072)
	60代	26.4%	45.5%	14.7%	13.5%	(550)	16.4%	37.1%	25.6%	20.9%	(550)	24.2%	41.6%	10.7%	23.5%	(550)
業種	農林漁業、鉱業、採石業、砂利採取業	7.1%	50.0%	21.4%	21.4%	(14)	-	57.1%	21.4%	21.4%	(14)	21.4%	35.7%	7.1%	35.7%	(14)
	建設業	29.8%	43.9%	12.9%	13.5%	(171)	17.0%	36.3%	30.4%	16.4%	(171)	23.4%	43.9%	14.0%	18.7%	(171)
	製造業	23.3%	41.8%	20.0%	14.9%	(1432)	12.8%	32.4%	35.3%	19.6%	(1432)	24.2%	40.4%	13.9%	21.5%	(1432)
	電気・ガス・熱供給・水道業	25.9%	48.1%	14.8%	11.1%	(108)	15.7%	47.2%	22.2%	14.8%	(108)	26.9%	43.5%	13.9%	15.7%	(108)
	情報通信業	27.1%	43.3%	17.6%	12.0%	(358)	13.4%	40.5%	27.1%	19.0%	(358)	25.4%	44.7%	12.3%	17.6%	(358)
	運輸業、郵便業	10.7%	25.4%	39.4%	24.5%	(327)	9.2%	27.8%	37.6%	25.4%	(327)	22.0%	34.3%	16.5%	27.2%	(327)
	卸売業、小売業	21.9%	36.6%	23.6%	17.9%	(347)	16.4%	37.5%	27.1%	19.0%	(347)	19.3%	40.1%	15.3%	25.4%	(347)
	金融業、保険業	27.9%	45.9%	10.9%	15.2%	(394)	18.5%	41.1%	21.3%	19.0%	(394)	24.6%	40.1%	11.9%	23.4%	(394)
	不動産業、物品賃貸業	19.1%	42.6%	25.5%	12.8%	(47)	12.8%	34.0%	36.2%	17.0%	(47)	25.5%	36.2%	19.1%	19.1%	(47)
	学術研究、専門・技術サービス業	14.8%	37.7%	29.5%	18.0%	(61)	13.1%	21.3%	39.3%	26.2%	(61)	24.6%	32.8%	19.7%	23.0%	(61)
	宿泊業、飲食サービス業	11.9%	25.4%	39.0%	23.7%	(59)	15.3%	28.8%	37.3%	18.6%	(59)	20.3%	30.5%	22.0%	27.1%	(59)
	生活関連サービス業、娯楽業	23.6%	40.3%	13.9%	22.2%	(72)	19.4%	33.3%	23.6%	23.6%	(72)	27.8%	29.2%	12.5%	30.6%	(72)
	教育、学習支援業	13.3%	39.3%	22.3%	25.1%	(211)	9.0%	29.9%	32.7%	28.4%	(211)	6.6%	22.7%	30.8%	39.8%	(211)
	医療、福祉	11.0%	25.8%	26.9%	36.3%	(182)	9.3%	30.8%	27.5%	32.4%	(182)	9.3%	28.0%	21.4%	41.2%	(182)
複合サービス業	12.8%	46.2%	25.6%	15.4%	(39)	17.9%	28.2%	33.3%	20.5%	(39)	17.9%	33.3%	17.9%	30.8%	(39)	
その他サービス業	20.1%	36.4%	26.2%	17.3%	(214)	12.6%	29.4%	39.3%	18.7%	(214)	15.0%	42.1%	20.6%	22.4%	(214)	
公務	25.1%	50.0%	10.9%	14.0%	(430)	10.0%	38.1%	29.8%	22.1%	(430)	9.8%	30.5%	22.6%	37.2%	(430)	
その他	18.3%	41.3%	21.1%	19.3%	(109)	19.3%	28.4%	28.4%	23.9%	(109)	26.6%	35.8%	10.1%	27.5%	(109)	
従業員規模	9人以下	31.1%	15.6%	37.8%	15.6%	(45)	17.8%	24.4%	37.8%	20.0%	(45)	24.4%	20.0%	22.2%	33.3%	(45)
	10～99人	13.5%	34.4%	28.3%	23.8%	(421)	9.7%	29.5%	33.7%	27.1%	(421)	10.9%	31.4%	23.5%	34.2%	(421)
	100～499人	16.7%	38.4%	27.3%	17.5%	(838)	11.0%	30.3%	38.2%	20.5%	(838)	12.6%	36.0%	24.8%	26.5%	(838)
	500～999人	21.5%	40.3%	20.6%	17.6%	(466)	12.0%	35.0%	32.0%	21.0%	(466)	18.7%	39.3%	14.4%	27.7%	(466)
	1,000人以上	25.2%	43.2%	17.6%	14.0%	(2598)	15.2%	37.0%	29.6%	18.3%	(2598)	25.9%	40.6%	12.6%	20.9%	(2598)
わからない	15.0%	32.4%	10.6%	42.0%	(207)	7.7%	28.5%	19.8%	44.0%	(207)	11.1%	19.8%	15.0%	54.1%	(207)	
職種	管理的職業	26.5%	44.8%	19.2%	9.4%	(859)	16.8%	44.0%	27.5%	11.8%	(859)	27.9%	45.6%	13.2%	13.3%	(859)
	専門的・技術的職業	22.8%	43.6%	18.9%	14.7%	(1018)	12.0%	34.2%	35.1%	18.8%	(1018)	21.7%	37.4%	18.0%	22.9%	(1018)
	事務	22.6%	43.0%	16.4%	18.0%	(1257)	12.8%	33.9%	29.4%	23.9%	(1257)	16.5%	34.7%	18.0%	30.8%	(1257)
	販売	22.7%	41.5%	20.2%	15.6%	(436)	17.2%	37.2%	28.0%	17.7%	(436)	23.4%	43.3%	11.5%	21.8%	(436)
	サービス職業	13.1%	29.0%	29.0%	29.0%	(214)	12.1%	31.3%	32.2%	24.3%	(214)	13.1%	28.0%	23.8%	35.0%	(214)
	保安職業	8.3%	41.7%	8.3%	41.7%	(12)	-	50.0%	8.3%	41.7%	(12)	25.0%	41.7%	-	33.3%	(12)
	農林漁業	33.3%	66.7%	-	-	(3)	33.3%	66.7%	-	-	(3)	-	66.7%	-	33.3%	(3)
	生産工程	16.8%	31.9%	27.9%	23.5%	(452)	10.4%	22.1%	39.6%	27.9%	(452)	16.4%	34.3%	16.6%	32.7%	(452)
	輸送・機械運転	10.1%	16.2%	45.5%	28.3%	(99)	7.1%	20.2%	39.4%	33.3%	(99)	29.3%	30.3%	12.1%	28.3%	(99)
	建設・採掘	17.1%	34.3%	20.0%	28.6%	(35)	11.4%	31.4%	25.7%	31.4%	(35)	8.6%	37.1%	20.0%	34.3%	(35)
	運搬・清掃・包装	10.1%	19.0%	36.7%	34.2%	(79)	8.9%	19.0%	36.7%	35.4%	(79)	17.7%	21.5%	16.5%	44.3%	(79)
その他	21.6%	40.5%	17.1%	20.7%	(111)	12.6%	32.4%	23.4%	31.5%	(111)	20.7%	38.7%	11.7%	28.8%	(111)	
職位	一般社員	20.3%	36.6%	21.3%	21.8%	(2637)	12.4%	30.3%	31.1%	26.2%	(2637)	17.8%	33.7%	16.9%	31.6%	(2637)
	主任・係長相当	20.7%	45.5%	21.3%	12.5%	(776)	11.2%	35.6%	37.4%	15.9%	(776)	22.7%	37.4%	18.4%	21.5%	(776)
	課長代理相当(ライン職)	24.3%	48.6%	18.6%	8.6%	(140)	14.3%	40.0%	31.4%	14.3%	(140)	15.7%	46.4%	18.6%	19.3%	(140)
	課長代理相当(スタッフ職)	20.0%	49.1%	18.2%	12.7%	(110)	11.8%	39.1%	33.6%	15.5%	(110)	20.0%	42.7%	18.2%	19.1%	(110)
	課長相当(ライン職)	26.1%	47.5%	18.3%	8.1%	(295)	14.2%	44.4%	30.2%	11.2%	(295)	26.8%	50.8%	10.8%	11.5%	(295)
	課長相当(スタッフ職)	23.5%	42.4%	21.8%	12.2%	(238)	16.0%	39.1%	29.8%	15.1%	(238)	26.9%	42.4%	13.4%	17.2%	(238)
	部長相当(ライン職)	29.7%	44.3%	17.1%	8.9%	(158)	19.0%	45.6%	24.7%	10.8%	(158)	25.9%	48.7%	13.3%	12.0%	(158)
	部長相当(スタッフ職)	27.9%	48.8%	13.2%	10.1%	(129)	22.5%	47.3%	18.6%	11.6%	(129)	29.5%	50.4%	7.8%	12.4%	(129)
	支社長・事業部長相当	20.0%	53.3%	20.0%	6.7%	(30)	26.7%	43.3%	26.7%	3.3%	(30)	26.7%	53.3%	16.7%	3.3%	(30)
役員相当	35.5%	35.5%	19.4%	9.7%	(62)	24.2%	43.5%	24.2%	8.1%	(62)	40.3%	38.7%	12.9%	8.1%	(62)	
勤務時間制度	通常の勤務時間制度	20.8%	40.0%	19.7%	19.5%	(2828)	12.7%	33.5%	30.5%	23.3%	(2828)	16.1%	36.0%	18.0%	30.0%	(2828)
	フレックスタイム制	28.7%	46.9%	14.8%	9.6%	(961)	16.1%	38.5%	30.9%	14.5%	(961)	30.6%	43.9%	12.0%	13.5%	(961)
	変形労働時間制	9.5%	23.4%	46.8%	20.3%	(1518)	7.0%	26.6%	44.3%	22.2%	(1518)	18.4%	36.1%	20.9%	24.7%	(1518)
	交替制	12.7%	29.3%	36.2%	21.7%	(276)	9.1%	28.3%	36.6%	26.1%	(276)	19.9%	35.5%	15.2%	29.3%	(276)
	事業場外労働のみなし労働時間制	22.2%	37.0%	22.2%	18.5%	(27)	18.5%	37.0%	25.9%	18.5%	(27)	33.3%	33.3%	7.4%	25.9%	(27)
	裁量労働制	22.0%	44.9%	21.2%	11.9%	(118)	16.9%	32.2%	34.7%	16.1%	(118)	26.3%	37.3%	18.6%	17.8%	(118)
	管理監督者扱い	26.6%	45.8%	16.9%	10.7%	(177)	15.8%	45.2%	29.4%	9.6%	(177)	38.4%	39.5%	8.5%	13.6%	(177)
その他	14.3%	14.3%	42.9%	28.6%	(7)	14.3%	14.3%	42.9%	28.6%	(7)	42.9%	14.3%	-	42.9%	(7)	
わからない	8.7%	26.1%	17.4%	47.8%	(23)	13.0%	21.7%	13.0%	52.2%	(23)	8.7%	17.4%	21.7%	52.2%	(23)	

		Q26S01_4 勤務先の労働組合はどの程度推進しているか/年次有給休暇の取得の推進					Q26S01_5 勤務先の労働組合はどの程度推進しているか/業務量削減のための会社との話し合い					Q26S01_6 勤務先の労働組合はどの程度推進しているか/業務効率化のための会社との話し合い				
		積極的に推進している	推進している	推進していない	わからない	(合計度数)	積極的に推進している	推進している	推進していない	わからない	(合計度数)	積極的に推進している	推進している	推進していない	わからない	(合計度数)
全体		27.7%	44.8%	12.0%	15.5%	(4575)	12.0%	36.7%	24.2%	27.1%	(4575)	12.4%	38.2%	22.3%	27.1%	(4575)
性別	男性	27.1%	46.2%	12.5%	14.3%	(3175)	11.4%	38.9%	26.1%	23.7%	(3175)	11.9%	40.9%	23.8%	23.4%	(3175)
	女性	29.0%	41.6%	11.1%	18.3%	(1400)	13.4%	31.9%	19.9%	34.9%	(1400)	13.5%	32.1%	18.9%	35.5%	(1400)
年齢層	20代	27.9%	43.2%	14.8%	14.1%	(831)	15.2%	36.2%	25.2%	23.5%	(831)	15.8%	36.6%	24.4%	23.2%	(831)
	30代	25.9%	44.5%	14.2%	15.3%	(999)	11.5%	35.3%	28.7%	24.4%	(999)	12.2%	37.1%	26.2%	24.4%	(999)
	40代	26.9%	44.3%	12.2%	16.6%	(1123)	10.7%	34.7%	26.4%	28.1%	(1123)	10.9%	36.8%	23.5%	28.9%	(1123)
	50代	27.8%	45.8%	10.3%	16.1%	(1072)	10.4%	38.0%	21.0%	30.7%	(1072)	10.8%	39.7%	19.3%	30.1%	(1072)
	60代	31.8%	46.5%	7.1%	14.5%	(550)	13.8%	41.8%	16.2%	28.2%	(550)	13.8%	42.7%	15.3%	28.2%	(550)
業種	農林漁業、鉱業、採石業、砂利採取業	14.3%	42.9%	28.6%	14.3%	(14)	21.4%	50.0%	7.1%	21.4%	(14)	14.3%	57.1%	14.3%	14.3%	(14)
	建設業	28.7%	48.5%	11.1%	11.7%	(171)	17.5%	36.3%	22.8%	23.4%	(171)	18.1%	35.7%	21.6%	24.6%	(171)
	製造業	30.7%	44.3%	10.8%	14.2%	(1432)	11.8%	36.7%	25.1%	26.5%	(1432)	12.6%	38.4%	22.3%	26.6%	(1432)
	電気・ガス・熱供給・水道業	30.6%	50.9%	8.3%	10.2%	(108)	15.7%	40.7%	25.0%	18.5%	(108)	16.7%	43.5%	18.2%	21.3%	(108)
	情報通信業	36.6%	45.3%	7.5%	10.6%	(358)	11.5%	40.5%	22.6%	25.4%	(358)	12.3%	45.0%	19.6%	23.2%	(358)
	運輸業、郵便業	25.1%	40.7%	14.7%	19.6%	(327)	10.4%	33.3%	26.9%	29.4%	(327)	10.4%	37.0%	25.1%	27.5%	(327)
	卸売業、小売業	28.5%	45.2%	11.2%	15.0%	(347)	14.4%	38.3%	22.8%	24.5%	(347)	15.0%	37.5%	21.9%	25.6%	(347)
	金融業、保険業	35.5%	44.2%	7.9%	12.4%	(394)	15.7%	39.3%	18.5%	26.4%	(394)	16.2%	42.4%	16.2%	25.1%	(394)
	不動産業、物品賃貸業	23.4%	44.7%	17.0%	14.9%	(47)	8.5%	40.4%	27.7%	23.4%	(47)	8.5%	38.3%	29.8%	23.4%	(47)
	学術研究、専門・技術サービス業	31.1%	39.3%	9.8%	19.7%	(61)	8.2%	26.2%	29.5%	36.1%	(61)	11.5%	32.8%	26.2%	29.5%	(61)
	宿泊業、飲食サービス業	16.9%	37.3%	28.8%	16.9%	(59)	13.6%	30.5%	33.9%	22.0%	(59)	16.9%	27.1%	30.5%	25.4%	(59)
	生活関連サービス業、娯楽業	33.3%	40.3%	8.3%	18.1%	(72)	22.2%	29.2%	18.1%	30.6%	(72)	16.7%	36.1%	18.1%	29.2%	(72)
	教育、学習支援業	12.3%	40.3%	22.7%	24.6%	(211)	6.2%	32.7%	27.5%	33.6%	(211)	5.7%	32.2%	25.6%	36.5%	(211)
	医療、福祉	13.2%	45.1%	17.6%	24.2%	(182)	6.0%	35.2%	23.6%	35.2%	(182)	8.2%	28.6%	25.8%	37.4%	(182)
複合サービス業	28.2%	33.3%	20.5%	17.9%	(39)	15.4%	20.5%	30.8%	33.3%	(39)	15.4%	28.2%	25.6%	30.8%	(39)	
その他サービス業	22.0%	44.9%	15.9%	17.3%	(214)	7.9%	38.3%	29.0%	24.8%	(214)	7.9%	37.9%	29.9%	24.3%	(214)	
公務	19.8%	53.3%	10.9%	16.0%	(430)	10.5%	38.1%	23.3%	28.1%	(430)	9.1%	40.0%	21.4%	29.5%	(430)	
その他	31.2%	40.4%	11.9%	16.5%	(109)	15.6%	36.7%	19.3%	28.4%	(109)	17.4%	36.7%	19.3%	26.6%	(109)	
従業員規模	9人以下	28.9%	31.1%	24.4%	15.6%	(45)	17.8%	31.1%	31.1%	20.0%	(45)	17.8%	26.7%	33.3%	22.2%	(45)
	10～99人	15.7%	41.1%	20.0%	23.3%	(421)	9.3%	30.4%	29.7%	30.6%	(421)	8.3%	32.5%	27.1%	32.1%	(421)
	100～499人	20.2%	45.7%	17.9%	16.2%	(838)	7.9%	34.6%	30.4%	27.1%	(838)	8.5%	35.2%	29.0%	27.3%	(838)
	500～999人	24.0%	49.4%	11.6%	15.0%	(466)	10.7%	36.9%	23.0%	29.4%	(466)	12.2%	37.3%	20.0%	30.5%	(466)
	1,000人以上	33.5%	45.0%	8.9%	12.5%	(2598)	14.3%	39.6%	22.1%	23.9%	(2598)	14.7%	41.8%	20.3%	23.2%	(2598)
わからない	16.9%	38.6%	9.7%	34.8%	(207)	6.3%	22.7%	15.5%	55.6%	(207)	6.3%	22.2%	13.5%	58.0%	(207)	
職種	管理的職業	34.6%	46.9%	8.7%	9.8%	(859)	14.8%	45.1%	23.2%	17.0%	(859)	15.5%	47.5%	20.8%	16.2%	(859)
	専門的・技術的職業	25.6%	47.1%	13.2%	14.1%	(1018)	11.3%	38.9%	25.8%	24.0%	(1018)	11.7%	39.9%	24.1%	24.4%	(1018)
	事務	26.6%	45.3%	11.5%	16.5%	(1257)	11.5%	33.8%	23.5%	31.1%	(1257)	11.4%	35.1%	22.0%	31.6%	(1257)
	販売	34.2%	44.3%	10.1%	11.5%	(436)	15.4%	38.5%	23.4%	22.7%	(436)	16.1%	40.4%	21.1%	22.5%	(436)
	サービス職業	19.6%	39.7%	20.1%	20.6%	(214)	10.3%	31.3%	26.6%	31.8%	(214)	11.2%	29.9%	28.0%	30.8%	(214)
	保安職業	33.3%	16.7%	16.7%	33.3%	(12)	-	50.0%	8.3%	41.7%	(12)	-	50.0%	8.3%	41.7%	(12)
	農林漁業	33.3%	66.7%	-	-	(3)	-	66.7%	-	33.3%	(3)	-	66.7%	-	33.3%	(3)
	生産工程	22.8%	39.2%	15.9%	22.1%	(452)	8.2%	27.0%	27.4%	37.4%	(452)	9.1%	29.4%	23.9%	37.6%	(452)
	輸送・機械運転	26.3%	40.4%	16.2%	17.2%	(99)	13.1%	31.3%	26.3%	29.3%	(99)	14.1%	34.3%	24.2%	27.3%	(99)
	建設・採掘	20.0%	37.1%	14.3%	28.6%	(35)	14.3%	28.6%	17.1%	40.0%	(35)	11.4%	37.1%	11.4%	40.0%	(35)
運搬・清掃・包装	20.3%	35.4%	10.1%	34.2%	(79)	6.3%	32.9%	19.0%	41.8%	(79)	7.6%	32.9%	16.5%	43.0%	(79)	
その他	23.4%	51.4%	6.3%	18.9%	(111)	10.8%	36.9%	16.2%	36.0%	(111)	11.7%	36.0%	16.2%	36.0%	(111)	
職位	一般社員	24.8%	42.8%	13.3%	19.0%	(2637)	11.3%	32.3%	23.6%	32.7%	(2637)	11.8%	33.1%	22.2%	32.8%	(2637)
	主任・係長相当	29.5%	45.5%	13.1%	11.9%	(776)	11.2%	39.4%	27.6%	21.8%	(776)	12.0%	41.6%	24.5%	21.9%	(776)
	課長代理相当(ライン職)	25.0%	52.9%	10.7%	11.4%	(140)	12.1%	41.4%	28.6%	17.9%	(140)	14.3%	44.3%	23.6%	17.9%	(140)
	課長代理相当(スタッフ職)	28.2%	50.0%	10.0%	11.8%	(110)	7.3%	39.1%	30.0%	23.6%	(110)	8.2%	40.9%	25.5%	25.5%	(110)
	課長相当(ライン職)	34.2%	51.5%	5.4%	8.8%	(295)	11.9%	49.8%	22.4%	15.9%	(295)	10.8%	52.5%	21.0%	15.6%	(295)
	課長相当(スタッフ職)	33.6%	44.1%	9.7%	12.6%	(238)	16.0%	42.9%	18.5%	22.7%	(238)	16.8%	45.0%	17.2%	21.0%	(238)
	部長相当(ライン職)	32.9%	53.8%	6.3%	7.0%	(158)	14.6%	43.0%	27.2%	15.2%	(158)	13.9%	46.2%	25.9%	13.9%	(158)
	部長相当(スタッフ職)	34.9%	47.3%	8.5%	9.3%	(129)	13.2%	51.9%	17.8%	17.1%	(129)	12.4%	52.7%	17.1%	17.8%	(129)
	支社長・事業部長相当	36.7%	43.3%	16.7%	3.3%	(30)	20.0%	43.3%	30.0%	6.7%	(30)	16.7%	50.0%	26.7%	6.7%	(30)
役員相当	43.5%	35.5%	11.3%	9.7%	(62)	30.6%	38.7%	19.4%	11.3%	(62)	29.0%	45.2%	14.5%	11.3%	(62)	
勤務時間制度	通常の勤務時間制度	23.6%	44.5%	13.5%	18.4%	(2828)	10.8%	34.6%	24.8%	29.8%	(2828)	10.7%	35.9%	23.4%	30.0%	(2828)
	フレックスタイム制	37.6%	47.3%	7.3%	7.8%	(961)	14.8%	43.4%	22.5%	19.4%	(961)	16.6%	43.9%	19.5%	20.0%	(961)
	変形労働時間制	20.3%	45.6%	19.6%	14.6%	(158)	10.8%	29.7%	34.8%	24.7%	(158)	12.0%	31.6%	32.3%	24.1%	(158)
	交替制	23.9%	46.4%	13.4%	16.3%	(276)	10.9%	33.7%	25.7%	29.7%	(276)	12.0%	35.1%	23.6%	29.3%	(276)
	事業場外労働のみなし労働時間制	48.1%	29.6%	3.7%	18.5%	(27)	14.8%	37.0%	11.1%	37.0%	(27)	14.8%	48.1%	7.4%	29.6%	(27)
	裁量労働制	42.4%	39.0%	8.5%	10.2%	(118)	16.1%	37.3%	21.2%	25.4%	(118)	13.6%	45.8%	16.9%	23.7%	(118)
	管理監督者扱い	39.5%	41.2%	8.5%	10.7%	(177)	15.3%	48.6%	18.1%	18.1%	(177)	15.8%	51.4%	16.4%	16.4%	(177)
その他	42.9%	42.9%	-	14.3%	(7)	14.3%	14.3%	-	71.4%	(7)	28.6%	28.6%	-	42.9%	(7)	
わからない	17.4%	21.7%	17.4%	43.5%	(23)	13.0%	21.7%	13.0%	52.2%	(23)	13.0%	21.7%	17.4%	47.8%	(23)	

		Q26SQ1.7 勤務先の労働組合はどの程度推進しているか／無理な納期削減のための取引先・顧客への働きかけ					Q26SQ2 勤務先の「労働組合」に加入しているか				
		積極的に推進している	推進している	推進していない	わからない	(合計度数)	加入している	加入していない(関心)	加入していない(加入資格がないから)	わからない	(合計度数)
全体		8.3%	25.4%	32.5%	33.7%	(4575)	57.4%	12.0%	25.3%	5.3%	(4575)
性別	男性	8.0%	27.4%	35.2%	29.3%	(3175)	58.0%	11.5%	27.1%	3.5%	(3175)
	女性	8.9%	20.9%	26.4%	43.7%	(1400)	56.3%	13.2%	21.2%	9.3%	(1400)
年齢層	20代	11.6%	28.3%	30.3%	29.8%	(831)	71.6%	12.4%	5.3%	10.7%	(831)
	30代	8.5%	25.2%	36.7%	29.5%	(999)	67.7%	13.1%	11.9%	7.3%	(999)
	40代	7.2%	23.8%	34.5%	34.6%	(1123)	57.4%	12.8%	26.4%	3.3%	(1123)
	50代	6.1%	24.1%	31.2%	38.7%	(1072)	51.8%	10.2%	34.9%	3.2%	(1072)
	60代	9.6%	27.6%	27.1%	35.6%	(550)	28.5%	11.5%	58.5%	1.5%	(550)
業種	農林漁業、鉱業、採石業、砂利採取業	14.3%	42.9%	14.3%	28.6%	(14)	71.4%	-	14.3%	14.3%	(14)
	建設業	12.3%	30.4%	30.4%	26.9%	(171)	52.6%	7.0%	34.5%	5.8%	(171)
	製造業	8.6%	24.4%	33.6%	33.4%	(1432)	60.5%	4.9%	30.8%	3.8%	(1432)
	電気・ガス・熱供給・水道業	10.2%	38.0%	25.0%	26.9%	(108)	60.2%	6.5%	28.7%	4.6%	(108)
	情報通信業	9.8%	33.0%	28.5%	28.8%	(358)	54.7%	11.2%	27.9%	6.1%	(358)
	運輸業、郵便業	4.9%	19.9%	36.7%	38.5%	(327)	62.7%	10.4%	23.9%	3.1%	(327)
	卸売業、小売業	8.9%	29.1%	30.8%	31.1%	(347)	59.4%	7.2%	26.5%	6.9%	(347)
	金融業、保険業	11.2%	29.9%	24.9%	34.0%	(394)	67.0%	7.1%	22.3%	3.6%	(394)
	不動産業、物品賃貸業	10.6%	25.5%	40.4%	23.4%	(47)	53.2%	14.9%	23.4%	8.5%	(47)
	学術研究、専門・技術サービス業	9.8%	19.7%	42.6%	27.9%	(61)	55.7%	8.2%	26.2%	9.8%	(61)
	宿泊業、飲食サービス業	10.2%	20.3%	39.0%	30.5%	(59)	59.3%	15.3%	11.9%	13.6%	(59)
	生活関連サービス業、娯楽業	13.9%	20.8%	23.6%	41.7%	(72)	65.3%	8.3%	18.1%	8.3%	(72)
	教育、学習支援業	3.8%	21.3%	33.2%	41.7%	(211)	32.7%	45.0%	15.6%	6.6%	(211)
	医療、福祉	6.0%	18.7%	29.1%	46.2%	(182)	52.7%	18.7%	14.3%	14.3%	(182)
	複合サービス業	10.3%	30.8%	30.8%	28.2%	(39)	59.0%	12.8%	28.2%	-	(39)
その他サービス業	6.5%	26.2%	38.8%	28.5%	(214)	54.7%	11.7%	28.0%	5.6%	(214)	
公務	4.7%	21.6%	36.7%	37.0%	(430)	52.3%	32.1%	13.3%	2.3%	(430)	
その他	11.9%	21.1%	35.8%	31.2%	(109)	49.5%	9.2%	28.4%	12.8%	(109)	
従業員規模	9人以下	13.3%	17.8%	40.0%	28.9%	(45)	51.1%	15.6%	20.0%	13.3%	(45)
	10～99人	6.9%	21.4%	36.6%	35.2%	(421)	50.6%	19.2%	20.4%	9.7%	(421)
	100～499人	5.6%	22.9%	39.0%	32.5%	(838)	54.2%	10.0%	28.9%	6.9%	(838)
	500～999人	9.0%	26.6%	31.3%	33.0%	(466)	58.6%	10.3%	27.7%	3.4%	(466)
	1,000人以上	9.4%	27.4%	31.2%	32.0%	(2598)	60.0%	11.4%	25.6%	3.0%	(2598)
わからない	5.3%	18.8%	16.4%	59.4%	(207)	51.2%	15.9%	12.6%	20.3%	(207)	
職種	管理的職業	10.1%	33.2%	36.6%	20.1%	(859)	22.6%	6.1%	69.4%	2.0%	(859)
	専門的・技術的職業	8.4%	26.4%	35.2%	30.0%	(1018)	64.5%	14.8%	15.8%	4.8%	(1018)
	事務	7.5%	21.2%	31.7%	39.6%	(1257)	60.9%	15.5%	17.2%	6.4%	(1257)
	販売	10.1%	30.7%	30.7%	28.4%	(436)	72.2%	10.1%	13.1%	4.6%	(436)
	サービス職業	8.9%	20.6%	32.7%	37.9%	(214)	62.6%	18.7%	5.6%	13.1%	(214)
	保安職業	-	41.7%	8.3%	50.0%	(12)	50.0%	25.0%	8.3%	16.7%	(12)
	農林漁業	-	33.3%	-	66.7%	(3)	100.0%	-	-	-	(3)
	生産工程	6.0%	19.7%	29.0%	45.4%	(452)	74.3%	6.2%	13.5%	6.0%	(452)
	輸送・機械運転	7.1%	19.2%	31.3%	42.4%	(99)	85.9%	6.1%	5.1%	3.0%	(99)
	建設・採掘	8.6%	31.4%	20.0%	40.0%	(35)	60.0%	14.3%	25.7%	-	(35)
	運搬・清掃・包装	7.6%	22.8%	19.0%	50.6%	(79)	62.0%	17.7%	15.2%	5.1%	(79)
その他	6.3%	20.7%	26.1%	46.8%	(111)	56.8%	10.8%	23.4%	9.0%	(111)	
職位	一般社員	8.2%	22.1%	29.0%	40.7%	(2637)	66.2%	12.5%	14.0%	7.4%	(2637)
	主任・係長相当	6.7%	27.2%	37.6%	28.5%	(776)	73.1%	17.3%	6.3%	3.4%	(776)
	課長代理相当(ライン職)	7.1%	22.9%	45.7%	24.3%	(140)	45.7%	17.9%	35.0%	1.4%	(140)
	課長代理相当(スタッフ職)	4.5%	22.7%	43.6%	29.1%	(110)	55.5%	7.3%	34.5%	2.7%	(110)
	課長相当(ライン職)	8.1%	34.6%	37.6%	19.7%	(295)	25.8%	7.1%	65.8%	1.4%	(295)
	課長相当(スタッフ職)	10.1%	29.4%	32.8%	27.7%	(238)	24.8%	7.1%	66.0%	2.1%	(238)
	部長相当(ライン職)	12.7%	36.7%	34.8%	15.8%	(158)	18.4%	2.5%	76.6%	2.5%	(158)
	部長相当(スタッフ職)	11.6%	37.2%	34.1%	17.1%	(129)	14.7%	3.9%	81.4%	-	(129)
	支社長・事業部長相当	13.3%	33.3%	46.7%	6.7%	(30)	10.0%	6.7%	83.3%	-	(30)
役員相当	17.7%	41.9%	27.4%	12.9%	(62)	8.1%	6.5%	80.6%	4.8%	(62)	
勤務時間制度	通常の勤務時間制度	7.8%	24.8%	31.8%	35.6%	(2828)	56.6%	15.2%	21.7%	6.4%	(2828)
	フレックスタイム制	11.0%	29.8%	31.0%	28.2%	(961)	63.3%	5.9%	28.3%	2.5%	(961)
	変形労働時間制	3.8%	19.0%	44.9%	32.3%	(158)	65.2%	7.6%	22.2%	5.1%	(158)
	交替制	6.9%	19.2%	31.9%	42.0%	(276)	71.7%	10.1%	12.7%	5.4%	(276)
	事業場外労働のみなし労働時間制	11.1%	25.9%	25.9%	37.0%	(27)	74.1%	7.4%	18.5%	-	(27)
	裁量労働制	5.1%	27.1%	39.8%	28.0%	(118)	48.3%	9.3%	38.1%	4.2%	(118)
	管理監督者扱い	9.6%	28.2%	40.7%	21.5%	(177)	12.4%	3.4%	83.6%	0.6%	(177)
その他	14.3%	-	42.9%	42.9%	(7)	85.7%	-	14.3%	-	(7)	
わからない	8.7%	21.7%	17.4%	52.2%	(23)	52.2%	13.0%	4.3%	30.4%	(23)	

		Q27 働く環境を改善するための法律制度について											
		残業時間 の上限を 引き上げ る	残業手 当金を 増やす （休日 労働も 含む）	法定休 日の日 数を増 やす （現在 は週1 日）	年次有 給休暇 の取得 率を 引き上 げる	残業時 間の取 締まり を厳し くする	残業代 が支払 われない ことを 厳しく する	休日 の取締 まりを 厳しく する	年次有 給休暇 の取締 まりを 厳しく する	その他	特にな い	わか らない	(合計 度数)
全体		14.0%	23.1%	16.6%	33.4%	13.4%	21.7%	16.4%	16.8%	1.7%	27.6%	10.8%	(10998)
性別	男性	15.4%	24.8%	16.1%	31.5%	13.9%	21.7%	16.4%	16.1%	1.8%	28.3%	10.4%	(7105)
	女性	11.5%	20.0%	17.6%	36.9%	12.4%	21.8%	16.4%	18.0%	1.5%	26.5%	11.6%	(3893)
年齢層	20代	18.0%	29.9%	21.1%	36.9%	16.7%	27.4%	20.5%	18.3%	1.3%	17.9%	12.4%	(1932)
	30代	16.0%	27.7%	19.2%	36.3%	15.6%	25.2%	19.0%	20.0%	1.8%	21.4%	11.7%	(2395)
	40代	13.3%	20.8%	15.0%	33.0%	12.8%	20.2%	15.4%	15.9%	2.1%	28.8%	11.0%	(2849)
	50代	11.2%	19.3%	14.6%	30.2%	10.9%	17.9%	13.2%	14.7%	1.9%	33.6%	10.6%	(2431)
	60代	11.4%	16.6%	12.8%	30.3%	10.5%	17.6%	14.0%	14.7%	1.2%	39.0%	7.3%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	27.3%	25.0%	31.8%	13.6%	18.2%	11.4%	13.6%	2.3%	22.7%	4.5%	(44)
	建設業	14.0%	20.7%	17.0%	33.4%	13.7%	17.8%	17.2%	17.0%	1.3%	29.7%	8.8%	(634)
	製造業	14.8%	24.9%	16.4%	31.7%	13.9%	20.7%	16.1%	15.7%	2.1%	26.2%	11.6%	(2762)
	電気・ガス・熱供給・水道業	14.3%	23.8%	16.4%	30.2%	11.6%	19.0%	12.2%	12.7%	2.6%	27.0%	13.2%	(189)
	情報通信業	15.5%	22.8%	13.9%	34.3%	14.4%	23.8%	17.2%	17.1%	1.0%	29.9%	10.5%	(905)
	運輸業、郵便業	13.3%	28.7%	14.4%	32.3%	10.7%	20.1%	17.0%	17.5%	2.1%	25.5%	10.9%	(616)
	卸売業、小売業	14.1%	20.3%	18.6%	34.1%	13.0%	22.1%	16.2%	18.3%	1.1%	30.0%	9.9%	(1096)
	金融業、保険業	13.9%	18.5%	16.4%	36.7%	16.6%	18.8%	15.0%	13.9%	1.7%	27.5%	11.1%	(633)
	不動産業、物品賃貸業	13.8%	19.2%	16.1%	30.3%	11.9%	21.1%	16.5%	19.5%	0.8%	32.2%	7.7%	(261)
	学術研究、専門・技術サービス業	15.0%	22.1%	13.0%	25.7%	14.6%	21.7%	19.4%	16.6%	2.4%	33.2%	11.9%	(253)
	宿泊業、飲食サービス業	11.3%	25.1%	17.9%	35.4%	12.3%	24.1%	19.0%	20.0%	4.1%	22.6%	12.3%	(195)
	生活関連サービス業、娯楽業	16.1%	28.0%	19.9%	35.2%	13.0%	24.5%	21.1%	18.8%	0.0%	23.8%	10.0%	(261)
	教育、学習支援業	15.1%	21.8%	14.2%	33.1%	12.2%	22.2%	14.2%	15.6%	2.2%	26.9%	10.4%	(450)
	医療、福祉	9.9%	23.0%	17.3%	39.2%	10.8%	21.9%	15.9%	19.9%	1.3%	24.4%	12.4%	(775)
複合サービス業	14.6%	24.4%	25.6%	29.3%	13.4%	26.8%	18.3%	15.9%	0.0%	23.2%	15.9%	(82)	
その他サービス業	12.7%	21.6%	16.5%	31.9%	13.5%	20.7%	16.1%	15.4%	1.6%	30.6%	11.4%	(850)	
公務	14.1%	23.3%	17.4%	33.3%	13.6%	28.2%	16.8%	17.4%	2.7%	26.1%	10.6%	(631)	
その他	14.7%	23.0%	19.1%	38.5%	14.7%	25.2%	17.2%	18.3%	1.4%	30.2%	8.0%	(361)	
従業員規模	9人以下	9.2%	13.6%	13.3%	25.0%	10.5%	19.3%	13.9%	16.8%	0.9%	44.2%	10.6%	(772)
	10～99人	12.4%	20.5%	16.4%	33.5%	12.3%	20.7%	16.0%	18.2%	1.7%	29.6%	11.1%	(2793)
	100～499人	14.5%	25.1%	16.9%	35.9%	14.4%	21.9%	17.1%	17.1%	1.3%	26.3%	8.6%	(2325)
	500～999人	15.5%	27.6%	19.2%	36.8%	15.4%	23.6%	17.5%	16.2%	1.5%	23.0%	10.3%	(956)
	1,000人以上	16.8%	25.7%	17.6%	34.1%	14.5%	22.8%	17.2%	16.2%	2.4%	24.8%	8.9%	(3551)
わからない	6.7%	16.3%	10.5%	25.0%	8.8%	19.0%	12.6%	14.0%	0.8%	27.0%	30.9%	(601)	
職種	管理的職業	15.0%	16.9%	14.0%	31.0%	13.8%	17.0%	14.4%	13.0%	1.7%	33.6%	7.3%	(1958)
	専門的・技術的職業	16.6%	26.5%	16.2%	32.5%	13.7%	22.7%	17.4%	16.6%	2.1%	25.4%	10.3%	(2115)
	事務	13.1%	20.0%	17.8%	36.1%	13.8%	23.2%	16.9%	17.7%	1.4%	27.9%	11.2%	(3003)
	販売	13.7%	23.6%	16.8%	32.2%	14.2%	25.1%	16.6%	17.3%	1.4%	26.3%	10.5%	(1088)
	サービス職業	12.6%	25.6%	18.9%	36.6%	12.8%	21.6%	17.0%	20.1%	2.1%	22.9%	14.4%	(811)
	保安職業	12.3%	23.5%	12.3%	33.3%	8.6%	19.8%	17.3%	19.8%	0.0%	27.2%	8.6%	(81)
	農林漁業	7.1%	14.3%	28.6%	21.4%	7.1%	14.3%	7.1%	7.1%	7.1%	42.9%	0.0%	(14)
	生産工程	13.1%	30.3%	16.5%	33.2%	12.1%	19.9%	16.0%	16.2%	2.0%	26.5%	13.4%	(1061)
	輸送・機械運転	12.6%	36.1%	16.9%	30.1%	10.4%	21.9%	16.4%	19.1%	3.3%	21.3%	10.9%	(183)
	建設・採掘	9.0%	25.3%	19.9%	28.9%	15.1%	19.3%	19.3%	18.1%	1.2%	31.9%	12.7%	(166)
	運搬・清掃・包装	7.8%	27.5%	15.6%	29.9%	8.6%	21.3%	14.3%	21.3%	0.8%	25.8%	16.8%	(244)
その他	16.4%	23.0%	16.8%	33.2%	15.0%	27.7%	17.9%	19.0%	1.1%	26.6%	12.0%	(274)	
職位	一般社員	13.4%	23.7%	17.1%	34.1%	13.0%	22.7%	17.2%	18.1%	1.5%	26.1%	13.0%	(6790)
	主任・係長相当	15.0%	27.9%	17.3%	35.0%	14.7%	24.6%	17.1%	17.7%	2.5%	24.8%	7.7%	(1533)
	課長代理相当（ライン職）	14.8%	27.3%	18.4%	34.4%	17.6%	19.1%	16.4%	13.7%	2.0%	25.0%	6.6%	(256)
	課長代理相当（スタッフ職）	19.7%	24.9%	15.0%	28.5%	17.1%	19.2%	14.0%	10.9%	4.7%	31.6%	5.7%	(193)
	課長相当（ライン職）	14.6%	20.4%	16.7%	33.7%	13.5%	20.9%	15.6%	14.9%	1.5%	27.8%	8.4%	(609)
	課長相当（スタッフ職）	14.1%	18.9%	14.3%	31.4%	14.1%	18.1%	15.2%	13.3%	1.5%	33.9%	8.1%	(519)
	部長相当（ライン職）	17.3%	15.2%	14.9%	34.2%	15.8%	16.7%	14.6%	14.3%	2.3%	29.8%	5.6%	(342)
	部長相当（スタッフ職）	15.5%	17.3%	14.3%	32.2%	11.0%	14.9%	12.2%	11.9%	1.2%	36.1%	6.0%	(335)
	支社長・事業部長相当	17.1%	19.8%	18.9%	28.8%	10.8%	17.1%	18.0%	16.2%	0.9%	34.2%	6.3%	(111)
役員相当	10.6%	8.4%	10.0%	18.7%	10.0%	11.3%	8.1%	8.7%	1.9%	51.0%	6.8%	(310)	
勤務時間制度	通常の勤務時間制度	13.4%	22.4%	16.6%	33.3%	13.4%	21.3%	15.8%	16.5%	1.4%	28.1%	11.3%	(7623)
	フレックスタイム制	17.4%	24.1%	16.8%	33.0%	14.2%	22.3%	17.5%	16.1%	1.5%	27.2%	8.2%	(1617)
	変形労働時間制	14.2%	29.9%	20.7%	35.5%	11.8%	23.4%	17.5%	20.1%	2.7%	21.9%	6.8%	(338)
	交替制	10.9%	29.8%	17.8%	39.4%	12.7%	25.4%	20.8%	20.8%	3.1%	23.6%	11.2%	(645)
	事業場外労働のみなし労働時間制	15.1%	30.1%	20.5%	39.7%	16.4%	28.8%	19.2%	15.1%	2.7%	30.1%	5.5%	(73)
	裁量労働制	19.0%	22.0%	14.1%	31.2%	18.0%	22.4%	19.5%	21.0%	2.9%	24.9%	7.3%	(205)
	管理監督者扱い	17.3%	19.3%	16.2%	31.3%	13.1%	20.9%	17.3%	16.5%	5.6%	33.8%	5.6%	(358)
	その他	17.6%	23.5%	17.6%	52.9%	17.6%	35.3%	29.4%	23.5%	17.6%	5.9%	11.8%	(17)
わからない	0.8%	4.1%	3.3%	13.1%	4.1%	5.7%	4.1%	7.4%	0.8%	27.9%	50.8%	(122)	

		Q28_1 行っている仕事全般について／仕事の範囲や目標がはっきりしている					Q28_2 行っている仕事全般について／自分の仕事は、自宅や喫茶店など会社以外の場所でも遂行可能だ					Q28_3 行っている仕事全般について／取引先や顧客の対応が多い				
		そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)
全体		19.2%	58.8%	15.5%	6.5%	(10998)	8.6%	25.4%	19.3%	46.6%	(10998)	15.5%	34.1%	25.2%	25.1%	(10998)
性別	男性	19.0%	59.2%	15.7%	6.1%	(7105)	8.9%	27.4%	20.4%	43.3%	(7105)	14.8%	36.0%	26.0%	23.2%	(7105)
	女性	19.5%	58.2%	15.0%	7.3%	(3893)	8.2%	21.6%	17.5%	52.7%	(3893)	16.9%	30.7%	23.8%	28.5%	(3893)
年齢層	20代	18.8%	54.8%	19.6%	6.8%	(1932)	9.6%	25.2%	20.2%	45.0%	(1932)	17.9%	34.3%	23.4%	24.4%	(1932)
	30代	17.5%	57.2%	18.0%	7.2%	(2395)	9.9%	26.4%	20.5%	43.2%	(2395)	15.9%	34.8%	26.1%	23.3%	(2395)
	40代	17.7%	59.6%	15.1%	7.7%	(2849)	7.8%	26.5%	19.1%	46.6%	(2849)	15.3%	34.6%	25.0%	25.0%	(2849)
	50代	18.6%	62.3%	13.0%	6.1%	(2431)	8.0%	24.6%	17.9%	49.4%	(2431)	14.1%	33.0%	25.8%	27.1%	(2431)
	60代	26.7%	59.3%	10.4%	3.6%	(1391)	8.1%	22.9%	19.1%	50.0%	(1391)	14.7%	33.6%	25.6%	26.0%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	13.6%	59.1%	15.9%	11.4%	(44)	9.1%	36.4%	22.7%	31.8%	(44)	13.6%	34.1%	25.0%	27.3%	(44)
	建設業	21.0%	58.5%	15.0%	5.5%	(634)	6.8%	26.7%	22.2%	44.3%	(634)	11.2%	41.2%	29.0%	18.6%	(634)
	製造業	18.9%	58.1%	16.0%	7.1%	(2762)	9.9%	26.5%	17.7%	45.9%	(2762)	9.7%	29.1%	27.1%	34.0%	(2762)
	電気・ガス・熱供給・水道業	18.0%	65.6%	11.1%	5.3%	(189)	7.9%	29.1%	19.6%	43.4%	(189)	15.9%	37.0%	29.1%	18.0%	(189)
	情報通信業	18.0%	60.6%	15.2%	6.2%	(905)	16.9%	37.9%	16.9%	28.3%	(905)	14.1%	36.2%	28.8%	20.8%	(905)
	運輸業、郵便業	21.1%	57.5%	14.4%	7.0%	(616)	5.4%	18.0%	15.4%	61.2%	(616)	14.0%	33.0%	23.4%	29.7%	(616)
	卸売業、小売業	17.9%	60.7%	15.6%	5.8%	(1096)	7.7%	26.4%	19.6%	46.4%	(1096)	24.8%	36.6%	23.0%	15.6%	(1096)
	金融業、保険業	22.4%	59.1%	13.7%	4.7%	(633)	9.6%	26.7%	19.4%	44.2%	(633)	25.9%	33.6%	20.4%	20.1%	(633)
	不動産業、物品賃貸業	21.1%	58.2%	18.0%	2.7%	(261)	8.4%	28.7%	22.6%	40.2%	(261)	23.4%	40.2%	21.1%	15.3%	(261)
	学術研究、専門・技術サービス業	19.4%	58.1%	16.2%	6.3%	(253)	16.2%	27.7%	26.1%	30.0%	(253)	15.0%	41.9%	26.1%	17.0%	(253)
	宿泊業、飲食サービス業	17.4%	59.5%	15.4%	7.7%	(195)	7.7%	19.0%	15.9%	57.4%	(195)	25.6%	36.9%	19.5%	17.9%	(195)
	生活関連サービス業、娯楽業	20.3%	59.8%	14.6%	5.4%	(261)	8.4%	20.3%	18.4%	52.9%	(261)	21.1%	36.0%	21.5%	21.5%	(261)
	教育、学習支援業	21.3%	59.1%	14.7%	4.9%	(450)	4.7%	22.0%	26.0%	47.3%	(450)	13.3%	33.6%	21.6%	31.6%	(450)
	医療、福祉	15.7%	58.1%	16.9%	9.3%	(775)	2.5%	14.5%	18.2%	64.9%	(775)	17.0%	31.7%	22.6%	28.6%	(775)
	複合サービス業	15.9%	63.4%	11.0%	9.8%	(82)	9.8%	31.7%	15.9%	42.7%	(82)	20.7%	37.8%	26.8%	14.6%	(82)
その他サービス業	17.9%	58.0%	16.5%	7.6%	(850)	7.8%	26.6%	22.1%	43.5%	(850)	16.8%	35.8%	28.4%	19.1%	(850)	
公務	18.9%	60.1%	15.2%	5.9%	(631)	4.4%	17.6%	21.1%	56.9%	(631)	10.1%	34.9%	25.5%	29.5%	(631)	
その他	25.2%	52.6%	15.0%	7.2%	(361)	11.6%	27.1%	18.8%	42.4%	(361)	17.7%	35.7%	21.9%	24.7%	(361)	
従業員規模	9人以下	19.8%	57.0%	14.6%	8.5%	(772)	7.6%	23.1%	19.4%	49.9%	(772)	16.6%	37.7%	23.2%	22.5%	(772)
	10～99人	17.4%	57.6%	17.4%	7.6%	(2793)	6.0%	23.2%	20.4%	50.4%	(2793)	15.2%	35.7%	25.5%	23.6%	(2793)
	100～499人	18.1%	59.6%	16.2%	6.1%	(2325)	6.1%	25.8%	20.0%	48.1%	(2325)	14.6%	34.5%	25.5%	25.5%	(2325)
	500～999人	21.0%	59.0%	14.5%	5.4%	(956)	10.5%	26.3%	17.6%	45.7%	(956)	17.4%	33.7%	24.5%	24.5%	(956)
	1,000人以上	21.2%	59.9%	13.4%	5.5%	(3551)	12.8%	28.1%	19.0%	40.1%	(3551)	16.2%	33.2%	25.7%	24.9%	(3551)
わからない	16.1%	56.7%	18.3%	8.8%	(601)	4.8%	18.6%	17.0%	59.6%	(601)	12.8%	27.1%	23.8%	36.3%	(601)	
職種	管理的職業	22.9%	59.2%	13.1%	4.7%	(1958)	13.0%	37.2%	22.1%	27.6%	(1958)	17.6%	39.8%	26.4%	16.2%	(1958)
	専門的・技術的職業	19.6%	60.2%	14.4%	5.8%	(2115)	10.9%	29.0%	21.1%	38.9%	(2115)	11.8%	36.6%	28.0%	23.6%	(2115)
	事務	16.3%	59.0%	17.3%	7.4%	(3003)	7.5%	22.5%	20.9%	49.1%	(3003)	12.0%	31.8%	29.0%	27.2%	(3003)
	販売	21.5%	57.2%	15.0%	6.3%	(1088)	11.9%	30.4%	20.6%	37.0%	(1088)	38.8%	40.6%	13.9%	6.7%	(1088)
	サービス職業	18.4%	57.6%	15.3%	8.8%	(811)	3.8%	17.5%	15.2%	63.5%	(811)	22.8%	35.1%	20.3%	21.7%	(811)
	保安職業	16.0%	56.8%	16.0%	11.1%	(81)	6.2%	12.3%	12.3%	69.1%	(81)	14.8%	34.6%	21.0%	29.6%	(81)
	農林漁業	14.3%	71.4%	7.1%	7.1%	(14)	-	28.6%	21.4%	50.0%	(14)	-	35.7%	21.4%	42.9%	(14)
	生産工程	17.2%	57.7%	18.5%	6.6%	(1061)	2.3%	14.1%	13.7%	69.9%	(1061)	3.4%	20.8%	24.2%	51.6%	(1061)
	輸送・機械運転	21.9%	55.2%	14.2%	8.7%	(183)	5.5%	14.2%	11.5%	68.9%	(183)	15.3%	32.8%	20.8%	31.1%	(183)
	建設・採掘	17.5%	62.7%	16.9%	3.0%	(166)	6.0%	16.3%	14.5%	63.3%	(166)	12.0%	39.2%	27.1%	21.7%	(166)
	運搬・清掃・包装	19.7%	59.0%	12.3%	9.0%	(244)	2.9%	16.0%	12.3%	68.9%	(244)	9.0%	32.8%	24.2%	34.0%	(244)
その他	22.3%	57.3%	13.5%	6.9%	(274)	8.4%	15.7%	13.9%	62.0%	(274)	10.9%	21.9%	21.9%	45.3%	(274)	
職位	一般社員	17.8%	58.0%	16.7%	7.6%	(6790)	6.8%	21.4%	18.2%	53.6%	(6790)	14.1%	31.5%	24.6%	29.8%	(6790)
	主任・係長相当	18.3%	60.4%	15.6%	5.7%	(1533)	9.2%	25.2%	20.5%	45.0%	(1533)	17.4%	36.3%	26.4%	19.8%	(1533)
	課長代理相当(ライン職)	15.2%	66.4%	13.7%	4.7%	(256)	11.7%	33.6%	21.9%	32.8%	(256)	14.5%	38.3%	28.9%	18.4%	(256)
	課長代理相当(スタッフ職)	19.7%	60.1%	13.5%	6.7%	(193)	11.4%	31.1%	23.3%	34.2%	(193)	15.0%	33.2%	31.6%	20.2%	(193)
	課長相当(ライン職)	20.5%	61.4%	14.0%	4.1%	(609)	10.5%	35.5%	23.0%	31.0%	(609)	19.5%	38.8%	26.9%	14.8%	(609)
	課長相当(スタッフ職)	23.9%	57.8%	11.9%	6.4%	(519)	13.9%	37.2%	17.5%	31.4%	(519)	17.0%	37.2%	27.9%	17.9%	(519)
	部長相当(ライン職)	22.2%	62.9%	11.4%	3.5%	(342)	16.7%	39.2%	19.6%	24.6%	(342)	19.6%	43.3%	25.4%	11.7%	(342)
	部長相当(スタッフ職)	26.6%	56.4%	12.2%	4.8%	(335)	13.4%	34.3%	26.6%	25.7%	(335)	18.2%	39.1%	25.1%	17.6%	(335)
	支社長・事業部長相当	25.2%	65.8%	7.2%	1.8%	(111)	10.8%	29.7%	25.2%	34.2%	(111)	22.5%	44.1%	18.0%	15.3%	(111)
役員相当	32.9%	54.2%	11.0%	1.9%	(310)	15.2%	37.4%	19.0%	28.4%	(310)	18.4%	45.2%	20.3%	16.1%	(310)	
勤務時間制度	通常の勤務時間制度	18.4%	58.7%	16.2%	6.7%	(7623)	6.4%	23.0%	20.0%	50.7%	(7623)	15.1%	34.5%	24.8%	25.6%	(7623)
	フレックスタイム制	20.2%	60.8%	13.7%	5.3%	(1617)	17.4%	39.3%	20.5%	22.8%	(1617)	13.8%	36.5%	29.9%	19.8%	(1617)
	変形労働時間制	21.3%	59.5%	13.3%	5.9%	(338)	5.9%	21.3%	18.3%	54.4%	(338)	19.3%	33.7%	23.1%	23.7%	(338)
	交替制	18.1%	59.5%	14.3%	8.1%	(645)	2.5%	11.0%	9.8%	76.7%	(645)	18.3%	23.9%	20.2%	37.7%	(645)
	事業場外労働のみな労働時間制	30.1%	50.7%	13.7%	5.5%	(73)	30.1%	24.7%	16.4%	28.8%	(73)	54.8%	27.4%	11.0%	6.8%	(73)
	裁量労働制	22.0%	59.0%	13.7%	5.4%	(205)	23.4%	41.0%	17.1%	18.5%	(205)	15.6%	34.6%	25.4%	24.4%	(205)
	管理監督者扱い	28.8%	55.9%	11.2%	4.2%	(358)	19.3%	36.3%	17.9%	26.5%	(358)	17.9%	35.2%	26.8%	20.1%	(358)
その他	5.9%	82.4%	11.8%	-	(17)	11.8%	-	11.8%	76.5%	(17)	17.6%	41.2%	17.6%	23.5%	(17)	
わからない	15.6%	43.4%	19.7%	21.3%	(122)	6.6%	24.6%	27.0%	41.8%	(122)	10.7%	36.1%	25.4%	27.9%	(122)	

		Q28_4 行っている仕事全般について／締切り・納期がタイトな仕事が多い					Q28_5 行っている仕事全般について／拘束時間が長い					Q28_6 行っている仕事全般について／出張が多い				
		そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)
全 体		13.4%	40.5%	28.3%	17.9%	(10998)	11.8%	35.3%	34.5%	18.4%	(10998)	3.4%	13.4%	23.7%	59.6%	(10998)
性別	男性	13.3%	41.8%	29.0%	15.9%	(7105)	11.6%	37.1%	35.6%	15.7%	(7105)	3.9%	15.6%	27.9%	52.7%	(7105)
	女性	13.5%	38.0%	27.1%	21.4%	(3893)	12.2%	31.8%	32.6%	23.4%	(3893)	2.4%	9.3%	16.1%	72.1%	(3893)
年齢層	20代	14.7%	38.9%	28.2%	18.2%	(1932)	15.5%	35.5%	31.5%	17.5%	(1932)	5.1%	16.9%	23.0%	55.0%	(1932)
	30代	14.3%	41.7%	28.3%	15.7%	(2395)	14.1%	38.2%	33.2%	14.5%	(2395)	3.6%	14.8%	25.7%	55.9%	(2395)
	40代	14.6%	41.2%	27.4%	16.8%	(2849)	12.0%	37.6%	33.3%	17.1%	(2849)	2.8%	12.7%	24.1%	60.4%	(2849)
	50代	11.7%	42.6%	27.9%	17.8%	(2431)	9.7%	33.8%	37.4%	19.1%	(2431)	2.5%	10.9%	22.3%	64.4%	(2431)
	60代	10.4%	35.3%	31.1%	23.2%	(1391)	6.3%	27.5%	38.2%	27.9%	(1391)	3.1%	11.7%	23.1%	62.1%	(1391)
業 種	農林漁業、鉱業、採石業、砂利採取業	11.4%	45.5%	25.0%	18.2%	(44)	9.1%	43.2%	29.5%	18.2%	(44)	9.1%	15.9%	27.3%	47.7%	(44)
	建設業	13.4%	43.8%	28.4%	14.4%	(634)	11.0%	34.2%	37.1%	17.7%	(634)	5.5%	14.8%	24.6%	55.0%	(634)
	製造業	15.5%	44.2%	26.6%	13.7%	(2762)	10.0%	34.8%	37.3%	17.9%	(2762)	4.0%	13.8%	26.0%	56.2%	(2762)
	電気・ガス・熱供給・水道業	11.1%	43.9%	27.0%	18.0%	(189)	10.6%	36.0%	34.9%	18.5%	(189)	3.2%	22.2%	20.1%	54.5%	(189)
	情報通信業	14.9%	45.0%	29.9%	10.2%	(905)	9.3%	33.0%	39.6%	18.1%	(905)	2.8%	11.5%	25.1%	60.7%	(905)
	運輸業、郵便業	12.5%	33.4%	26.3%	27.8%	(616)	18.3%	33.9%	30.5%	17.2%	(616)	3.7%	9.9%	21.3%	65.1%	(616)
	卸売業、小売業	13.0%	39.4%	32.4%	15.2%	(1096)	11.8%	36.2%	35.4%	16.6%	(1096)	3.0%	13.8%	24.3%	58.9%	(1096)
	金融業、保険業	12.8%	41.7%	27.8%	17.7%	(633)	7.9%	35.7%	37.1%	19.3%	(633)	2.4%	10.9%	20.2%	66.5%	(633)
	不動産業、物品賃貸業	11.1%	35.6%	33.3%	19.9%	(261)	8.0%	36.8%	34.1%	21.1%	(261)	2.7%	13.4%	16.9%	67.0%	(261)
	学術研究、専門・技術サービス業	18.6%	45.5%	25.3%	10.7%	(253)	8.7%	33.2%	38.3%	19.8%	(253)	4.0%	15.4%	24.5%	56.1%	(253)
	宿泊業、飲食サービス業	10.3%	33.8%	30.3%	25.6%	(195)	16.9%	42.1%	20.5%	20.5%	(195)	3.6%	14.4%	15.9%	66.2%	(195)
	生活関連サービス業、娯楽業	11.9%	38.3%	29.9%	19.9%	(261)	18.0%	34.1%	30.3%	17.6%	(261)	3.4%	17.6%	18.4%	60.5%	(261)
	教育、学習支援業	12.4%	41.3%	24.4%	21.8%	(450)	16.2%	39.6%	27.1%	17.1%	(450)	2.0%	16.0%	31.8%	50.2%	(450)
	医療、福祉	9.0%	30.1%	30.3%	30.6%	(775)	14.1%	35.6%	28.9%	21.4%	(775)	1.0%	8.4%	16.0%	74.6%	(775)
	複合サービス業	7.3%	45.1%	35.4%	12.2%	(82)	11.0%	29.3%	40.2%	19.5%	(82)	6.1%	23.2%	20.7%	50.0%	(82)
その他サービス業	12.2%	38.7%	29.5%	19.5%	(850)	11.9%	36.1%	33.6%	18.4%	(850)	2.7%	14.1%	24.5%	58.7%	(850)	
公務	11.4%	39.5%	27.7%	21.4%	(631)	13.9%	36.8%	32.3%	17.0%	(631)	3.8%	15.2%	30.9%	50.1%	(631)	
その他	17.5%	36.0%	23.5%	23.0%	(361)	14.1%	31.0%	30.2%	24.7%	(361)	4.2%	11.4%	16.6%	67.9%	(361)	
従業員規模	9人以下	11.4%	36.5%	29.5%	22.5%	(772)	8.9%	29.1%	36.9%	25.0%	(772)	2.1%	11.0%	15.4%	71.5%	(772)
	10～99人	12.4%	40.5%	28.5%	18.6%	(2793)	11.8%	34.2%	34.7%	19.3%	(2793)	2.7%	11.0%	22.8%	63.5%	(2793)
	100～499人	13.7%	39.1%	30.2%	17.1%	(2325)	12.2%	35.5%	35.4%	16.9%	(2325)	3.5%	14.2%	23.7%	58.6%	(2325)
	500～999人	15.6%	39.7%	28.3%	16.3%	(956)	13.1%	36.7%	32.7%	17.5%	(956)	4.3%	13.7%	25.5%	56.5%	(956)
	1,000人以上	14.5%	43.3%	26.7%	15.5%	(3551)	12.4%	37.1%	34.3%	16.2%	(3551)	4.1%	15.5%	26.5%	54.0%	(3551)
わからない	9.2%	34.9%	28.1%	27.8%	(601)	9.0%	34.3%	30.9%	25.8%	(601)	1.5%	11.6%	19.3%	67.6%	(601)	
職 種	管理的職業	14.0%	45.8%	29.2%	11.0%	(1958)	10.7%	36.0%	37.3%	16.0%	(1958)	5.8%	20.1%	32.0%	42.1%	(1958)
	専門的・技術的職業	14.7%	45.3%	26.1%	13.9%	(2115)	12.5%	40.7%	33.4%	13.5%	(2115)	4.0%	17.0%	30.3%	48.7%	(2115)
	事務	12.6%	38.9%	29.5%	19.0%	(3003)	7.8%	31.2%	37.1%	24.0%	(3003)	1.4%	9.4%	17.5%	71.8%	(3003)
	販売	14.8%	39.9%	31.9%	13.4%	(1088)	14.1%	36.7%	36.5%	12.8%	(1088)	5.5%	16.0%	28.5%	50.0%	(1088)
	サービス職業	9.4%	30.0%	31.1%	29.6%	(811)	17.8%	36.6%	26.0%	19.6%	(811)	1.6%	11.8%	14.9%	71.6%	(811)
	保安職業	3.7%	23.5%	32.1%	40.7%	(81)	33.3%	37.0%	18.5%	11.1%	(81)	7.4%	9.9%	17.3%	65.4%	(81)
	農林漁業	-	42.9%	28.6%	28.6%	(14)	-	42.9%	28.6%	28.6%	(14)	7.1%	14.3%	28.6%	50.0%	(14)
	生産工程	14.4%	40.3%	24.6%	20.6%	(1061)	10.9%	33.1%	34.2%	21.8%	(1061)	1.9%	7.4%	17.9%	72.9%	(1061)
	輸送・機械運転	10.9%	24.6%	25.1%	39.3%	(183)	29.5%	35.5%	25.7%	9.3%	(183)	3.8%	9.3%	17.5%	69.4%	(183)
	建設・採掘	18.7%	46.4%	21.7%	13.3%	(166)	13.9%	41.6%	32.5%	12.0%	(166)	6.0%	11.4%	30.1%	52.4%	(166)
運搬・清掃・包装	11.1%	38.1%	25.0%	25.8%	(244)	11.5%	36.1%	30.3%	22.1%	(244)	2.0%	7.8%	18.0%	72.1%	(244)	
その他	13.5%	29.6%	26.6%	30.3%	(274)	18.2%	25.9%	29.2%	26.6%	(274)	2.6%	8.0%	18.6%	70.8%	(274)	
職 位	一般社員	12.5%	37.3%	28.8%	21.4%	(6790)	11.8%	33.7%	33.4%	21.1%	(6790)	2.4%	10.5%	19.9%	67.3%	(6790)
	主任・係長相当	14.5%	45.3%	26.4%	13.8%	(1533)	13.6%	39.3%	34.6%	12.5%	(1533)	3.1%	15.2%	27.1%	54.6%	(1533)
	課長代理相当(ライン職)	14.5%	52.0%	25.0%	8.6%	(256)	12.5%	42.6%	35.5%	9.4%	(256)	4.3%	20.7%	32.0%	43.0%	(256)
	課長代理相当(スタッフ職)	17.1%	47.7%	23.8%	11.4%	(193)	10.4%	36.3%	39.9%	13.5%	(193)	5.7%	17.1%	32.1%	45.1%	(193)
	課長相当(ライン職)	15.6%	49.4%	26.8%	8.2%	(609)	11.0%	40.2%	35.6%	13.1%	(609)	4.8%	17.6%	32.2%	45.5%	(609)
	課長相当(スタッフ職)	12.9%	47.6%	28.5%	11.0%	(519)	10.2%	38.3%	36.2%	15.2%	(519)	3.9%	17.7%	31.6%	46.8%	(519)
	部長相当(ライン職)	18.1%	45.6%	29.2%	7.0%	(342)	12.9%	36.3%	40.1%	10.8%	(342)	9.6%	23.7%	32.5%	34.2%	(342)
	部長相当(スタッフ職)	14.9%	40.3%	28.4%	16.4%	(335)	11.9%	36.4%	36.1%	15.5%	(335)	7.8%	19.7%	33.7%	38.8%	(335)
支社長・事業部長相当	11.7%	41.4%	30.6%	16.2%	(111)	9.0%	34.2%	36.9%	19.8%	(111)	6.3%	23.4%	33.3%	36.9%	(111)	
役員相当	13.9%	37.4%	32.3%	16.5%	(310)	8.1%	25.2%	40.3%	26.5%	(310)	7.4%	21.6%	25.8%	45.2%	(310)	
勤務時間制度	通常の勤務時間制度	12.8%	39.9%	28.6%	18.7%	(7623)	10.4%	34.5%	35.1%	20.1%	(7623)	3.1%	12.2%	22.1%	62.6%	(7623)
	フレックスタイム制	16.0%	48.6%	27.3%	8.2%	(1617)	10.1%	38.8%	37.7%	13.4%	(1617)	4.1%	19.7%	31.4%	44.8%	(1617)
	変形労働時間制	12.7%	37.6%	28.7%	21.0%	(338)	22.8%	37.9%	25.7%	13.6%	(338)	3.8%	11.2%	23.7%	61.2%	(338)
	交替制	9.9%	27.3%	28.1%	34.7%	(645)	24.8%	34.7%	24.3%	16.1%	(645)	1.1%	5.9%	13.3%	79.7%	(645)
	事業場外労働のみなし労働時間制	17.8%	42.5%	31.5%	8.2%	(73)	19.2%	34.2%	31.5%	15.1%	(73)	12.3%	11.0%	34.2%	42.5%	(73)
	裁量労働制	23.9%	43.9%	22.4%	9.8%	(205)	13.2%	41.5%	34.6%	10.7%	(205)	3.4%	18.5%	35.6%	42.4%	(205)
	管理監督者扱い	13.7%	43.6%	29.9%	12.8%	(358)	14.0%	32.4%	36.9%	16.8%	(358)	6.4%	20.9%	31.6%	41.1%	(358)
その他	11.8%	58.8%	5.9%	23.5%	(17)	29.4%	29.4%	35.3%	5.9%	(17)	5.9%	11.8%	23.5%	58.8%	(17)	
わからない	14.8%	29.5%	29.5%	26.2%	(122)	12.3%	31.1%	28.7%	27.9%	(122)	5.7%	17.2%	27.9%	49.2%	(122)	

		Q28.7 行っている仕事全般について／作業環境が過酷（暑い・寒い・騒音等がひどい）					Q28.8 行っている仕事全般について／非常にたくさんの仕事をしなければならない					Q28.9 行っている仕事全般について／時間内に仕事が処理しきれない				
		そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)
全体		8.1%	22.9%	31.0%	38.1%	(10998)	13.3%	40.5%	31.4%	14.8%	(10998)	10.7%	34.1%	37.2%	18.1%	(10998)
性別	男性	9.3%	25.2%	31.0%	34.4%	(7105)	13.4%	42.6%	31.7%	12.3%	(7105)	10.6%	36.2%	37.5%	15.7%	(7105)
	女性	5.8%	18.6%	31.0%	44.6%	(3893)	13.3%	36.5%	31.0%	19.3%	(3893)	10.8%	30.2%	36.7%	22.3%	(3893)
年齢層	20代	9.9%	25.3%	32.0%	32.9%	(1932)	15.2%	39.2%	32.0%	13.6%	(1932)	13.4%	34.6%	35.9%	16.1%	(1932)
	30代	10.1%	25.4%	31.7%	32.7%	(2395)	15.9%	42.7%	30.6%	10.8%	(2395)	12.9%	37.6%	35.7%	13.8%	(2395)
	40代	8.2%	24.3%	29.7%	37.8%	(2849)	14.6%	42.0%	29.6%	13.8%	(2849)	11.5%	35.9%	35.1%	17.4%	(2849)
	50代	6.3%	20.3%	32.0%	41.5%	(2431)	11.1%	41.4%	32.3%	15.1%	(2431)	8.4%	34.2%	38.1%	19.3%	(2431)
	60代	5.0%	16.9%	29.1%	49.0%	(1391)	7.6%	33.6%	34.2%	24.5%	(1391)	5.2%	23.1%	44.3%	27.4%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	20.5%	40.9%	20.5%	18.2%	(44)	22.7%	34.1%	31.8%	11.4%	(44)	29.5%	29.5%	20.5%	20.5%	(44)
	建設業	11.5%	25.1%	28.4%	35.0%	(634)	12.8%	37.2%	32.8%	17.2%	(634)	8.8%	33.1%	36.9%	21.1%	(634)
	製造業	10.2%	26.0%	31.1%	32.7%	(2762)	13.4%	42.9%	31.2%	12.5%	(2762)	11.5%	36.0%	37.7%	14.8%	(2762)
	電気・ガス・熱供給・水道業	7.4%	26.5%	29.6%	36.5%	(189)	13.2%	36.0%	31.7%	19.0%	(189)	8.5%	29.1%	39.2%	23.3%	(189)
	情報通信業	3.9%	14.7%	32.0%	49.4%	(905)	10.8%	38.6%	33.3%	17.3%	(905)	8.8%	36.7%	36.1%	18.3%	(905)
	運輸業、郵便業	14.8%	30.5%	29.5%	25.2%	(616)	10.7%	37.2%	38.3%	13.8%	(616)	7.3%	30.0%	40.7%	21.9%	(616)
	卸売業、小売業	5.5%	20.6%	31.7%	42.2%	(1096)	11.1%	41.8%	31.2%	15.9%	(1096)	8.9%	35.9%	37.0%	18.2%	(1096)
	金融業、保険業	3.0%	17.5%	30.5%	49.0%	(633)	12.3%	38.5%	29.9%	16.7%	(633)	12.3%	33.0%	35.5%	19.1%	(633)
	不動産業、物品賃貸業	6.5%	12.6%	27.2%	53.6%	(261)	10.0%	36.0%	28.0%	26.1%	(261)	8.0%	29.1%	33.7%	29.1%	(261)
	学術研究、専門・技術サービス業	2.4%	15.4%	39.5%	42.7%	(253)	12.3%	37.5%	39.1%	11.1%	(253)	9.5%	30.8%	43.1%	16.6%	(253)
	宿泊業、飲食サービス業	9.2%	27.2%	30.8%	32.8%	(195)	13.8%	47.2%	26.7%	12.3%	(195)	10.3%	32.8%	41.0%	15.9%	(195)
	生活関連サービス業、娯楽業	9.2%	26.8%	26.4%	37.5%	(261)	12.3%	46.0%	30.7%	11.1%	(261)	9.6%	33.7%	37.5%	19.2%	(261)
	教育、学習支援業	7.8%	21.1%	35.6%	35.6%	(450)	22.7%	38.7%	27.3%	11.3%	(450)	19.8%	34.9%	31.1%	14.2%	(450)
	医療、福祉	5.4%	22.3%	34.1%	38.2%	(775)	16.8%	44.9%	26.3%	12.0%	(775)	14.3%	34.8%	36.3%	14.6%	(775)
複合サービス業	4.9%	30.5%	31.7%	32.9%	(82)	12.2%	48.8%	30.5%	8.5%	(82)	15.9%	30.5%	43.9%	9.8%	(82)	
その他サービス業	9.2%	24.8%	29.1%	36.9%	(850)	12.6%	36.6%	34.7%	16.1%	(850)	7.4%	31.5%	40.0%	21.1%	(850)	
公務	9.0%	23.3%	32.5%	35.2%	(631)	14.7%	39.1%	30.9%	15.2%	(631)	12.0%	31.7%	36.8%	19.5%	(631)	
その他	6.4%	18.8%	24.9%	49.9%	(361)	12.2%	39.9%	27.4%	20.5%	(361)	8.0%	35.7%	32.7%	23.5%	(361)	
従業員規模	9人以下	7.6%	19.7%	26.9%	45.7%	(772)	8.8%	29.9%	37.3%	24.0%	(772)	6.3%	24.0%	39.4%	30.3%	(772)
	10～99人	8.4%	24.6%	31.8%	35.3%	(2793)	12.0%	40.9%	32.3%	14.8%	(2793)	9.1%	32.1%	40.3%	18.6%	(2793)
	100～499人	8.3%	24.7%	31.4%	35.5%	(2325)	13.7%	41.4%	32.2%	12.6%	(2325)	10.8%	35.7%	37.8%	15.7%	(2325)
	500～999人	8.8%	20.7%	29.1%	41.4%	(956)	14.9%	40.7%	28.9%	15.6%	(956)	11.7%	35.8%	35.7%	16.8%	(956)
	1,000人以上	7.6%	21.6%	30.5%	40.2%	(3551)	15.2%	42.5%	29.3%	13.0%	(3551)	12.6%	37.0%	34.0%	16.4%	(3551)
わからない	7.7%	23.3%	36.3%	32.8%	(601)	10.6%	35.9%	33.4%	20.0%	(601)	10.0%	29.8%	39.1%	21.1%	(601)	
職種	管理的職業	4.3%	18.2%	30.2%	47.2%	(1958)	14.7%	43.0%	28.1%	14.2%	(1958)	11.4%	35.3%	36.1%	17.2%	(1958)
	専門的・技術的職業	7.2%	23.0%	32.4%	37.4%	(2115)	15.4%	43.5%	30.5%	10.6%	(2115)	13.2%	40.5%	33.1%	13.1%	(2115)
	事務	4.6%	16.1%	32.6%	46.8%	(3003)	10.3%	33.7%	34.6%	21.4%	(3003)	8.0%	27.8%	39.8%	24.4%	(3003)
	販売	5.0%	19.4%	32.7%	42.9%	(1088)	13.2%	42.7%	30.9%	13.1%	(1088)	12.2%	38.8%	34.0%	15.0%	(1088)
	サービス職業	10.1%	26.4%	33.7%	29.8%	(811)	14.9%	44.9%	29.3%	10.9%	(811)	12.1%	34.2%	38.3%	15.4%	(811)
	保安職業	23.5%	37.0%	24.7%	14.8%	(81)	13.6%	37.0%	38.3%	11.1%	(81)	6.2%	17.3%	53.1%	23.5%	(81)
	農林漁業	28.6%	35.7%	28.6%	7.1%	(14)	14.3%	35.7%	35.7%	14.3%	(14)	21.4%	21.4%	28.6%	28.6%	(14)
	生産工程	19.5%	39.3%	26.3%	14.9%	(1061)	14.0%	44.5%	31.5%	10.0%	(1061)	10.1%	35.5%	40.2%	14.1%	(1061)
	輸送・機械運転	19.7%	42.1%	25.7%	12.6%	(183)	12.0%	32.2%	42.1%	13.7%	(183)	9.3%	24.6%	37.2%	29.0%	(183)
	建設・採掘	24.7%	45.8%	19.9%	9.6%	(166)	19.9%	45.8%	25.9%	8.4%	(166)	13.3%	39.8%	31.9%	15.1%	(166)
運搬・清掃・包装	19.3%	39.3%	28.7%	12.7%	(244)	10.7%	39.3%	35.2%	14.8%	(244)	6.6%	29.1%	45.1%	19.3%	(244)	
その他	8.8%	24.1%	25.2%	42.0%	(274)	13.1%	40.5%	26.6%	19.7%	(274)	11.3%	32.5%	36.5%	19.7%	(274)	
職位	一般社員	9.2%	24.6%	31.4%	34.7%	(6790)	12.2%	37.8%	33.5%	16.6%	(6790)	10.0%	31.5%	38.4%	20.1%	(6790)
	主任・係長相当	8.3%	23.5%	30.5%	37.6%	(1533)	16.1%	45.9%	29.2%	8.7%	(1533)	13.3%	39.9%	34.2%	12.5%	(1533)
	課長代理相当（ライン職）	8.6%	24.2%	29.7%	37.5%	(256)	16.4%	48.8%	28.1%	6.6%	(256)	10.9%	44.1%	38.3%	6.6%	(256)
	課長代理相当（スタッフ職）	6.2%	17.6%	29.5%	46.6%	(193)	17.6%	44.6%	26.4%	11.4%	(193)	13.0%	40.9%	32.1%	14.0%	(193)
	課長相当（ライン職）	3.4%	20.0%	32.8%	43.7%	(609)	13.3%	49.6%	26.3%	10.8%	(609)	11.7%	41.4%	33.3%	13.6%	(609)
	課長相当（スタッフ職）	3.7%	16.4%	32.0%	48.0%	(519)	14.6%	45.5%	27.7%	12.1%	(519)	11.4%	40.5%	32.9%	15.2%	(519)
	部長相当（ライン職）	7.9%	17.0%	25.1%	50.0%	(342)	17.8%	44.4%	26.0%	11.7%	(342)	12.9%	40.1%	34.2%	12.9%	(342)
	部長相当（スタッフ職）	4.8%	15.2%	30.1%	49.9%	(335)	15.8%	39.7%	26.9%	17.6%	(335)	11.0%	31.6%	36.7%	20.6%	(335)
支社長・事業部長相当	2.7%	20.7%	27.9%	48.6%	(111)	17.1%	43.2%	26.1%	13.5%	(111)	11.7%	27.9%	41.4%	18.9%	(111)	
役員相当	3.9%	16.1%	28.4%	51.6%	(310)	9.4%	31.9%	32.9%	25.8%	(310)	5.5%	21.6%	44.5%	28.4%	(310)	
勤務時間制度	通常の勤務時間制度	8.4%	23.5%	31.3%	36.9%	(7623)	12.5%	39.5%	32.2%	15.7%	(7623)	10.1%	32.5%	38.2%	19.2%	(7623)
	フレックスタイム制	5.2%	17.4%	32.2%	45.3%	(1617)	13.7%	42.5%	31.7%	12.1%	(1617)	11.6%	40.6%	35.1%	12.7%	(1617)
	変形労働時間制	10.7%	34.0%	26.6%	28.7%	(338)	16.9%	41.4%	27.8%	13.9%	(338)	9.8%	37.6%	36.1%	16.6%	(338)
	交替制	15.0%	32.2%	27.4%	25.3%	(645)	18.0%	43.3%	27.6%	11.2%	(645)	12.9%	34.7%	33.3%	19.1%	(645)
	事業場外労働のみなし労働時間制	1.4%	23.3%	20.5%	54.8%	(73)	11.0%	46.6%	30.1%	12.3%	(73)	20.5%	34.2%	21.9%	23.3%	(73)
	裁量労働制	2.9%	13.2%	34.6%	49.3%	(205)	19.0%	45.4%	23.9%	11.7%	(205)	14.1%	40.0%	32.2%	13.7%	(205)
	管理監督者扱い	3.1%	13.1%	27.1%	56.7%	(358)	15.1%	45.3%	24.9%	14.8%	(358)	11.7%	32.1%	37.4%	18.7%	(358)
その他	11.8%	35.3%	35.3%	17.6%	(17)	11.8%	41.2%	41.2%	5.9%	(17)	5.9%	52.9%	29.4%	11.8%	(17)	
わからない	11.5%	23.0%	37.7%	27.9%	(122)	12.3%	28.7%	39.3%	19.7%	(122)	13.1%	24.6%	41.8%	20.5%	(122)	

		Q28_10 行っている仕事全般について／一 生懸命かなければならない					Q28_11 行っている仕事全般について／か なり注意を集中する必要がある					Q28_12 行っている仕事全般について／高 度の技術や知識が必要なわずかしい仕事だ				
		そ う だ	ま あ そ う だ	や や ち が う	ち が う	(合 計 度 数)	そ う だ	ま あ そ う だ	や や ち が う	ち が う	(合 計 度 数)	そ う だ	ま あ そ う だ	や や ち が う	ち が う	(合 計 度 数)
全 体		19.3%	47.7%	23.3%	9.8%	(10998)	19.2%	47.9%	24.3%	8.5%	(10998)	11.9%	39.0%	34.7%	14.4%	(10998)
性別	男性	18.3%	49.8%	23.5%	8.4%	(7105)	18.6%	49.4%	24.9%	7.1%	(7105)	13.4%	42.7%	32.8%	11.1%	(7105)
	女性	21.0%	43.7%	23.0%	12.3%	(3893)	20.2%	45.3%	23.4%	11.1%	(3893)	9.3%	32.1%	38.0%	20.6%	(3893)
年齢層	20代	23.6%	44.7%	22.5%	9.3%	(1932)	21.3%	41.3%	27.8%	9.6%	(1932)	12.4%	36.2%	34.3%	17.1%	(1932)
	30代	22.2%	46.8%	23.5%	7.6%	(2395)	19.6%	47.2%	25.4%	7.7%	(2395)	13.0%	38.5%	34.6%	13.9%	(2395)
	40代	19.9%	48.5%	22.0%	9.6%	(2849)	19.3%	48.9%	23.3%	8.6%	(2849)	11.4%	40.0%	34.2%	14.3%	(2849)
	50代	16.7%	50.1%	23.6%	9.7%	(2431)	19.3%	50.5%	22.4%	7.8%	(2431)	11.6%	39.0%	36.0%	13.4%	(2431)
	60代	11.6%	47.2%	26.4%	14.8%	(1391)	15.0%	52.0%	23.2%	9.8%	(1391)	11.0%	41.3%	34.0%	13.7%	(1391)
業 種	農林漁業、鉱業、採石業、砂利採取業	27.3%	31.8%	31.8%	9.1%	(44)	31.8%	38.6%	15.9%	13.6%	(44)	15.9%	36.4%	36.4%	11.4%	(44)
	建設業	16.6%	44.0%	28.1%	11.4%	(634)	16.2%	47.9%	26.5%	9.3%	(634)	13.4%	37.1%	35.8%	13.7%	(634)
	製造業	18.0%	50.1%	23.3%	8.5%	(2762)	17.8%	50.4%	23.9%	8.0%	(2762)	13.2%	40.4%	34.4%	11.9%	(2762)
	電気・ガス・熱供給・水道業	17.5%	43.9%	29.6%	9.0%	(189)	19.0%	40.2%	29.6%	11.1%	(189)	14.8%	34.4%	36.5%	14.3%	(189)
	情報通信業	14.4%	48.0%	26.5%	11.2%	(905)	15.8%	49.8%	26.2%	8.2%	(905)	11.5%	47.7%	29.6%	11.2%	(905)
	運輸業、郵便業	21.1%	46.4%	24.4%	8.1%	(616)	25.0%	44.5%	22.4%	8.1%	(616)	8.1%	32.6%	38.5%	20.8%	(616)
	卸売業、小売業	16.7%	48.7%	24.0%	10.6%	(1096)	13.0%	47.7%	28.6%	10.8%	(1096)	6.5%	32.7%	41.6%	19.3%	(1096)
	金融業、保険業	21.8%	45.8%	21.0%	11.4%	(633)	20.7%	46.0%	20.7%	9.5%	(633)	15.0%	39.5%	30.5%	15.0%	(633)
	不動産業、物品賃貸業	13.0%	50.6%	20.3%	16.1%	(261)	13.4%	49.0%	25.3%	12.3%	(261)	6.1%	33.3%	40.2%	20.3%	(261)
	学術研究、専門・技術サービス業	12.3%	53.8%	27.3%	6.7%	(253)	17.0%	51.4%	25.7%	5.9%	(253)	16.2%	47.0%	29.2%	7.5%	(253)
	宿泊業、飲食サービス業	22.1%	56.9%	15.9%	5.1%	(195)	17.9%	48.7%	26.2%	7.2%	(195)	7.7%	29.2%	39.5%	23.6%	(195)
	生活関連サービス業、娯楽業	23.0%	48.7%	20.3%	8.0%	(261)	20.7%	51.0%	20.7%	7.7%	(261)	8.4%	35.6%	37.5%	18.4%	(261)
	教育、学習支援業	29.8%	45.1%	18.2%	6.9%	(450)	25.6%	48.9%	21.1%	4.4%	(450)	18.4%	45.1%	29.3%	7.1%	(450)
	医療、福祉	28.3%	44.9%	18.5%	8.4%	(775)	27.7%	48.0%	17.0%	7.2%	(775)	13.2%	41.0%	32.9%	12.9%	(775)
	複合サービス業	18.3%	45.1%	24.4%	12.2%	(82)	19.5%	42.7%	28.0%	9.8%	(82)	13.4%	30.5%	35.4%	20.7%	(82)
その他サービス業	16.6%	45.5%	26.1%	11.8%	(850)	17.9%	45.9%	27.4%	8.8%	(850)	10.4%	36.2%	36.6%	16.8%	(850)	
公務	23.0%	46.6%	20.6%	9.8%	(631)	21.7%	46.0%	24.1%	8.2%	(631)	14.6%	43.3%	30.7%	11.4%	(631)	
その他	18.8%	44.9%	22.7%	13.6%	(361)	19.9%	42.1%	26.9%	11.1%	(361)	10.2%	36.0%	33.5%	20.2%	(361)	
従業員規模	9人以下	13.9%	39.8%	28.9%	17.5%	(772)	15.8%	41.8%	29.5%	12.8%	(772)	10.1%	33.3%	34.8%	21.8%	(772)
	10～99人	18.8%	47.0%	24.3%	10.0%	(2793)	18.9%	48.5%	24.4%	8.2%	(2793)	11.1%	36.6%	37.5%	14.8%	(2793)
	100～499人	19.6%	49.8%	22.6%	7.9%	(2325)	18.5%	48.5%	25.6%	7.4%	(2325)	10.3%	39.7%	36.7%	13.2%	(2325)
	500～999人	19.9%	48.0%	22.0%	10.1%	(956)	19.8%	49.4%	22.4%	8.5%	(956)	12.9%	41.8%	31.9%	13.4%	(956)
	1,000人以上	20.6%	49.3%	22.0%	8.2%	(3551)	20.7%	48.9%	22.5%	7.9%	(3551)	14.7%	42.6%	30.9%	11.8%	(3551)
わからない	18.5%	42.3%	24.1%	15.1%	(601)	17.1%	43.3%	26.5%	13.1%	(601)	6.3%	28.8%	40.1%	24.8%	(601)	
職 種	管理的職業	17.3%	50.2%	23.1%	9.4%	(1958)	17.1%	49.2%	25.3%	8.3%	(1958)	13.2%	45.5%	31.7%	9.6%	(1958)
	専門的・技術的職業	21.1%	48.9%	22.1%	7.8%	(2115)	22.0%	49.6%	22.1%	6.2%	(2115)	21.1%	52.4%	21.3%	5.2%	(2115)
	事務	14.5%	44.3%	26.4%	14.8%	(3003)	15.5%	46.2%	26.3%	12.0%	(3003)	6.2%	29.4%	41.7%	22.7%	(3003)
	販売	21.1%	49.3%	21.8%	7.8%	(1088)	13.9%	48.5%	28.2%	9.4%	(1088)	9.5%	36.0%	38.1%	16.5%	(1088)
	サービス職業	26.0%	47.1%	20.6%	6.3%	(811)	23.4%	47.8%	21.8%	6.9%	(811)	10.2%	35.0%	39.2%	15.5%	(811)
	保安職業	25.9%	37.0%	27.2%	9.9%	(81)	25.9%	35.8%	30.9%	7.4%	(81)	12.3%	39.5%	34.6%	13.6%	(81)
	農林漁業	28.6%	50.0%	21.4%	-	(14)	42.9%	28.6%	21.4%	7.1%	(14)	21.4%	50.0%	21.4%	7.1%	(14)
	生産工程	20.5%	51.7%	21.4%	6.3%	(1061)	20.9%	51.6%	21.8%	5.7%	(1061)	10.0%	36.2%	41.2%	12.6%	(1061)
	輸送・機械運転	25.1%	44.8%	23.0%	7.1%	(183)	38.3%	40.4%	16.4%	4.9%	(183)	14.8%	38.8%	32.8%	13.7%	(183)
	建設・採掘	33.1%	41.0%	20.5%	5.4%	(166)	30.7%	47.6%	17.5%	4.2%	(166)	22.9%	42.2%	30.1%	4.8%	(166)
	運搬・清掃・包装	17.2%	50.8%	23.0%	9.0%	(244)	22.1%	39.8%	27.9%	10.2%	(244)	6.1%	21.3%	40.6%	32.0%	(244)
その他	26.3%	42.3%	22.3%	9.1%	(274)	28.1%	45.6%	19.0%	7.3%	(274)	12.8%	41.6%	29.6%	16.1%	(274)	
職 位	一般社員	19.2%	45.4%	24.2%	11.1%	(6790)	19.5%	46.0%	25.0%	9.6%	(6790)	10.4%	34.8%	37.1%	17.7%	(6790)
	主任・係長相当	22.7%	51.6%	19.9%	5.8%	(1533)	21.1%	51.5%	22.0%	5.5%	(1533)	15.7%	43.0%	31.8%	9.6%	(1533)
	課長代理相当(ライン職)	18.8%	54.3%	21.9%	5.1%	(256)	15.2%	57.8%	22.3%	4.7%	(256)	12.9%	55.5%	25.8%	5.9%	(256)
	課長代理相当(スタッフ職)	21.8%	49.2%	20.7%	8.3%	(193)	19.2%	56.0%	17.1%	7.8%	(193)	15.5%	49.2%	25.9%	9.3%	(193)
	課長相当(ライン職)	16.7%	55.8%	19.7%	7.7%	(609)	16.4%	51.1%	25.0%	7.6%	(609)	11.0%	44.8%	34.5%	9.7%	(609)
	課長相当(スタッフ職)	16.8%	53.2%	23.5%	6.6%	(519)	18.9%	49.5%	24.7%	6.9%	(519)	14.8%	45.5%	30.4%	9.2%	(519)
	部長相当(ライン職)	19.0%	49.7%	22.2%	9.1%	(342)	18.1%	48.5%	26.6%	6.7%	(342)	16.1%	50.9%	26.0%	7.0%	(342)
	部長相当(スタッフ職)	18.2%	45.1%	26.3%	10.4%	(335)	18.2%	53.1%	20.9%	7.8%	(335)	13.7%	44.8%	32.2%	9.3%	(335)
支社長・事業部長相当	17.1%	50.5%	25.2%	7.2%	(111)	18.9%	44.1%	29.7%	7.2%	(111)	13.5%	48.6%	32.4%	5.4%	(111)	
役員相当	13.5%	45.2%	26.5%	14.8%	(310)	14.8%	46.8%	26.1%	12.3%	(310)	14.2%	45.5%	29.4%	11.0%	(310)	
勤務時間制度	通常の勤務時間制度	18.9%	46.7%	24.0%	10.5%	(7623)	18.3%	47.4%	25.1%	9.1%	(7623)	10.9%	36.9%	36.1%	16.1%	(7623)
	フレックスタイム制	16.8%	52.3%	22.9%	8.1%	(1617)	16.6%	52.0%	25.0%	6.4%	(1617)	13.7%	48.5%	29.7%	8.1%	(1617)
	変形労働時間制	22.8%	48.8%	21.0%	7.4%	(338)	26.3%	45.6%	22.2%	5.9%	(338)	14.2%	32.0%	40.8%	13.0%	(338)
	交替制	29.5%	45.1%	18.3%	7.1%	(645)	30.5%	46.4%	15.8%	7.3%	(645)	12.6%	36.6%	34.4%	16.4%	(645)
	事業場外労働のみな労働時間制	23.3%	52.1%	16.4%	8.2%	(73)	21.9%	43.8%	24.7%	9.6%	(73)	15.1%	38.4%	30.1%	16.4%	(73)
	裁量労働制	21.0%	55.1%	17.6%	6.3%	(205)	22.4%	53.7%	18.0%	5.9%	(205)	24.9%	49.8%	19.5%	5.9%	(205)
	管理監督者扱い	17.6%	50.0%	23.5%	8.9%	(358)	17.9%	49.4%	23.7%	8.9%	(358)	15.9%	47.8%	28.2%	8.1%	(358)
その他	11.8%	64.7%	17.6%	5.9%	(17)	47.1%	29.4%	23.5%	-	(17)	11.8%	47.1%	29.4%	11.8%	(17)	
わからない	15.6%	34.4%	32.8%	17.2%	(122)	18.0%	31.1%	32.8%	18.0%	(122)	9.8%	27.0%	41.0%	22.1%	(122)	

		Q28_13 行っている仕事全般について/勤務時間中はいつも仕事のことを考えていなければならない					Q28_14 行っている仕事全般について/からだを大変よく使う仕事だ					Q28_15 行っている仕事全般について/自分のペースで仕事ができる				
		そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)	そう だ	まあ そう だ	やや ちが う	ちが う	(合 計 度 数)
全 体		15.0%	48.1%	29.1%	7.8%	(10998)	11.1%	25.3%	31.8%	31.8%	(10998)	12.7%	45.0%	31.2%	11.1%	(10998)
性 別	男性	13.4%	49.3%	30.0%	7.3%	(7105)	11.3%	28.3%	33.1%	27.2%	(7105)	12.0%	46.1%	31.6%	10.3%	(7105)
	女性	17.9%	45.9%	27.4%	8.8%	(3893)	10.7%	19.7%	29.5%	40.1%	(3893)	13.9%	43.0%	30.6%	12.5%	(3893)
年 齢 層	20代	16.9%	45.8%	29.2%	8.1%	(1932)	15.4%	31.0%	27.6%	26.0%	(1932)	12.9%	41.0%	33.6%	12.4%	(1932)
	30代	16.9%	48.4%	27.3%	7.4%	(2395)	13.6%	28.6%	30.4%	27.4%	(2395)	12.2%	42.0%	34.8%	11.0%	(2395)
	40代	15.7%	48.5%	28.2%	7.7%	(2849)	10.1%	25.1%	32.2%	32.6%	(2849)	11.8%	45.2%	31.4%	11.5%	(2849)
	50代	13.0%	50.2%	29.8%	7.0%	(2431)	8.7%	21.5%	33.3%	36.6%	(2431)	11.9%	47.6%	29.8%	10.7%	(2431)
	60代	11.2%	46.4%	32.4%	9.9%	(1391)	7.1%	18.6%	36.8%	37.5%	(1391)	16.2%	50.5%	24.0%	9.3%	(1391)
業 種	農林漁業、鉱業、採石業、砂利採取業	18.2%	54.5%	22.7%	4.5%	(44)	25.0%	29.5%	25.0%	20.5%	(44)	27.3%	43.2%	18.2%	11.4%	(44)
	建設業	11.7%	44.3%	36.8%	7.3%	(634)	11.7%	24.8%	31.1%	32.5%	(634)	15.1%	50.5%	26.7%	7.7%	(634)
	製造業	13.5%	49.3%	29.2%	7.9%	(2762)	11.1%	27.2%	32.7%	29.1%	(2762)	13.3%	46.1%	31.0%	9.7%	(2762)
	電気・ガス・熱供給・水道業	12.2%	45.5%	33.3%	9.0%	(189)	13.8%	28.0%	28.0%	30.2%	(189)	14.3%	48.1%	29.1%	8.5%	(189)
	情報通信業	9.7%	50.3%	31.6%	8.4%	(905)	2.3%	12.9%	30.8%	53.9%	(905)	13.3%	49.8%	28.8%	8.1%	(905)
	運輸業、郵便業	15.4%	44.2%	29.9%	10.6%	(616)	20.8%	31.3%	25.6%	22.2%	(616)	13.5%	37.5%	33.3%	15.7%	(616)
	卸売業、小売業	13.3%	46.1%	32.4%	8.2%	(1096)	8.9%	29.5%	31.9%	29.7%	(1096)	12.3%	45.6%	32.5%	9.6%	(1096)
	金融業、保険業	19.6%	49.0%	23.1%	8.4%	(633)	4.3%	14.2%	37.3%	44.2%	(633)	12.2%	44.4%	31.8%	11.7%	(633)
	不動産業、物品賃貸業	14.2%	41.4%	36.0%	8.4%	(261)	6.1%	18.0%	36.0%	39.8%	(261)	14.6%	47.1%	28.7%	9.6%	(261)
	学術研究、専門・技術サービス業	11.9%	45.5%	36.0%	6.7%	(253)	2.0%	16.6%	36.4%	45.1%	(253)	17.0%	49.0%	27.3%	6.7%	(253)
	宿泊業、飲食サービス業	22.1%	51.3%	20.0%	6.7%	(195)	23.1%	33.8%	26.2%	16.9%	(195)	9.7%	39.5%	36.4%	14.4%	(195)
	生活関連サービス業、娯楽業	16.1%	47.5%	31.8%	4.6%	(261)	15.3%	32.2%	28.7%	23.8%	(261)	12.3%	40.2%	32.2%	15.3%	(261)
	教育、学習支援業	24.9%	44.4%	24.9%	5.8%	(450)	13.1%	34.0%	31.6%	21.3%	(450)	13.6%	42.9%	32.7%	10.9%	(450)
	医療、福祉	21.7%	49.9%	22.6%	5.8%	(775)	24.9%	32.9%	25.5%	16.6%	(775)	7.4%	33.4%	38.7%	20.5%	(775)
	複合サービス業	14.6%	50.0%	29.3%	6.1%	(82)	7.3%	28.0%	35.4%	29.3%	(82)	9.8%	45.1%	34.1%	11.0%	(82)
	その他サービス業	12.4%	48.8%	30.2%	8.6%	(850)	9.6%	24.9%	34.6%	30.8%	(850)	12.0%	47.1%	29.8%	11.2%	(850)
公務	18.4%	52.0%	23.0%	6.7%	(631)	9.4%	20.3%	36.1%	34.2%	(631)	8.4%	47.2%	31.7%	12.7%	(631)	
その他	15.2%	49.0%	25.8%	10.0%	(361)	7.5%	19.9%	30.7%	41.8%	(361)	17.2%	46.0%	27.4%	9.4%	(361)	
従 業 員 規 模	9人以下	10.4%	38.9%	38.1%	12.7%	(772)	10.6%	21.9%	30.3%	37.2%	(772)	17.5%	47.5%	26.7%	8.3%	(772)
	10～99人	13.5%	47.2%	31.3%	8.0%	(2793)	13.4%	28.6%	30.3%	27.6%	(2793)	13.2%	43.6%	32.5%	10.7%	(2793)
	100～499人	14.9%	48.9%	29.9%	6.3%	(2325)	10.6%	26.3%	33.6%	29.5%	(2325)	11.4%	46.5%	30.6%	11.5%	(2325)
	500～999人	16.5%	48.8%	27.3%	7.3%	(956)	12.0%	22.1%	31.5%	34.4%	(956)	12.6%	44.9%	32.9%	9.6%	(956)
	1,000人以上	17.0%	50.7%	25.1%	7.2%	(3551)	8.9%	22.9%	32.9%	35.3%	(3551)	12.5%	46.0%	30.5%	11.0%	(3551)
わからない	14.1%	44.9%	30.0%	11.0%	(601)	14.8%	29.0%	27.6%	28.6%	(601)	9.8%	36.4%	35.4%	18.3%	(601)	
職 種	管理的職業	14.5%	49.4%	29.1%	7.0%	(1958)	5.1%	18.1%	36.3%	40.6%	(1958)	16.5%	50.0%	26.8%	6.6%	(1958)
	専門的・技術的職業	16.0%	51.0%	27.0%	6.0%	(2115)	10.1%	27.0%	32.5%	30.4%	(2115)	12.3%	47.2%	31.2%	9.3%	(2115)
	事務	13.1%	45.5%	31.0%	10.5%	(3003)	3.0%	12.4%	34.6%	50.0%	(3003)	13.8%	47.0%	28.8%	10.4%	(3003)
	販売	14.2%	47.5%	31.0%	7.3%	(1088)	9.2%	30.8%	38.1%	21.9%	(1088)	12.0%	44.3%	33.2%	10.5%	(1088)
	サービス職業	20.1%	50.3%	24.9%	4.7%	(811)	25.4%	39.6%	23.3%	11.7%	(811)	8.1%	35.9%	37.9%	18.1%	(811)
	保安職業	14.8%	44.4%	30.9%	9.9%	(81)	22.2%	42.0%	29.6%	6.2%	(81)	7.4%	35.8%	32.1%	24.7%	(81)
	農林漁業	14.3%	78.6%	7.1%	-	(14)	42.9%	57.1%	-	-	(14)	7.1%	64.3%	28.6%	-	(14)
	生産工程	14.0%	48.9%	29.6%	7.4%	(1061)	23.1%	43.3%	24.5%	9.1%	(1061)	8.6%	38.6%	39.0%	13.8%	(1061)
	輸送・機械運転	17.5%	45.4%	26.8%	10.4%	(183)	23.5%	43.7%	21.3%	11.5%	(183)	12.0%	31.7%	28.4%	27.9%	(183)
	建設・採掘	22.3%	45.2%	28.9%	3.6%	(166)	33.1%	44.0%	16.9%	6.0%	(166)	9.0%	42.8%	33.7%	14.5%	(166)
運搬・清掃・包装	13.1%	40.2%	35.7%	11.1%	(244)	38.9%	42.2%	13.9%	4.9%	(244)	13.1%	43.9%	29.1%	13.9%	(244)	
その他	19.7%	48.5%	23.7%	8.0%	(274)	19.0%	25.2%	27.0%	28.8%	(274)	10.9%	36.9%	35.0%	17.2%	(274)	
職 位	一般社員	14.9%	46.3%	30.1%	8.8%	(6790)	13.7%	27.4%	29.6%	29.4%	(6790)	11.7%	42.8%	32.6%	12.9%	(6790)
	主任・係長相当	16.5%	53.2%	24.9%	5.3%	(1533)	10.6%	25.0%	34.2%	30.2%	(1533)	11.9%	45.6%	32.0%	10.5%	(1533)
	課長代理相当(ライン職)	15.6%	53.9%	26.2%	4.3%	(256)	5.9%	23.8%	37.5%	32.8%	(256)	11.3%	43.8%	35.9%	9.0%	(256)
	課長代理相当(スタッフ職)	14.0%	51.3%	25.9%	8.8%	(193)	5.2%	21.8%	32.1%	40.9%	(193)	15.0%	45.6%	32.6%	6.7%	(193)
	課長相当(ライン職)	15.6%	52.2%	27.4%	4.8%	(609)	4.1%	23.6%	36.6%	35.6%	(609)	11.8%	50.1%	31.0%	7.1%	(609)
	課長相当(スタッフ職)	14.1%	50.1%	28.7%	7.1%	(519)	4.2%	20.0%	36.0%	39.7%	(519)	14.1%	51.8%	25.6%	8.5%	(519)
	部長相当(ライン職)	12.6%	53.5%	28.9%	5.0%	(342)	5.3%	17.8%	38.6%	38.3%	(342)	16.1%	58.2%	20.8%	5.0%	(342)
	部長相当(スタッフ職)	12.8%	45.7%	32.8%	8.7%	(335)	6.3%	12.2%	38.5%	43.0%	(335)	17.9%	51.0%	25.4%	5.7%	(335)
支社長・事業部長相当	20.7%	45.9%	24.3%	9.0%	(111)	2.7%	26.1%	34.2%	36.9%	(111)	17.1%	43.2%	30.6%	9.0%	(111)	
役員相当	13.2%	42.6%	33.9%	10.3%	(310)	5.8%	17.4%	32.3%	44.5%	(310)	25.5%	47.7%	21.3%	5.5%	(310)	
勤 務 時 間 制 度	通常の勤務時間制度	14.7%	47.0%	30.1%	8.3%	(7623)	10.9%	26.0%	32.2%	30.9%	(7623)	12.5%	45.1%	31.4%	11.0%	(7623)
	フレックスタイム制	14.8%	52.4%	27.1%	5.8%	(1617)	4.3%	20.0%	34.3%	41.4%	(1617)	14.3%	51.6%	28.7%	5.3%	(1617)
	変形労働時間制	16.3%	49.1%	26.9%	7.7%	(338)	8.0%	29.6%	29.0%	23.4%	(338)	10.7%	39.1%	33.7%	16.6%	(338)
	交替制	22.2%	48.4%	22.8%	6.7%	(645)	32.1%	35.5%	21.7%	10.7%	(645)	5.7%	27.4%	41.4%	25.4%	(645)
	事業場外労働のみなし労働時間制	15.1%	42.5%	35.6%	6.8%	(73)	15.1%	21.9%	28.8%	34.2%	(73)	15.1%	43.8%	28.8%	12.3%	(73)
	裁量労働制	9.8%	54.6%	30.7%	4.9%	(205)	4.4%	13.2%	34.6%	47.8%	(205)	18.0%	48.8%	24.9%	8.3%	(205)
	管理監督者扱い	13.4%	53.9%	23.7%	8.9%	(358)	4.7%	15.4%	30.4%	49.4%	(358)	19.0%	52.2%	22.6%	6.1%	(358)
その他	11.8%	41.2%	47.1%	-	(17)	11.8%	41.2%	23.5%	23.5%	(17)	17.6%	35.3%	23.5%	23.5%	(17)	
わからない	13.1%	35.2%	35.2%	16.4%	(122)	12.3%	33.6%	36.9%	17.2%	(122)	13.1%	32.8%	36.1%	18.0%	(122)	

		Q28_16 行っている仕事全般について／自分で仕事の順番・やり方を決められることができる					Q28_17 行っている仕事全般について／職場の仕事の方針に自分の意見を反映できる				
		そう だ	ま あ そ う だ	や や ち が う	ち が う	(合 計 度 数)	そう だ	ま あ そ う だ	や や ち が う	ち が う	(合 計 度 数)
全 体		16.1%	51.2%	24.4%	8.3%	(10998)	9.8%	46.3%	32.5%	11.3%	(10998)
性 別	男性	15.7%	51.8%	24.8%	7.8%	(7105)	10.4%	48.5%	31.1%	9.9%	(7105)
	女性	16.9%	50.2%	23.8%	9.2%	(3893)	8.9%	42.2%	35.1%	13.9%	(3893)
年 齢 層	20代	14.4%	47.1%	28.9%	9.5%	(1932)	9.0%	42.1%	35.9%	12.9%	(1932)
	30代	14.9%	48.5%	27.8%	8.8%	(2395)	9.4%	45.1%	34.9%	10.5%	(2395)
	40代	15.6%	52.8%	23.2%	8.3%	(2849)	8.6%	47.9%	31.2%	12.3%	(2849)
	50代	16.1%	53.4%	23.1%	7.4%	(2431)	9.8%	46.6%	32.7%	10.8%	(2431)
	60代	21.4%	54.4%	17.1%	7.1%	(1391)	14.3%	50.1%	26.2%	9.4%	(1391)
業 種	農林漁業、鉱業、採石業、砂利採取業	29.5%	36.4%	27.3%	6.8%	(44)	25.0%	38.6%	31.8%	4.5%	(44)
	建設業	18.5%	56.0%	19.6%	6.0%	(634)	12.1%	48.6%	30.6%	8.7%	(634)
	製造業	17.0%	51.8%	22.8%	8.3%	(2762)	11.2%	46.2%	30.9%	11.8%	(2762)
	電気・ガス・熱供給・水道業	20.1%	49.2%	21.2%	9.5%	(189)	10.1%	49.2%	29.6%	11.1%	(189)
	情報通信業	15.4%	54.4%	24.6%	5.6%	(905)	9.4%	48.1%	34.8%	7.7%	(905)
	運輸業、郵便業	15.9%	43.8%	25.6%	14.6%	(616)	7.8%	39.8%	36.5%	15.9%	(616)
	卸売業、小売業	16.6%	54.4%	22.0%	7.0%	(1096)	8.8%	48.6%	31.9%	10.7%	(1096)
	金融業、保険業	14.5%	54.0%	23.5%	7.9%	(633)	7.7%	47.7%	33.3%	11.2%	(633)
	不動産業、物品賃貸業	14.9%	58.2%	21.5%	5.4%	(261)	9.2%	48.7%	29.9%	12.3%	(261)
	学術研究、専門・技術サービス業	22.1%	54.5%	20.6%	2.8%	(253)	10.3%	53.8%	30.4%	5.5%	(253)
	宿泊業、飲食サービス業	13.8%	52.3%	29.7%	4.1%	(195)	12.3%	45.1%	33.3%	9.2%	(195)
	生活関連サービス業、娯楽業	16.5%	47.9%	23.4%	12.3%	(261)	11.1%	48.3%	29.5%	11.1%	(261)
	教育、学習支援業	18.0%	51.3%	24.0%	6.7%	(450)	9.8%	48.0%	33.3%	8.9%	(450)
	医療、福祉	12.1%	43.1%	30.7%	14.1%	(775)	8.0%	43.7%	34.8%	13.4%	(775)
	複合サービス業	13.4%	50.0%	26.8%	9.8%	(82)	11.0%	40.2%	39.0%	9.8%	(82)
	その他サービス業	15.6%	49.5%	27.1%	7.8%	(850)	10.0%	43.9%	32.7%	13.4%	(850)
公務	9.7%	50.6%	30.9%	8.9%	(631)	6.5%	45.3%	34.5%	13.6%	(631)	
その他	20.5%	47.6%	25.2%	6.6%	(361)	12.7%	43.8%	31.9%	11.6%	(361)	
従 業 員 規 模	9人以下	21.4%	50.9%	20.5%	7.3%	(772)	13.7%	45.6%	30.2%	10.5%	(772)
	10～99人	16.9%	50.9%	24.1%	8.1%	(2793)	9.6%	44.5%	34.0%	11.8%	(2793)
	100～499人	15.1%	51.1%	25.8%	7.9%	(2325)	8.4%	46.1%	34.3%	11.1%	(2325)
	500～999人	16.8%	50.5%	24.4%	8.3%	(956)	11.3%	45.5%	32.4%	10.8%	(956)
	1,000人以上	15.5%	53.7%	23.3%	7.5%	(3551)	10.7%	50.3%	28.9%	10.1%	(3551)
わからない	10.8%	39.4%	32.8%	17.0%	(601)	3.8%	33.3%	43.3%	19.6%	(601)	
職 種	管理的職業	23.0%	56.7%	17.0%	3.2%	(1958)	21.8%	55.3%	19.0%	4.0%	(1958)
	専門的・技術的職業	16.1%	53.8%	23.7%	6.4%	(2115)	8.9%	53.1%	30.7%	7.2%	(2115)
	事務	15.0%	52.9%	24.1%	8.1%	(3003)	5.7%	41.1%	38.1%	15.1%	(3003)
	販売	15.4%	55.5%	22.9%	6.2%	(1088)	8.3%	49.4%	31.4%	10.8%	(1088)
	サービス職業	11.0%	44.5%	32.8%	11.7%	(811)	6.9%	42.7%	37.4%	13.1%	(811)
	保安職業	8.6%	37.0%	37.0%	17.3%	(81)	7.4%	35.8%	39.5%	17.3%	(81)
	農林漁業	7.1%	57.1%	35.7%	-	(14)	-	57.1%	42.9%	-	(14)
	生産工程	12.9%	41.1%	32.0%	13.9%	(1061)	6.9%	36.6%	39.5%	17.1%	(1061)
	輸送・機械運転	12.6%	30.6%	29.0%	27.9%	(183)	5.5%	30.1%	42.6%	21.9%	(183)
	建設・採掘	13.3%	48.2%	25.9%	12.7%	(166)	10.8%	48.8%	25.9%	14.5%	(166)
	運搬・清掃・包装	15.2%	43.4%	27.9%	13.5%	(244)	7.4%	37.3%	39.8%	15.6%	(244)
その他	15.7%	41.6%	27.7%	15.0%	(274)	9.5%	42.0%	33.2%	15.3%	(274)	
職 位	一般社員	14.1%	47.4%	27.7%	10.8%	(6790)	6.0%	40.7%	38.5%	14.8%	(6790)
	主任・係長相当	15.3%	56.2%	23.2%	5.3%	(1533)	9.6%	54.3%	28.5%	7.6%	(1533)
	課長代理相当（ライン職）	14.5%	57.0%	24.6%	3.9%	(256)	12.1%	52.7%	28.9%	6.3%	(256)
	課長代理相当（スタッフ職）	15.5%	60.6%	19.7%	4.1%	(193)	12.4%	53.4%	26.4%	7.8%	(193)
	課長相当（ライン職）	19.0%	59.3%	17.7%	3.9%	(609)	15.4%	58.1%	22.0%	4.4%	(609)
	課長相当（スタッフ職）	19.1%	61.1%	16.6%	3.3%	(519)	12.5%	59.0%	22.9%	5.6%	(519)
	部長相当（ライン職）	22.8%	60.5%	14.0%	2.6%	(342)	21.9%	62.3%	12.9%	2.9%	(342)
	部長相当（スタッフ職）	21.8%	58.8%	16.7%	2.7%	(335)	23.0%	55.2%	16.7%	5.1%	(335)
	支社長・事業部長相当	30.6%	55.0%	9.9%	4.5%	(111)	37.8%	47.7%	10.8%	3.6%	(111)
役員相当	36.1%	46.5%	13.9%	3.5%	(310)	38.7%	47.4%	11.6%	2.3%	(310)	
勤 務 時 間 制 度	通常の勤務時間制度	15.3%	51.1%	25.0%	8.5%	(7623)	8.4%	44.3%	35.0%	12.2%	(7623)
	フレックスタイム制	17.7%	58.6%	20.3%	3.3%	(1617)	12.3%	56.5%	25.0%	6.2%	(1617)
	変形労働時間制	16.0%	47.0%	25.7%	11.2%	(338)	10.9%	43.5%	32.0%	13.6%	(338)
	交替制	9.5%	34.9%	36.6%	19.1%	(645)	6.2%	39.5%	36.3%	18.0%	(645)
	事業場外労働のみなし労働時間制	28.8%	39.7%	27.4%	4.1%	(73)	15.1%	52.1%	23.3%	9.6%	(73)
	裁量労働制	23.9%	60.0%	12.2%	3.9%	(205)	16.1%	56.1%	22.9%	4.9%	(205)
	管理監督者扱い	31.0%	55.3%	10.9%	2.8%	(358)	30.2%	54.5%	11.5%	3.9%	(358)
その他	11.8%	52.9%	17.6%	17.6%	(17)	5.9%	58.8%	29.4%	5.9%	(17)	
わからない	12.3%	33.6%	36.1%	18.0%	(122)	9.8%	30.3%	43.4%	16.4%	(122)	

		Q29_1 仕事やキャリアに対する意識や考え 方／現在の会社ですでに昇進したい					Q29_2 仕事やキャリアに対する意識や考え 方／できるだけ会社に貢献したい					Q29_3 仕事やキャリアに対する意識や考え 方／仕事ばかりでなく、仕事以外の時間も大 切にしている				
		あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		9.8%	29.5%	35.9%	24.9%	(10998)	11.4%	45.4%	28.7%	14.5%	(10998)	35.0%	45.7%	15.1%	4.2%	(10998)
性別	男性	10.6%	32.5%	35.0%	21.9%	(7105)	12.3%	47.1%	27.7%	12.9%	(7105)	32.2%	47.3%	16.3%	4.2%	(7105)
	女性	8.2%	24.0%	37.5%	30.3%	(3893)	9.9%	42.3%	30.5%	17.3%	(3893)	40.1%	42.8%	12.9%	4.2%	(3893)
年齢層	20代	12.5%	32.7%	34.2%	20.6%	(1932)	12.9%	40.7%	31.1%	15.4%	(1932)	40.6%	40.5%	15.1%	3.8%	(1932)
	30代	12.9%	33.2%	34.2%	19.7%	(2395)	12.6%	42.6%	30.6%	14.3%	(2395)	37.6%	41.9%	16.1%	4.5%	(2395)
	40代	9.8%	30.5%	36.0%	23.7%	(2849)	10.7%	46.5%	28.1%	14.8%	(2849)	34.4%	45.8%	15.5%	4.3%	(2849)
	50代	6.6%	26.5%	38.1%	28.8%	(2431)	9.3%	47.2%	28.5%	15.0%	(2431)	30.9%	50.3%	15.1%	3.7%	(2431)
	60代	6.0%	21.9%	37.0%	35.2%	(1391)	12.8%	51.3%	23.6%	12.3%	(1391)	31.3%	51.4%	12.4%	5.0%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	34.1%	27.3%	20.5%	(44)	22.7%	31.8%	34.1%	11.4%	(44)	38.6%	38.6%	18.2%	4.5%	(44)
	建設業	8.7%	31.7%	39.7%	19.9%	(634)	12.5%	47.5%	27.3%	12.8%	(634)	32.0%	49.5%	13.4%	5.0%	(634)
	製造業	10.5%	30.1%	35.9%	23.5%	(2762)	11.7%	45.0%	29.3%	14.0%	(2762)	33.2%	47.3%	15.1%	4.4%	(2762)
	電気・ガス・熱供給・水道業	10.6%	27.0%	35.4%	27.0%	(189)	14.3%	45.0%	24.9%	15.9%	(189)	35.4%	41.3%	18.0%	5.3%	(189)
	情報通信業	9.2%	30.3%	36.0%	24.5%	(905)	10.4%	45.9%	29.3%	14.5%	(905)	35.2%	45.9%	15.5%	3.4%	(905)
	運輸業、郵便業	9.7%	26.6%	37.5%	26.1%	(616)	11.4%	44.5%	29.1%	15.1%	(616)	39.0%	42.9%	14.4%	3.7%	(616)
	卸売業、小売業	8.9%	31.7%	36.5%	22.9%	(1096)	10.8%	47.1%	30.1%	12.0%	(1096)	32.5%	46.2%	17.3%	4.0%	(1096)
	金融業、保険業	11.4%	28.6%	34.1%	25.9%	(633)	13.1%	42.5%	27.0%	17.4%	(633)	38.7%	43.1%	14.8%	3.3%	(633)
	不動産業、物品賃貸業	14.6%	29.5%	32.2%	23.8%	(261)	12.3%	50.2%	23.4%	14.2%	(261)	34.9%	45.6%	14.9%	4.6%	(261)
	学術研究、専門・技術サービス業	6.7%	28.5%	37.9%	26.9%	(253)	10.7%	45.5%	31.2%	12.6%	(253)	41.1%	40.3%	15.8%	2.8%	(253)
	宿泊業、飲食サービス業	15.4%	34.9%	32.8%	16.9%	(195)	16.4%	47.2%	25.1%	11.3%	(195)	33.3%	51.3%	11.8%	3.6%	(195)
	生活関連サービス業、娯楽業	10.3%	28.4%	40.2%	21.1%	(261)	11.1%	46.4%	29.5%	13.0%	(261)	39.8%	43.7%	13.4%	3.1%	(261)
	教育、学習支援業	6.7%	24.4%	39.6%	29.3%	(450)	10.0%	49.1%	28.7%	12.2%	(450)	34.9%	47.8%	13.6%	3.8%	(450)
	医療、福祉	8.0%	28.0%	34.6%	29.4%	(775)	10.1%	43.6%	29.4%	16.9%	(775)	36.8%	44.1%	13.9%	5.2%	(775)
	複合サービス業	12.2%	35.4%	22.0%	30.5%	(82)	15.9%	40.2%	26.8%	17.1%	(82)	31.7%	45.1%	20.7%	2.4%	(82)
	その他サービス業	7.9%	29.2%	37.2%	25.8%	(850)	10.5%	43.8%	30.0%	15.8%	(850)	33.2%	46.1%	16.6%	4.1%	(850)
公務	8.4%	27.6%	35.8%	28.2%	(631)	7.8%	45.3%	28.2%	18.7%	(631)	36.3%	42.6%	16.5%	4.6%	(631)	
その他	14.4%	29.9%	27.1%	28.5%	(361)	16.6%	46.3%	23.8%	13.3%	(361)	39.9%	45.2%	8.6%	6.4%	(361)	
従業員規模	9人以下	8.2%	24.5%	38.1%	29.3%	(772)	12.6%	43.1%	29.8%	14.5%	(772)	35.9%	46.1%	13.7%	4.3%	(772)
	10～99人	7.7%	27.4%	38.8%	26.1%	(2793)	11.0%	45.0%	29.1%	14.9%	(2793)	34.1%	45.1%	15.9%	4.8%	(2793)
	100～499人	9.2%	31.7%	35.6%	23.6%	(2325)	10.7%	46.1%	28.9%	14.4%	(2325)	33.5%	47.3%	15.3%	3.8%	(2325)
	500～999人	10.7%	31.2%	33.7%	24.5%	(956)	11.4%	44.8%	30.4%	13.4%	(956)	35.1%	44.5%	16.4%	4.0%	(956)
	1,000人以上	13.0%	31.7%	33.4%	21.9%	(3551)	13.2%	47.7%	26.6%	12.5%	(3551)	37.4%	45.8%	13.4%	3.4%	(3551)
わからない	3.2%	21.0%	39.1%	36.8%	(601)	4.2%	34.8%	34.3%	26.8%	(601)	29.3%	43.1%	19.3%	8.3%	(601)	
職種	管理的職業	17.1%	38.3%	30.7%	13.9%	(1958)	20.5%	53.1%	19.2%	7.2%	(1958)	33.2%	48.9%	15.0%	2.9%	(1958)
	専門的・技術的職業	8.9%	32.0%	35.8%	23.3%	(2115)	10.9%	47.8%	28.5%	12.8%	(2115)	33.2%	48.2%	15.0%	3.5%	(2115)
	事務	6.9%	24.4%	37.2%	31.5%	(3003)	8.2%	41.1%	32.2%	18.5%	(3003)	37.9%	43.6%	13.6%	3.9%	(3003)
	販売	10.8%	33.6%	34.7%	20.9%	(1088)	12.7%	45.9%	28.9%	12.6%	(1088)	35.0%	45.1%	16.0%	3.9%	(1088)
	サービス職業	8.1%	29.2%	35.3%	27.4%	(811)	8.4%	42.3%	31.3%	18.0%	(811)	36.6%	43.6%	15.3%	4.4%	(811)
	保安職業	7.4%	22.2%	37.0%	33.3%	(81)	8.6%	42.0%	24.7%	24.7%	(81)	32.1%	46.9%	14.8%	6.2%	(81)
	農林漁業	14.3%	14.3%	50.0%	21.4%	(14)	14.3%	42.9%	28.6%	14.3%	(14)	35.7%	28.6%	35.7%	-	(14)
	生産工程	7.4%	23.1%	41.7%	27.9%	(1061)	8.1%	40.8%	34.1%	17.0%	(1061)	32.9%	43.8%	18.0%	5.3%	(1061)
	輸送・機械運転	12.6%	23.5%	38.8%	25.1%	(183)	10.9%	44.8%	28.4%	15.8%	(183)	30.6%	49.7%	14.8%	4.9%	(183)
	建設・採掘	6.6%	33.1%	37.3%	22.9%	(166)	12.7%	48.8%	24.1%	14.5%	(166)	34.9%	45.2%	13.9%	6.0%	(166)
	運搬・清掃・包装	7.0%	23.4%	39.3%	30.3%	(244)	5.7%	39.3%	36.5%	18.4%	(244)	33.2%	44.7%	16.8%	5.3%	(244)
その他	8.0%	22.3%	36.5%	33.2%	(274)	9.1%	48.2%	26.6%	16.1%	(274)	39.4%	41.2%	14.2%	5.1%	(274)	
職位	一般社員	6.9%	25.2%	37.3%	30.7%	(6790)	8.2%	41.6%	32.0%	18.2%	(6790)	35.9%	43.4%	15.6%	5.2%	(6790)
	主任・係長相当	11.5%	34.6%	35.9%	17.9%	(1533)	13.5%	47.7%	28.0%	10.8%	(1533)	35.4%	48.9%	13.2%	2.4%	(1533)
	課長代理相当(ライン職)	14.5%	37.9%	36.3%	11.3%	(256)	13.3%	56.6%	23.4%	6.6%	(256)	31.6%	49.2%	16.8%	2.3%	(256)
	課長代理相当(スタッフ職)	14.5%	32.1%	36.3%	17.1%	(193)	13.0%	51.8%	24.4%	10.9%	(193)	35.2%	45.1%	16.6%	3.1%	(193)
	課長相当(ライン職)	16.1%	36.6%	32.5%	14.8%	(609)	14.6%	53.2%	23.3%	8.9%	(609)	32.2%	49.8%	14.6%	3.4%	(609)
	課長相当(スタッフ職)	15.4%	35.1%	33.7%	15.8%	(519)	14.6%	51.3%	25.0%	9.1%	(519)	31.8%	51.8%	12.3%	4.0%	(519)
	部長相当(ライン職)	14.9%	47.4%	27.8%	9.9%	(342)	18.7%	61.4%	15.8%	4.1%	(342)	30.1%	52.6%	16.1%	1.2%	(342)
	部長相当(スタッフ職)	13.7%	35.8%	34.9%	15.5%	(335)	20.6%	52.5%	20.9%	6.0%	(335)	29.9%	50.4%	17.9%	1.8%	(335)
	支社長・事業部長相当	19.8%	45.0%	25.2%	9.9%	(111)	25.2%	58.6%	12.6%	3.6%	(111)	37.8%	51.4%	9.9%	0.9%	(111)
役員相当	21.9%	34.2%	29.4%	14.5%	(310)	34.5%	48.7%	11.3%	5.5%	(310)	37.4%	45.5%	13.5%	3.5%	(310)	
勤務時間制度	通常の勤務時間制度	8.7%	28.6%	36.4%	26.3%	(7623)	10.0%	45.0%	29.6%	15.4%	(7623)	34.8%	45.5%	15.2%	4.6%	(7623)
	フレックスタイム制	12.2%	35.3%	34.3%	18.3%	(1617)	14.4%	50.3%	26.3%	9.0%	(1617)	34.4%	48.1%	14.7%	2.7%	(1617)
	変形労働時間制	10.4%	30.8%	37.0%	21.9%	(338)	14.5%	40.2%	30.8%	14.5%	(338)	38.2%	42.6%	16.0%	3.3%	(338)
	交替制	9.0%	23.1%	35.2%	32.7%	(645)	10.4%	39.1%	30.2%	20.3%	(645)	38.8%	42.3%	13.6%	5.3%	(645)
	事業場外労働のみな労働時間制	15.1%	30.1%	35.6%	19.2%	(73)	15.1%	41.1%	30.1%	13.7%	(73)	43.8%	41.1%	15.1%	-	(73)
	裁量労働制	15.1%	29.8%	35.6%	19.5%	(205)	13.7%	53.2%	22.4%	10.7%	(205)	31.7%	58.5%	8.3%	1.5%	(205)
	管理監督者扱い	18.4%	34.9%	30.7%	15.9%	(358)	26.0%	49.7%	15.1%	9.2%	(358)	36.9%	47.8%	12.8%	2.5%	(358)
	その他	5.9%	11.8%	47.1%	35.3%	(17)	11.8%	41.2%	41.2%	5.9%	(17)	58.8%	35.3%	5.9%	-	(17)
わからない	10.7%	23.8%	39.3%	26.2%	(122)	10.7%	32.0%	36.1%	21.3%	(122)	18.9%	32.0%	36.1%	13.1%	(122)	

		Q29.4 仕事やキャリアに対する意識や考え方／努力や成果に見合った評価を上司から受けている					Q29.5 仕事やキャリアに対する意識や考え方／努力や成果に見合った収入を得ている					Q29.6 仕事やキャリアに対する意識や考え方／今後1年くらいに間に失業する不安がある				
		あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		8.2%	40.6%	36.3%	14.9%	(10998)	6.9%	36.6%	38.8%	17.7%	(10998)	7.8%	22.6%	38.7%	30.9%	(10998)
性別	男性	8.2%	41.3%	36.4%	14.0%	(7105)	6.8%	38.1%	38.6%	16.6%	(7105)	7.1%	23.3%	39.0%	30.6%	(7105)
	女性	8.2%	39.1%	36.1%	16.6%	(3893)	7.1%	33.9%	39.3%	19.7%	(3893)	9.1%	21.3%	38.1%	31.5%	(3893)
年齢層	20代	10.5%	42.5%	35.4%	11.6%	(1932)	8.5%	38.0%	37.4%	16.0%	(1932)	8.5%	24.6%	36.4%	30.5%	(1932)
	30代	9.4%	41.9%	36.0%	12.7%	(2395)	7.6%	38.2%	39.0%	15.2%	(2395)	8.0%	25.4%	37.8%	28.8%	(2395)
	40代	7.0%	39.4%	36.7%	16.9%	(2849)	6.4%	35.8%	39.4%	18.4%	(2849)	7.8%	23.2%	39.5%	29.5%	(2849)
	50代	6.7%	38.7%	37.6%	16.9%	(2431)	5.6%	36.3%	38.9%	19.3%	(2431)	7.7%	19.3%	40.9%	32.2%	(2431)
	60代	8.2%	41.2%	34.9%	15.7%	(1391)	6.6%	34.1%	39.4%	19.9%	(1391)	6.8%	19.5%	37.7%	36.0%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	20.5%	36.4%	27.3%	15.9%	(44)	22.7%	22.7%	36.4%	18.2%	(44)	11.4%	25.0%	38.6%	25.0%	(44)
	建設業	9.1%	41.0%	35.2%	14.7%	(634)	6.8%	38.2%	39.3%	15.8%	(634)	8.2%	22.6%	40.2%	29.0%	(634)
	製造業	7.7%	40.4%	36.3%	15.5%	(2762)	7.0%	37.7%	38.4%	17.0%	(2762)	8.1%	24.9%	38.9%	28.1%	(2762)
	電気・ガス・熱供給・水道業	9.5%	42.3%	32.8%	15.3%	(189)	11.1%	36.5%	35.4%	16.9%	(189)	10.1%	19.6%	37.0%	33.3%	(189)
	情報通信業	9.3%	44.0%	34.3%	12.5%	(905)	7.6%	40.7%	37.5%	14.3%	(905)	7.1%	23.1%	43.0%	26.9%	(905)
	運輸業、郵便業	6.7%	36.9%	41.7%	14.8%	(616)	6.5%	32.3%	41.7%	19.5%	(616)	7.5%	21.1%	39.1%	32.3%	(616)
	卸売業、小売業	6.7%	42.0%	36.6%	14.8%	(1096)	6.0%	35.9%	40.4%	17.7%	(1096)	7.2%	23.0%	43.5%	26.3%	(1096)
	金融業、保険業	9.0%	40.3%	37.3%	13.4%	(633)	7.4%	36.0%	40.3%	16.3%	(633)	9.3%	17.7%	39.5%	33.3%	(633)
	不動産業、物品賃貸業	9.6%	43.7%	33.0%	13.8%	(261)	9.6%	43.3%	33.0%	14.2%	(261)	7.7%	25.3%	37.9%	29.1%	(261)
	学術研究、専門・技術サービス業	9.9%	42.3%	34.8%	13.0%	(253)	9.5%	36.4%	37.2%	17.0%	(253)	9.9%	17.4%	45.1%	27.7%	(253)
	宿泊業、飲食サービス業	9.7%	40.5%	36.9%	12.8%	(195)	9.7%	31.3%	40.5%	18.5%	(195)	14.9%	35.4%	30.8%	19.0%	(195)
	生活関連サービス業、娯楽業	10.7%	40.2%	35.6%	13.4%	(261)	7.3%	34.9%	40.6%	17.2%	(261)	11.1%	30.3%	35.2%	23.4%	(261)
	教育、学習支援業	8.9%	41.6%	35.1%	14.4%	(450)	5.8%	36.4%	38.0%	19.8%	(450)	5.8%	22.0%	32.0%	40.2%	(450)
	医療、福祉	6.3%	37.5%	38.8%	17.3%	(775)	4.6%	31.4%	40.4%	23.6%	(775)	5.9%	16.9%	40.9%	36.3%	(775)
	複合サービス業	9.8%	36.6%	41.5%	12.2%	(82)	7.3%	37.8%	32.9%	22.0%	(82)	7.3%	24.4%	45.1%	23.2%	(82)
その他サービス業	8.1%	37.2%	37.9%	16.8%	(850)	7.1%	34.1%	39.6%	19.2%	(850)	8.5%	26.4%	40.5%	24.7%	(850)	
公務	7.4%	42.6%	36.0%	13.9%	(631)	4.6%	41.0%	36.5%	17.9%	(631)	3.2%	16.0%	23.9%	56.9%	(631)	
その他	11.1%	41.3%	29.9%	17.7%	(361)	6.9%	36.6%	39.6%	16.9%	(361)	10.8%	18.8%	33.2%	37.1%	(361)	
従業員規模	9人以下	9.6%	38.9%	34.1%	17.5%	(772)	8.4%	34.6%	38.1%	18.9%	(772)	10.5%	21.8%	42.0%	25.8%	(772)
	10～99人	7.9%	37.8%	38.1%	16.1%	(2793)	6.3%	33.1%	40.7%	19.9%	(2793)	8.3%	24.2%	40.2%	27.3%	(2793)
	100～499人	6.4%	39.9%	38.3%	15.5%	(2325)	5.6%	34.8%	41.0%	18.6%	(2325)	7.7%	25.3%	39.3%	27.7%	(2325)
	500～999人	9.0%	40.6%	36.5%	13.9%	(956)	6.8%	39.1%	38.3%	15.8%	(956)	7.1%	20.5%	38.9%	33.5%	(956)
	1,000人以上	9.9%	44.7%	33.5%	11.9%	(3551)	8.4%	41.5%	36.0%	14.0%	(3551)	6.6%	19.8%	36.1%	37.5%	(3551)
わからない	4.0%	33.6%	39.3%	23.1%	(601)	3.5%	29.1%	40.6%	26.8%	(601)	11.1%	25.1%	39.1%	24.6%	(601)	
職種	管理的職業	14.2%	47.1%	29.2%	9.4%	(1958)	12.8%	45.1%	31.2%	10.9%	(1958)	6.3%	21.0%	36.3%	36.4%	(1958)
	専門的・技術的職業	8.5%	43.3%	35.8%	12.4%	(2115)	7.3%	38.0%	39.1%	15.6%	(2115)	6.5%	21.5%	38.9%	33.1%	(2115)
	事務	6.2%	37.2%	38.6%	18.0%	(3003)	5.3%	33.7%	40.8%	20.2%	(3003)	9.0%	21.5%	38.8%	30.8%	(3003)
	販売	8.5%	42.6%	35.1%	13.7%	(1088)	6.3%	38.6%	37.8%	17.3%	(1088)	7.8%	25.4%	40.6%	26.2%	(1088)
	サービス職業	6.9%	37.9%	39.1%	16.2%	(811)	5.4%	33.4%	39.7%	21.5%	(811)	8.8%	25.0%	40.7%	25.5%	(811)
	保安職業	6.2%	37.0%	32.1%	24.7%	(81)	3.7%	32.1%	40.7%	23.5%	(81)	2.5%	21.0%	27.2%	49.4%	(81)
	農林漁業	14.3%	28.6%	35.7%	21.4%	(14)	7.1%	28.6%	42.9%	21.4%	(14)	-	21.4%	35.7%	42.9%	(14)
	生産工程	4.3%	35.7%	41.2%	18.8%	(1061)	3.6%	31.7%	44.0%	20.7%	(1061)	8.8%	27.5%	39.5%	24.2%	(1061)
	輸送・機械運転	6.0%	32.8%	45.4%	15.8%	(183)	4.4%	31.7%	40.4%	23.5%	(183)	4.4%	24.0%	41.0%	30.6%	(183)
	建設・採掘	8.4%	39.2%	37.3%	15.1%	(166)	5.4%	36.7%	39.8%	18.1%	(166)	10.8%	22.9%	41.0%	25.3%	(166)
	運搬・清掃・包装	4.5%	35.2%	41.4%	18.9%	(244)	4.1%	29.5%	44.7%	21.7%	(244)	10.7%	23.8%	38.9%	26.6%	(244)
その他	7.7%	40.1%	33.2%	19.0%	(274)	3.6%	28.1%	44.9%	23.4%	(274)	9.1%	15.0%	36.1%	39.8%	(274)	
職位	一般社員	6.1%	37.6%	38.7%	17.5%	(6790)	5.1%	32.8%	41.1%	21.0%	(6790)	9.0%	23.4%	39.6%	28.0%	(6790)
	主任・係長相当	8.7%	42.6%	36.3%	12.4%	(1533)	6.8%	38.5%	40.1%	14.6%	(1533)	5.3%	20.0%	37.6%	37.1%	(1533)
	課長代理相当(ライン職)	10.5%	39.8%	39.5%	10.2%	(256)	7.8%	41.4%	41.0%	9.8%	(256)	4.7%	23.8%	37.1%	34.4%	(256)
	課長代理相当(スタッフ職)	8.8%	48.7%	29.5%	13.0%	(193)	7.8%	42.0%	38.9%	11.4%	(193)	6.7%	20.2%	42.0%	31.1%	(193)
	課長相当(ライン職)	10.2%	47.0%	32.8%	10.0%	(609)	7.7%	46.5%	32.8%	13.0%	(609)	4.3%	25.8%	35.3%	34.6%	(609)
	課長相当(スタッフ職)	9.2%	45.5%	33.7%	11.6%	(519)	9.2%	42.8%	35.3%	12.7%	(519)	5.2%	21.2%	41.4%	32.2%	(519)
	部長相当(ライン職)	13.2%	56.1%	24.0%	6.7%	(342)	11.7%	48.5%	31.6%	8.2%	(342)	6.4%	22.2%	35.1%	36.3%	(342)
	部長相当(スタッフ職)	13.7%	46.0%	30.4%	9.9%	(335)	11.6%	47.2%	30.7%	10.4%	(335)	10.7%	17.9%	37.9%	33.4%	(335)
支社長・事業部長相当	25.2%	46.8%	20.7%	7.2%	(111)	17.1%	45.9%	27.0%	9.9%	(111)	3.6%	24.3%	27.0%	45.0%	(111)	
役員相当	25.8%	44.2%	21.3%	8.7%	(310)	24.5%	45.8%	20.0%	9.7%	(310)	8.1%	19.4%	32.6%	40.0%	(310)	
勤務時間制度	通常の勤務時間制度	7.1%	39.2%	37.7%	16.0%	(7623)	6.0%	35.2%	40.0%	18.8%	(7623)	8.0%	23.0%	38.6%	30.3%	(7623)
	フレックスタイム制	10.8%	48.1%	31.8%	9.3%	(1617)	9.2%	43.6%	36.5%	10.7%	(1617)	6.9%	24.1%	38.7%	30.3%	(1617)
	変形労働時間制	9.8%	36.4%	38.8%	15.1%	(338)	7.7%	32.8%	38.5%	21.0%	(338)	10.1%	21.6%	39.3%	29.0%	(338)
	交替制	6.4%	33.8%	38.6%	21.2%	(645)	4.3%	29.5%	41.1%	25.1%	(645)	6.4%	17.5%	42.6%	33.5%	(645)
	事業場外労働のみなし労働時間制	11.0%	39.7%	38.4%	11.0%	(73)	12.3%	38.4%	30.1%	19.2%	(73)	8.2%	28.8%	34.2%	28.8%	(73)
	裁量労働制	10.7%	54.1%	25.4%	9.8%	(205)	9.3%	50.2%	29.8%	10.7%	(205)	5.9%	20.5%	40.0%	33.7%	(205)
	管理監督者扱い	19.6%	46.6%	25.1%	8.7%	(358)	16.2%	45.8%	28.5%	9.5%	(358)	7.5%	15.9%	31.8%	44.7%	(358)
その他	5.9%	52.9%	29.4%	11.8%	(17)	5.9%	41.2%	35.3%	17.6%	(17)	5.9%	23.5%	29.4%	41.2%	(17)	
わからない	9.0%	29.5%	40.2%	21.3%	(122)	10.7%	27.0%	36.1%	26.2%	(122)	12.3%	22.1%	37.7%	27.9%	(122)	

		Q30_1 自分にあてはまるか/時間的なプレッシャーを感じやすい					Q30_2 自分にあてはまるか/朝起きるとすぐ、仕事の問題を考え始める					Q30_3 自分にあてはまるか/家に帰ると、すぐにリラックスでき、仕事のことをすべて忘れてしまう				
		全く違う	違う	その通りだ	全くその通りだ	(合計度数)	全く違う	違う	その通りだ	全くその通りだ	(合計度数)	全く違う	違う	その通りだ	全くその通りだ	(合計度数)
全体		9.2%	37.5%	43.4%	9.9%	(10998)	14.1%	44.3%	34.4%	7.2%	(10998)	9.5%	41.3%	39.6%	9.6%	(10998)
性別	男性	8.5%	37.7%	43.7%	10.0%	(7105)	12.6%	44.5%	35.8%	7.1%	(7105)	8.7%	41.3%	41.1%	8.9%	(7105)
	女性	10.5%	37.2%	42.6%	9.7%	(3893)	16.8%	43.8%	31.9%	7.5%	(3893)	10.9%	41.4%	36.7%	10.9%	(3893)
年齢層	20代	10.8%	34.7%	43.7%	10.8%	(1932)	17.3%	39.4%	34.6%	8.6%	(1932)	12.2%	41.1%	35.9%	10.7%	(1932)
	30代	9.1%	35.5%	44.5%	11.0%	(2395)	15.1%	42.3%	34.7%	8.0%	(2395)	10.8%	41.3%	38.1%	9.8%	(2395)
	40代	8.6%	35.6%	45.1%	10.7%	(2849)	13.1%	45.4%	34.0%	7.5%	(2849)	10.0%	40.9%	39.2%	9.9%	(2849)
	50代	8.0%	39.2%	43.5%	9.3%	(2431)	11.9%	46.2%	35.7%	6.3%	(2431)	7.8%	42.6%	41.1%	8.6%	(2431)
	60代	10.8%	45.9%	37.1%	6.2%	(1391)	14.0%	49.0%	32.1%	4.9%	(1391)	5.5%	40.1%	45.0%	9.3%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	15.9%	34.1%	36.4%	13.6%	(44)	13.6%	45.5%	29.5%	11.4%	(44)	15.9%	34.1%	34.1%	15.9%	(44)
	建設業	9.9%	43.7%	39.3%	7.1%	(634)	14.2%	45.0%	33.9%	6.9%	(634)	8.5%	42.6%	39.0%	9.9%	(634)
	製造業	9.2%	36.9%	44.0%	9.9%	(2762)	14.7%	45.0%	34.0%	6.4%	(2762)	9.5%	40.4%	40.5%	9.6%	(2762)
	電気・ガス・熱供給・水道業	10.6%	41.3%	40.2%	7.9%	(189)	15.3%	43.9%	36.0%	4.8%	(189)	7.9%	41.3%	39.7%	11.1%	(189)
	情報通信業	6.9%	37.8%	46.1%	9.3%	(905)	13.4%	45.3%	35.1%	6.2%	(905)	9.1%	42.8%	39.0%	9.2%	(905)
	運輸業、郵便業	10.2%	31.2%	44.8%	13.8%	(616)	17.4%	45.0%	31.2%	6.5%	(616)	8.0%	38.0%	41.7%	12.3%	(616)
	卸売業、小売業	10.7%	38.6%	42.6%	8.1%	(1096)	14.2%	45.7%	33.2%	6.8%	(1096)	7.9%	43.5%	40.6%	7.9%	(1096)
	金融業、保険業	7.3%	40.4%	40.0%	12.3%	(633)	12.0%	43.8%	33.2%	10.4%	(633)	8.8%	45.2%	34.9%	9.6%	(633)
	不動産業、物品賃貸業	11.9%	38.3%	39.5%	10.3%	(261)	15.3%	49.4%	28.7%	6.5%	(261)	13.8%	36.0%	39.8%	10.3%	(261)
	学術研究、専門・技術サービス業	8.3%	39.5%	42.3%	9.9%	(253)	14.6%	47.0%	29.2%	9.1%	(253)	9.5%	42.3%	37.9%	10.3%	(253)
	宿泊業、飲食サービス業	8.7%	37.4%	45.1%	8.7%	(195)	16.9%	37.4%	40.5%	5.1%	(195)	13.8%	44.1%	33.3%	8.7%	(195)
	生活関連サービス業、娯楽業	8.0%	36.4%	44.8%	10.7%	(261)	14.9%	39.5%	38.3%	7.3%	(261)	8.8%	45.2%	34.9%	11.1%	(261)
	教育、学習支援業	8.2%	35.3%	45.3%	11.1%	(450)	13.3%	40.2%	38.7%	7.8%	(450)	12.4%	42.7%	37.1%	7.8%	(450)
	医療、福祉	8.5%	35.1%	46.6%	9.8%	(775)	12.0%	41.8%	37.5%	8.6%	(775)	10.8%	43.5%	35.9%	9.8%	(775)
複合サービス業	4.9%	47.6%	37.8%	9.8%	(82)	12.2%	42.7%	31.7%	13.4%	(82)	9.8%	42.7%	41.5%	6.1%	(82)	
その他サービス業	9.6%	38.1%	42.6%	9.6%	(850)	11.3%	47.3%	33.8%	7.6%	(850)	7.2%	42.0%	40.9%	9.9%	(850)	
公務	10.3%	37.6%	42.5%	9.7%	(631)	13.9%	41.2%	37.6%	7.3%	(631)	9.4%	42.3%	40.1%	8.2%	(631)	
その他	11.1%	34.9%	43.5%	10.5%	(361)	17.2%	41.6%	33.2%	8.0%	(361)	11.1%	36.0%	40.2%	12.7%	(361)	
従業員規模	9人以下	11.1%	42.9%	37.8%	8.2%	(772)	15.3%	50.6%	26.9%	7.1%	(772)	8.8%	37.2%	40.8%	13.2%	(772)
	10～99人	9.3%	38.7%	43.5%	8.6%	(2793)	13.9%	44.8%	35.1%	6.3%	(2793)	9.1%	42.2%	39.2%	9.5%	(2793)
	100～499人	7.9%	38.0%	43.7%	10.4%	(2325)	13.2%	45.0%	34.5%	7.3%	(2325)	9.4%	42.6%	39.1%	8.9%	(2325)
	500～999人	10.0%	36.2%	43.5%	10.3%	(956)	14.1%	42.2%	35.4%	8.4%	(956)	10.5%	41.9%	37.6%	10.0%	(956)
	1,000人以上	9.5%	36.3%	43.6%	10.6%	(3551)	14.7%	42.6%	35.2%	7.5%	(3551)	9.6%	40.9%	40.4%	9.1%	(3551)
わからない	8.7%	32.9%	46.8%	11.6%	(601)	13.8%	44.6%	33.8%	7.8%	(601)	10.5%	38.9%	39.8%	10.8%	(601)	
職種	管理的職業	10.3%	41.1%	41.4%	7.3%	(1958)	11.9%	43.1%	37.8%	7.2%	(1958)	10.4%	44.0%	38.3%	7.3%	(1958)
	専門的・技術的職業	7.8%	36.5%	45.2%	10.4%	(2115)	12.8%	44.2%	36.4%	6.6%	(2115)	8.9%	44.0%	38.8%	8.3%	(2115)
	事務	10.1%	38.1%	43.0%	8.8%	(3003)	17.2%	46.0%	29.9%	6.9%	(3003)	9.3%	39.3%	39.9%	11.6%	(3003)
	販売	8.4%	38.8%	41.9%	10.9%	(1088)	11.3%	42.8%	36.6%	9.3%	(1088)	10.2%	43.4%	38.8%	7.6%	(1088)
	サービス職業	8.5%	35.1%	45.4%	11.0%	(811)	13.3%	43.3%	35.8%	7.6%	(811)	9.7%	42.2%	38.6%	9.5%	(811)
	保安職業	6.2%	42.0%	37.0%	14.8%	(81)	8.6%	46.9%	34.6%	9.9%	(81)	13.6%	33.3%	45.7%	7.4%	(81)
	農林漁業	7.1%	21.4%	64.3%	7.1%	(14)	7.1%	42.9%	42.9%	7.1%	(14)	-	42.9%	35.7%	21.4%	(14)
	生産工程	9.5%	34.6%	45.3%	10.6%	(1061)	16.6%	44.4%	32.9%	6.1%	(1061)	7.8%	38.2%	42.6%	11.4%	(1061)
	輸送・機械運転	11.5%	29.5%	42.6%	16.4%	(183)	15.8%	47.0%	30.1%	7.1%	(183)	9.3%	36.1%	42.1%	12.6%	(183)
	建設・採掘	7.8%	38.0%	38.0%	16.3%	(166)	10.2%	35.5%	42.8%	11.4%	(166)	11.4%	36.7%	36.1%	15.7%	(166)
	運搬・清掃・包装	8.2%	32.8%	44.3%	14.8%	(244)	16.0%	45.1%	31.6%	7.4%	(244)	7.0%	38.5%	39.8%	14.8%	(244)
その他	8.8%	35.0%	43.1%	13.1%	(274)	11.7%	45.3%	35.8%	7.3%	(274)	12.4%	36.5%	43.8%	7.3%	(274)	
職位	一般社員	9.6%	36.3%	43.2%	10.8%	(6790)	15.8%	44.2%	32.9%	7.2%	(6790)	9.4%	38.9%	40.9%	10.9%	(6790)
	主任・係長相当	7.0%	37.6%	45.9%	9.5%	(1533)	11.5%	45.5%	36.1%	6.8%	(1533)	9.1%	46.1%	36.1%	8.7%	(1533)
	課長代理相当(ライン職)	7.8%	39.1%	44.9%	8.2%	(256)	10.2%	43.4%	40.2%	6.3%	(256)	6.3%	47.7%	39.1%	7.0%	(256)
	課長代理相当(スタッフ職)	9.8%	38.3%	44.0%	7.8%	(193)	13.0%	43.5%	35.2%	8.3%	(193)	11.4%	46.1%	36.3%	6.2%	(193)
	課長相当(ライン職)	8.7%	34.5%	47.5%	9.4%	(609)	11.3%	42.9%	36.6%	9.2%	(609)	9.3%	43.2%	36.6%	7.9%	(609)
	課長相当(スタッフ職)	7.3%	40.7%	43.0%	9.1%	(519)	9.2%	43.5%	40.7%	6.6%	(519)	9.2%	48.7%	34.9%	7.1%	(519)
	部長相当(ライン職)	7.6%	43.3%	41.5%	7.6%	(342)	10.5%	40.6%	40.4%	8.5%	(342)	10.2%	43.0%	41.8%	5.0%	(342)
	部長相当(スタッフ職)	11.0%	43.0%	39.7%	6.3%	(335)	11.9%	44.5%	37.0%	6.6%	(335)	8.7%	40.0%	43.9%	7.5%	(335)
支社長・事業部長相当	10.8%	55.9%	28.8%	4.5%	(111)	9.0%	53.2%	30.6%	7.2%	(111)	9.9%	47.7%	36.9%	5.4%	(111)	
役員相当	15.8%	43.5%	35.2%	5.5%	(310)	16.5%	47.1%	31.0%	5.5%	(310)	10.6%	43.9%	37.1%	8.4%	(310)	
勤務時間制度	通常の勤務時間制度	9.6%	37.8%	42.7%	9.8%	(7623)	14.7%	44.6%	33.8%	7.0%	(7623)	9.2%	40.2%	40.2%	10.4%	(7623)
	フレックスタイム制	9.0%	37.7%	44.6%	8.7%	(1617)	12.7%	44.2%	36.2%	6.9%	(1617)	10.1%	44.8%	38.3%	6.7%	(1617)
	変形労働時間制	7.4%	36.1%	46.2%	10.4%	(338)	13.6%	43.8%	35.2%	7.4%	(338)	8.6%	44.7%	39.1%	7.7%	(338)
	交替制	6.4%	31.5%	48.5%	13.6%	(645)	14.4%	42.6%	33.6%	9.3%	(645)	8.5%	40.8%	39.5%	11.2%	(645)
	事業場外労働のみなし労働時間制	12.3%	35.6%	42.5%	9.6%	(73)	16.4%	26.0%	49.3%	8.2%	(73)	19.2%	31.5%	42.5%	6.8%	(73)
	裁量労働制	5.4%	32.7%	47.3%	14.6%	(205)	9.8%	42.9%	41.0%	6.3%	(205)	10.7%	50.7%	34.1%	4.4%	(205)
	管理監督者扱い	9.5%	45.5%	38.5%	6.4%	(358)	11.5%	44.7%	35.2%	8.7%	(358)	10.9%	45.0%	35.2%	8.9%	(358)
	その他	-	41.2%	41.2%	17.6%	(17)	-	76.5%	11.8%	11.8%	(17)	17.6%	52.9%	23.5%	5.9%	(17)
わからない	13.1%	36.1%	38.5%	12.3%	(122)	13.9%	45.1%	32.8%	8.2%	(122)	16.4%	35.2%	39.3%	9.0%	(122)	

		Q30.4 自分にあてはまるか/私をよく知る人は、私は仕事のために自分を犠牲にしすぎているという					Q30.5 自分にあてはまるか/仕事のこと が頭から離れず、寝床に入ってもそのことばかり考えている					Q30.6 自分にあてはまるか/今日中にやるべきことをやむをえず明日に延ばさなければならぬと思ったら、夜眠れない				
		全く違う	違う	その通りだ	全くその通りだ	(合計度数)	全く違う	違う	その通りだ	全くその通りだ	(合計度数)	全く違う	違う	その通りだ	全くその通りだ	(合計度数)
全体		18.6%	47.6%	28.0%	5.8%	(10998)	20.9%	48.4%	25.7%	4.9%	(10998)	20.8%	47.8%	26.3%	5.1%	(10998)
性別	男性	16.8%	48.3%	29.6%	5.2%	(7105)	19.0%	49.8%	26.9%	4.3%	(7105)	19.5%	49.4%	26.4%	4.7%	(7105)
	女性	22.0%	46.3%	24.9%	6.7%	(3893)	24.4%	45.9%	23.7%	6.0%	(3893)	23.3%	44.8%	26.2%	5.7%	(3893)
年齢層	20代	21.9%	44.7%	26.9%	6.5%	(1932)	24.1%	42.0%	27.6%	6.3%	(1932)	23.3%	42.3%	28.2%	6.3%	(1932)
	30代	18.5%	43.2%	31.2%	7.1%	(2395)	21.4%	44.6%	28.4%	5.6%	(2395)	20.6%	45.4%	28.0%	6.0%	(2395)
	40代	18.4%	46.6%	29.1%	6.0%	(2849)	20.5%	49.1%	25.3%	5.1%	(2849)	21.3%	47.1%	26.4%	5.2%	(2849)
	50代	17.2%	51.7%	26.6%	4.5%	(2431)	18.8%	52.2%	24.6%	4.3%	(2431)	18.9%	51.0%	25.8%	4.2%	(2431)
	60代	17.5%	54.3%	24.0%	4.2%	(1391)	20.1%	55.6%	21.4%	2.9%	(1391)	20.3%	55.1%	21.6%	3.0%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	22.7%	47.7%	20.5%	9.1%	(44)	18.2%	38.6%	31.8%	11.4%	(44)	20.5%	43.2%	29.5%	6.8%	(44)
	建設業	16.4%	50.6%	28.2%	4.7%	(634)	20.0%	50.3%	25.6%	4.1%	(634)	18.6%	49.7%	27.9%	3.8%	(634)
	製造業	19.7%	48.3%	26.9%	5.1%	(2762)	21.3%	48.9%	25.6%	4.3%	(2762)	21.4%	47.9%	25.7%	5.0%	(2762)
	電気・ガス・熱供給・水道業	22.2%	44.4%	29.6%	3.7%	(189)	21.7%	50.8%	23.3%	4.2%	(189)	19.6%	55.6%	20.6%	4.2%	(189)
	情報通信業	18.0%	47.6%	29.3%	5.1%	(905)	18.9%	50.4%	26.5%	4.2%	(905)	18.2%	49.7%	26.4%	5.6%	(905)
	運輸業、郵便業	22.2%	48.2%	23.7%	5.8%	(616)	26.0%	47.7%	22.1%	4.2%	(616)	26.6%	44.6%	23.9%	4.9%	(616)
	卸売業、小売業	15.9%	48.0%	30.6%	5.6%	(1096)	20.1%	49.1%	26.2%	4.7%	(1096)	20.5%	48.3%	26.8%	4.4%	(1096)
	金融業、保険業	20.2%	48.5%	23.4%	7.9%	(633)	21.9%	47.4%	26.2%	6.5%	(633)	19.6%	46.3%	28.4%	5.7%	(633)
	不動産業、物品賃貸業	21.5%	50.2%	23.4%	5.0%	(261)	21.8%	52.1%	19.9%	6.1%	(261)	21.5%	50.6%	22.2%	5.7%	(261)
	学術研究、専門・技術サービス業	17.0%	49.4%	27.3%	6.3%	(253)	19.8%	51.4%	22.1%	6.7%	(253)	21.3%	48.2%	23.7%	6.7%	(253)
	宿泊業、飲食サービス業	17.9%	45.6%	30.3%	6.2%	(195)	19.0%	50.3%	26.2%	4.6%	(195)	22.1%	45.6%	28.7%	3.6%	(195)
	生活関連サービス業、娯楽業	19.5%	44.1%	29.5%	6.9%	(261)	21.8%	43.7%	28.4%	6.1%	(261)	23.4%	42.9%	26.4%	7.3%	(261)
	教育、学習支援業	19.1%	44.2%	29.8%	6.9%	(450)	23.6%	45.1%	26.2%	5.1%	(450)	21.6%	48.7%	25.6%	4.2%	(450)
	医療、福祉	15.5%	47.0%	29.9%	7.6%	(775)	19.7%	44.3%	28.9%	7.1%	(775)	19.2%	47.2%	27.2%	6.3%	(775)
複合サービス業	13.4%	36.6%	42.7%	7.3%	(82)	12.2%	46.3%	35.4%	6.1%	(82)	12.2%	43.9%	36.6%	7.3%	(82)	
その他サービス業	16.4%	47.8%	30.4%	5.5%	(850)	19.6%	49.8%	25.8%	4.8%	(850)	20.9%	46.7%	28.0%	4.4%	(850)	
公務	19.3%	47.7%	27.9%	5.1%	(631)	20.0%	49.3%	26.3%	4.4%	(631)	19.5%	49.8%	26.0%	4.8%	(631)	
その他	23.8%	43.2%	26.0%	6.9%	(361)	27.1%	43.5%	23.8%	5.5%	(361)	24.9%	43.5%	26.3%	5.3%	(361)	
従業員規模	9人以下	20.6%	49.6%	24.4%	5.4%	(772)	24.0%	50.3%	20.9%	4.9%	(772)	22.5%	48.2%	24.1%	5.2%	(772)
	10～99人	17.7%	48.8%	27.7%	5.8%	(2793)	20.0%	49.7%	25.2%	5.1%	(2793)	20.2%	49.0%	26.1%	4.7%	(2793)
	100～499人	17.1%	48.4%	28.7%	5.8%	(2325)	20.1%	48.6%	25.9%	5.4%	(2325)	19.5%	49.0%	26.5%	5.0%	(2325)
	500～999人	19.4%	47.0%	27.7%	6.0%	(956)	22.6%	45.3%	27.3%	4.8%	(956)	22.4%	47.7%	24.6%	5.3%	(956)
	1,000人以上	19.6%	45.7%	29.0%	5.7%	(3551)	21.2%	47.8%	26.6%	4.4%	(3551)	21.7%	46.4%	26.8%	5.0%	(3551)
わからない	20.0%	48.8%	25.3%	6.0%	(601)	20.1%	47.4%	26.3%	6.2%	(601)	19.5%	44.6%	29.5%	6.5%	(601)	
職種	管理的職業	14.8%	46.9%	32.3%	6.0%	(1958)	18.4%	48.8%	28.5%	4.2%	(1958)	19.7%	48.9%	27.2%	4.3%	(1958)
	専門的・技術的職業	16.7%	48.1%	29.5%	5.7%	(2115)	18.9%	49.8%	26.6%	4.7%	(2115)	19.0%	49.7%	26.2%	5.1%	(2115)
	事務	22.9%	47.6%	24.1%	5.4%	(3003)	24.6%	47.5%	22.6%	5.3%	(3003)	22.1%	46.8%	25.8%	5.3%	(3003)
	販売	15.3%	47.5%	30.1%	7.1%	(1088)	17.3%	48.7%	27.5%	6.5%	(1088)	18.6%	47.0%	28.4%	6.1%	(1088)
	サービス職業	17.6%	45.1%	30.5%	6.8%	(811)	19.9%	46.9%	26.5%	6.8%	(811)	20.7%	46.6%	26.6%	6.0%	(811)
	保安職業	23.5%	42.0%	30.9%	3.7%	(81)	24.7%	44.4%	25.9%	4.9%	(81)	27.2%	50.6%	19.8%	2.5%	(81)
	農林漁業	21.4%	35.7%	42.9%	-	(14)	21.4%	35.7%	42.9%	-	(14)	14.3%	42.9%	42.9%	-	(14)
	生産工程	21.6%	48.9%	25.1%	4.4%	(1061)	23.0%	49.4%	24.0%	3.6%	(1061)	23.9%	46.9%	25.4%	3.8%	(1061)
	輸送・機械運転	19.1%	52.5%	23.5%	4.9%	(183)	23.0%	51.4%	23.0%	2.7%	(183)	25.1%	52.5%	18.0%	4.4%	(183)
	建設・採掘	11.4%	46.4%	35.5%	6.6%	(166)	16.9%	44.0%	33.7%	5.4%	(166)	16.9%	40.4%	35.5%	7.2%	(166)
	運搬・清掃・包装	18.0%	49.6%	27.9%	4.5%	(244)	23.8%	45.1%	27.0%	4.1%	(244)	24.6%	43.0%	27.0%	5.3%	(244)
その他	22.3%	50.4%	19.7%	7.7%	(274)	21.2%	49.3%	25.2%	4.4%	(274)	22.3%	49.6%	22.3%	5.8%	(274)	
職位	一般社員	20.9%	47.4%	26.0%	5.7%	(6790)	22.8%	47.4%	24.4%	5.4%	(6790)	22.2%	46.2%	26.1%	5.6%	(6790)
	主任・係長相当	16.8%	46.6%	31.6%	4.9%	(1533)	18.8%	48.9%	28.4%	3.9%	(1533)	18.5%	50.4%	27.4%	3.7%	(1533)
	課長代理相当(ライン職)	13.7%	51.6%	29.7%	5.1%	(256)	14.5%	54.3%	27.0%	4.3%	(256)	21.1%	49.6%	23.4%	5.9%	(256)
	課長代理相当(スタッフ職)	13.0%	47.2%	30.6%	9.3%	(193)	15.0%	53.9%	26.4%	4.7%	(193)	15.5%	52.8%	24.9%	6.7%	(193)
	課長相当(ライン職)	15.8%	44.2%	33.0%	7.1%	(609)	16.9%	49.4%	28.7%	4.9%	(609)	17.7%	48.8%	29.1%	4.4%	(609)
	課長相当(スタッフ職)	13.3%	50.9%	29.3%	6.6%	(519)	17.7%	49.5%	28.9%	3.9%	(519)	17.1%	48.6%	30.1%	4.2%	(519)
	部長相当(ライン職)	11.4%	47.1%	32.5%	9.1%	(342)	16.7%	49.4%	28.7%	5.3%	(342)	17.8%	51.2%	25.7%	5.3%	(342)
	部長相当(スタッフ職)	10.4%	53.1%	30.7%	5.7%	(335)	18.2%	48.4%	28.7%	4.8%	(335)	17.9%	54.0%	23.6%	4.5%	(335)
	支社長・事業部長相当	13.5%	52.3%	29.7%	4.5%	(111)	17.1%	51.4%	27.9%	3.6%	(111)	23.4%	51.4%	22.5%	2.7%	(111)
役員相当	18.7%	48.1%	30.0%	3.2%	(310)	21.9%	52.6%	22.6%	2.9%	(310)	24.2%	50.0%	22.6%	3.2%	(310)	
勤務時間制度	通常の勤務時間制度	19.1%	47.7%	27.5%	5.7%	(7623)	21.4%	48.6%	25.0%	4.9%	(7623)	21.2%	47.5%	26.2%	5.1%	(7623)
	フレックスタイム制	17.4%	48.0%	29.3%	5.3%	(1617)	19.1%	47.4%	29.1%	4.4%	(1617)	17.9%	49.5%	28.0%	4.6%	(1617)
	変形労働時間制	15.1%	49.1%	29.9%	5.9%	(338)	21.3%	48.5%	25.1%	5.0%	(338)	21.0%	46.7%	26.9%	5.3%	(338)
	交替制	21.9%	45.4%	26.4%	6.4%	(645)	22.6%	47.8%	23.6%	6.0%	(645)	23.6%	45.1%	26.4%	5.0%	(645)
	事業場外労働のみな労働時間制	23.3%	35.6%	31.5%	9.6%	(73)	19.2%	37.0%	39.7%	4.1%	(73)	24.7%	46.6%	21.9%	6.8%	(73)
	裁量労働制	12.7%	49.3%	32.2%	5.9%	(205)	11.7%	55.1%	27.8%	5.4%	(205)	16.1%	50.7%	27.3%	5.9%	(205)
	管理監督者扱い	15.1%	49.7%	27.7%	7.5%	(358)	22.3%	49.7%	24.0%	3.9%	(358)	25.4%	50.3%	19.8%	4.5%	(358)
その他	35.3%	41.2%	23.5%	-	(17)	5.9%	64.7%	29.4%	-	(17)	29.4%	52.9%	17.6%	-	(17)	
わからない	15.6%	45.1%	32.0%	7.4%	(122)	17.2%	41.8%	31.1%	9.8%	(122)	13.9%	46.7%	30.3%	9.0%	(122)	

		Q31_1 ワーク・エンゲイジメント／仕事をしていると、活力がみなぎるように感じる						Q31_2 ワーク・エンゲイジメント／仕事に熱心に取り組んでいる					
		いつも感じる	よく感じる	ときどき感じる	めったに感じない	全く感じない	(合計度数)	いつも感じる	よく感じる	ときどき感じる	めったに感じない	全く感じない	(合計度数)
全体		3.9%	14.7%	38.6%	29.0%	13.8%	(10998)	7.0%	27.8%	44.4%	13.8%	7.0%	(10998)
性別	男性	3.7%	15.1%	39.2%	28.5%	13.5%	(7105)	6.3%	27.0%	46.1%	13.7%	7.0%	(7105)
	女性	4.2%	14.1%	37.5%	30.0%	14.3%	(3893)	8.3%	29.4%	41.3%	14.0%	7.0%	(3893)
年齢層	20代	5.1%	17.1%	35.2%	27.1%	15.5%	(1932)	8.0%	28.3%	38.0%	17.0%	8.7%	(1932)
	30代	5.2%	16.4%	34.5%	28.4%	15.5%	(2395)	8.0%	27.3%	41.0%	15.3%	8.3%	(2395)
	40代	3.2%	13.9%	39.1%	29.1%	14.7%	(2849)	6.4%	27.0%	45.7%	13.5%	7.4%	(2849)
	50代	2.8%	10.6%	41.5%	32.0%	13.2%	(2431)	6.5%	26.3%	49.8%	11.6%	5.8%	(2431)
	60代	3.3%	17.7%	44.0%	27.4%	7.6%	(1391)	6.4%	32.4%	46.9%	11.2%	3.2%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	11.4%	22.7%	34.1%	18.2%	13.6%	(44)	13.6%	40.9%	36.4%	4.5%	4.5%	(44)
	建設業	5.2%	13.1%	42.4%	27.6%	11.7%	(634)	7.4%	27.3%	44.8%	14.0%	6.5%	(634)
	製造業	3.2%	14.2%	38.1%	29.4%	15.1%	(2762)	6.0%	27.2%	44.9%	14.8%	7.1%	(2762)
	電気・ガス・熱供給・水道業	4.2%	14.3%	37.6%	32.3%	11.6%	(189)	9.5%	30.7%	41.3%	12.7%	5.8%	(189)
	情報通信業	3.2%	13.4%	39.7%	30.4%	13.4%	(905)	4.8%	25.9%	47.1%	15.8%	6.5%	(905)
	運輸業、郵便業	3.4%	12.8%	37.3%	31.7%	14.8%	(616)	6.2%	27.6%	43.5%	14.0%	8.8%	(616)
	卸売業、小売業	3.1%	15.9%	38.6%	29.2%	13.2%	(1096)	6.7%	27.5%	45.8%	13.5%	6.6%	(1096)
	金融業、保険業	4.3%	14.2%	36.8%	28.4%	16.3%	(633)	9.0%	27.8%	42.7%	11.7%	8.8%	(633)
	不動産業、物品賃貸業	7.7%	13.0%	37.5%	28.7%	13.0%	(261)	8.0%	24.1%	48.7%	13.4%	5.7%	(261)
	学術研究、専門・技術サービス業	3.6%	17.4%	42.3%	29.6%	7.1%	(253)	7.1%	29.6%	48.2%	11.1%	4.0%	(253)
	宿泊業、飲食サービス業	6.7%	16.4%	36.9%	27.7%	12.3%	(195)	9.7%	28.2%	45.1%	8.2%	8.7%	(195)
	生活関連サービス業、娯楽業	4.2%	18.8%	41.4%	27.6%	8.0%	(261)	8.0%	31.4%	43.3%	11.9%	5.4%	(261)
	教育、学習支援業	4.2%	16.9%	45.3%	24.0%	9.6%	(450)	9.6%	35.1%	40.9%	9.6%	4.9%	(450)
	医療、福祉	3.9%	17.2%	34.5%	30.3%	14.2%	(775)	8.4%	30.7%	39.7%	13.4%	7.7%	(775)
	複合サービス業	4.9%	12.2%	36.6%	29.3%	17.1%	(82)	11.0%	25.6%	45.1%	11.0%	7.3%	(82)
その他サービス業	3.8%	14.9%	37.2%	30.8%	13.3%	(850)	6.0%	23.6%	47.9%	15.4%	7.1%	(850)	
公務	3.8%	11.9%	39.1%	27.1%	18.1%	(631)	6.7%	27.9%	42.8%	15.2%	7.4%	(631)	
その他	5.5%	18.3%	38.8%	24.9%	12.5%	(361)	10.5%	30.2%	39.6%	13.6%	6.1%	(361)	
従業員規模	9人以下	3.9%	13.3%	42.2%	28.8%	11.8%	(772)	6.5%	23.6%	47.7%	15.7%	6.6%	(772)
	10～99人	3.7%	13.9%	39.5%	28.4%	14.6%	(2793)	7.1%	28.4%	43.3%	14.1%	7.1%	(2793)
	100～499人	3.7%	14.4%	36.6%	30.7%	14.6%	(2325)	6.9%	27.4%	44.3%	13.7%	7.8%	(2325)
	500～999人	5.0%	15.8%	35.6%	30.1%	13.5%	(956)	6.3%	28.8%	44.2%	13.8%	6.9%	(956)
	1,000人以上	4.2%	16.2%	39.9%	27.5%	12.1%	(3551)	7.7%	29.2%	44.6%	12.8%	5.7%	(3551)
	わからない	1.8%	11.6%	33.6%	33.1%	19.8%	(601)	6.0%	22.6%	44.8%	16.1%	10.5%	(601)
職種	管理的職業	5.7%	20.6%	45.0%	22.0%	6.7%	(1958)	9.4%	31.8%	46.8%	9.1%	2.9%	(1958)
	専門的・技術的職業	4.2%	15.7%	40.6%	28.0%	11.4%	(2115)	7.1%	28.9%	45.8%	13.1%	5.1%	(2115)
	事務	2.9%	11.5%	35.8%	32.5%	17.3%	(3003)	5.7%	25.3%	43.8%	16.1%	9.2%	(3003)
	販売	4.0%	15.3%	39.4%	27.5%	13.9%	(1088)	6.3%	28.3%	43.3%	13.7%	8.5%	(1088)
	サービス職業	3.2%	15.7%	35.0%	31.8%	14.3%	(811)	6.5%	27.6%	44.1%	14.3%	7.4%	(811)
	保安職業	1.2%	9.9%	38.3%	30.9%	19.8%	(81)	6.2%	29.6%	35.8%	19.8%	8.6%	(81)
	農林漁業	-	28.6%	50.0%	21.4%	-	(14)	7.1%	42.9%	50.0%	-	-	(14)
	生産工程	3.3%	11.5%	33.6%	32.5%	19.1%	(1061)	6.2%	25.4%	42.7%	17.2%	8.6%	(1061)
	輸送・機械運転	4.4%	10.4%	37.2%	35.0%	13.1%	(183)	7.1%	25.1%	46.4%	12.0%	9.3%	(183)
	建設・採掘	4.2%	14.5%	38.6%	27.7%	15.1%	(166)	9.6%	30.7%	39.2%	12.7%	7.8%	(166)
	運搬・清掃・包装	4.1%	13.9%	33.6%	30.7%	17.6%	(244)	5.7%	27.0%	42.2%	14.3%	10.7%	(244)
その他	3.6%	13.1%	38.7%	27.7%	16.8%	(274)	11.7%	26.6%	40.9%	13.5%	7.3%	(274)	
職位	一般社員	3.3%	13.0%	35.5%	31.7%	16.5%	(6790)	6.3%	25.8%	42.9%	16.1%	8.8%	(6790)
	主任・係長相当	3.8%	15.4%	40.4%	26.5%	13.8%	(1533)	7.7%	30.7%	45.3%	10.6%	5.7%	(1533)
	課長代理相当（ライン職）	6.3%	15.6%	42.6%	31.6%	3.9%	(256)	7.8%	32.4%	44.1%	13.7%	2.0%	(256)
	課長代理相当（スタッフ職）	6.2%	13.5%	44.0%	23.8%	12.4%	(193)	9.3%	30.6%	43.0%	10.9%	6.2%	(193)
	課長相当（ライン職）	3.8%	16.9%	43.5%	26.1%	9.7%	(609)	6.6%	29.6%	50.4%	9.5%	3.9%	(609)
	課長相当（スタッフ職）	3.3%	16.2%	46.1%	27.4%	7.1%	(519)	6.4%	31.0%	48.4%	11.0%	3.3%	(519)
	部長相当（ライン職）	6.1%	20.8%	47.4%	20.2%	5.6%	(342)	8.2%	32.2%	51.2%	6.7%	1.8%	(342)
	部長相当（スタッフ職）	6.0%	21.8%	46.0%	20.6%	5.7%	(335)	10.1%	31.6%	46.6%	8.7%	3.0%	(335)
	支社長・事業部長相当	6.3%	27.0%	47.7%	10.8%	8.1%	(111)	17.1%	35.1%	41.4%	5.4%	0.9%	(111)
役員相当	9.4%	24.5%	45.5%	17.4%	3.2%	(310)	12.6%	31.9%	45.2%	9.4%	1.0%	(310)	
勤務時間制度	通常の勤務時間制度	3.8%	14.2%	37.9%	29.5%	14.6%	(7623)	6.9%	27.0%	44.7%	14.0%	7.4%	(7623)
	フレックスタイム制	4.7%	16.6%	42.7%	25.5%	10.5%	(1617)	6.2%	31.0%	44.8%	12.7%	5.2%	(1617)
	変形労働時間制	3.3%	14.2%	38.2%	29.9%	14.5%	(338)	8.3%	26.3%	44.4%	12.7%	8.3%	(338)
	交替制	2.8%	12.7%	32.7%	35.0%	16.7%	(645)	7.9%	27.0%	38.4%	18.4%	8.2%	(645)
	事業場外労働のみなし労働時間制	2.7%	12.3%	38.4%	38.4%	8.2%	(73)	8.2%	32.9%	43.8%	13.7%	1.4%	(73)
	裁量労働制	1.5%	17.1%	48.8%	24.4%	8.3%	(205)	3.4%	37.1%	46.8%	9.3%	3.4%	(205)
	管理監督者扱い	5.0%	22.6%	39.9%	24.3%	8.1%	(358)	12.0%	32.4%	44.4%	8.7%	2.5%	(358)
	その他	-	5.9%	17.6%	58.8%	17.6%	(17)	-	23.5%	52.9%	23.5%	-	(17)
わからない	10.7%	10.7%	37.7%	23.8%	17.2%	(122)	9.8%	15.6%	46.7%	13.9%	13.9%	(122)	

		Q31_3 ワーク・エンゲイジメント/仕事をしていると、つい夢中になってしまう					Q32_1 職場の状況/職場の人数に比べて仕事の量が多い					
		いつも感じる	よく感じる	ときどき感じる	めったに感じない	全く感じない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		5.8%	25.1%	44.0%	17.1%	8.0%	(10998)	16.3%	41.9%	33.3%	8.5%	(10998)
性別	男性	5.5%	24.5%	44.9%	17.3%	7.8%	(7105)	16.1%	43.7%	33.1%	7.1%	(7105)
	女性	6.4%	26.2%	42.5%	16.7%	8.2%	(3893)	16.6%	38.8%	33.6%	11.0%	(3893)
年齢層	20代	7.1%	24.6%	38.4%	20.0%	9.9%	(1932)	17.8%	38.5%	33.9%	9.8%	(1932)
	30代	6.5%	24.4%	41.5%	17.9%	9.8%	(2395)	19.2%	41.6%	31.1%	8.1%	(2395)
	40代	5.4%	24.2%	45.0%	16.5%	8.9%	(2849)	17.8%	42.6%	31.4%	8.1%	(2849)
	50代	4.9%	24.1%	48.8%	16.2%	6.0%	(2431)	14.7%	44.1%	33.7%	7.4%	(2431)
	60代	5.4%	30.7%	46.1%	14.2%	3.7%	(1391)	8.7%	42.1%	39.1%	10.1%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	11.4%	45.5%	25.0%	9.1%	9.1%	(44)	18.2%	47.7%	25.0%	9.1%	(44)
	建設業	6.2%	25.9%	46.2%	16.2%	5.5%	(634)	14.7%	40.1%	35.5%	9.8%	(634)
	製造業	5.2%	23.5%	44.7%	18.1%	8.4%	(2762)	15.5%	44.0%	32.7%	7.8%	(2762)
	電気・ガス・熱供給・水道業	7.4%	28.6%	40.7%	15.9%	7.4%	(189)	14.8%	39.2%	37.6%	8.5%	(189)
	情報通信業	4.3%	24.0%	47.7%	17.3%	6.6%	(905)	13.3%	43.0%	36.1%	7.6%	(905)
	運輸業、郵便業	5.2%	25.2%	42.9%	16.9%	9.9%	(616)	13.6%	37.8%	37.5%	11.0%	(616)
	卸売業、小売業	5.6%	25.2%	45.2%	16.3%	7.8%	(1096)	15.8%	45.0%	30.0%	9.2%	(1096)
	金融業、保険業	7.4%	22.9%	41.1%	18.2%	10.4%	(633)	16.7%	38.2%	34.6%	10.4%	(633)
	不動産業、物品賃貸業	5.7%	24.9%	48.3%	14.9%	6.1%	(261)	11.9%	34.5%	41.8%	11.9%	(261)
	学術研究、専門・技術サービス業	5.9%	26.9%	47.8%	14.6%	4.7%	(253)	9.5%	52.2%	29.6%	8.7%	(253)
	宿泊業、飲食サービス業	12.8%	21.0%	44.6%	14.4%	7.2%	(195)	19.0%	42.6%	31.3%	7.2%	(195)
	生活関連サービス業、娯楽業	8.0%	28.0%	45.6%	12.6%	5.7%	(261)	14.6%	46.0%	32.2%	7.3%	(261)
	教育、学習支援業	6.0%	31.8%	43.3%	12.2%	6.7%	(450)	21.6%	43.6%	29.3%	5.6%	(450)
	医療、福祉	5.7%	27.7%	39.1%	17.7%	9.8%	(775)	21.7%	41.9%	29.7%	6.7%	(775)
複合サービス業	7.3%	20.7%	42.7%	19.5%	9.8%	(82)	18.3%	48.8%	25.6%	7.3%	(82)	
その他サービス業	4.8%	25.1%	44.7%	17.6%	7.8%	(850)	15.4%	38.4%	36.9%	9.3%	(850)	
公務	5.1%	22.2%	43.1%	20.3%	9.4%	(631)	23.5%	38.0%	31.9%	6.7%	(631)	
その他	9.1%	29.1%	38.5%	16.9%	6.4%	(361)	16.6%	39.1%	32.1%	12.2%	(361)	
従業員規模	9人以下	5.3%	24.6%	43.8%	18.7%	7.6%	(772)	11.7%	33.3%	39.9%	15.2%	(772)
	10～99人	6.2%	24.2%	44.1%	17.4%	8.0%	(2793)	15.6%	41.9%	33.7%	8.8%	(2793)
	100～499人	5.2%	24.8%	44.1%	16.9%	9.0%	(2325)	15.8%	43.7%	32.9%	7.6%	(2325)
	500～999人	6.1%	26.6%	42.5%	17.3%	7.6%	(956)	16.7%	44.0%	31.0%	8.3%	(956)
	1,000人以上	6.5%	26.6%	44.4%	15.8%	6.8%	(3551)	18.4%	43.0%	31.7%	7.0%	(3551)
わからない	3.2%	20.1%	43.9%	21.0%	11.8%	(601)	13.8%	36.9%	37.6%	11.6%	(601)	
職種	管理的職業	8.8%	29.9%	44.9%	12.8%	3.5%	(1958)	15.7%	47.2%	30.2%	6.9%	(1958)
	専門的・技術的職業	5.6%	26.9%	46.5%	14.8%	6.1%	(2115)	18.9%	45.4%	30.4%	5.2%	(2115)
	事務	4.5%	22.9%	43.2%	19.6%	9.8%	(3003)	13.4%	37.8%	36.2%	12.6%	(3003)
	販売	6.3%	22.1%	47.0%	15.4%	9.3%	(1088)	16.5%	41.3%	33.3%	9.0%	(1088)
	サービス職業	4.9%	23.7%	42.9%	20.0%	8.5%	(811)	20.6%	40.1%	32.7%	6.7%	(811)
	保安職業	1.2%	29.6%	33.3%	19.8%	16.0%	(81)	16.0%	35.8%	42.0%	6.2%	(81)
	農林漁業	-	57.1%	28.6%	14.3%	-	(14)	7.1%	50.0%	42.9%	-	(14)
	生産工程	4.6%	21.1%	41.5%	22.7%	10.1%	(1061)	15.6%	43.9%	33.7%	6.7%	(1061)
	輸送・機械運転	6.6%	21.9%	48.1%	13.1%	10.4%	(183)	15.3%	38.8%	31.1%	14.8%	(183)
	建設・採掘	7.2%	30.7%	37.3%	17.5%	7.2%	(166)	19.3%	43.4%	28.3%	9.0%	(166)
運搬・清掃・包装	4.9%	25.4%	41.4%	13.9%	14.3%	(244)	14.8%	37.3%	38.5%	9.4%	(244)	
その他	7.3%	28.1%	38.0%	16.4%	10.2%	(274)	21.5%	30.3%	41.6%	6.6%	(274)	
職位	一般社員	5.0%	23.0%	42.7%	19.2%	10.1%	(6790)	15.2%	39.0%	35.7%	10.1%	(6790)
	主任・係長相当	5.6%	27.9%	45.5%	14.8%	6.3%	(1533)	20.8%	45.2%	28.7%	5.3%	(1533)
	課長代理相当(ライン職)	6.3%	30.5%	44.9%	16.8%	1.6%	(256)	21.1%	52.0%	22.3%	4.7%	(256)
	課長代理相当(スタッフ職)	7.3%	22.8%	49.7%	13.0%	7.3%	(193)	15.5%	47.2%	31.6%	5.7%	(193)
	課長相当(ライン職)	6.4%	27.4%	46.8%	14.6%	4.8%	(609)	17.6%	51.2%	26.4%	4.8%	(609)
	課長相当(スタッフ職)	6.0%	25.6%	50.7%	13.7%	4.0%	(519)	17.7%	47.4%	29.3%	5.6%	(519)
	部長相当(ライン職)	8.2%	31.0%	47.7%	10.8%	2.3%	(342)	17.8%	48.8%	27.2%	6.1%	(342)
	部長相当(スタッフ職)	9.6%	30.1%	48.4%	9.3%	2.7%	(335)	15.8%	43.6%	33.4%	7.2%	(335)
	支社長・事業部長相当	17.1%	38.7%	36.9%	4.5%	2.7%	(111)	13.5%	51.4%	31.5%	3.6%	(111)
役員相当	11.3%	32.3%	40.3%	14.2%	1.9%	(310)	9.0%	38.1%	39.7%	13.2%	(310)	
勤務時間制度	通常の勤務時間制度	5.5%	24.2%	44.4%	17.4%	8.4%	(7623)	15.7%	40.6%	34.4%	9.3%	(7623)
	フレックスタイム制	6.6%	28.6%	44.8%	14.1%	5.9%	(1617)	16.3%	48.1%	30.0%	5.6%	(1617)
	変形労働時間制	5.3%	31.4%	40.2%	14.5%	8.6%	(338)	18.3%	45.0%	27.8%	8.9%	(338)
	交替制	4.7%	22.5%	39.1%	23.6%	10.2%	(645)	21.6%	40.3%	30.9%	7.3%	(645)
	事業場外労働のみなし労働時間制	8.2%	24.7%	39.7%	20.5%	6.8%	(73)	19.2%	38.4%	39.7%	2.7%	(73)
	裁量労働制	3.4%	27.8%	49.8%	15.6%	3.4%	(205)	18.5%	46.8%	31.7%	2.9%	(205)
	管理監督者扱い	10.3%	29.9%	43.3%	13.1%	3.4%	(358)	15.6%	45.8%	30.7%	7.8%	(358)
その他	-	23.5%	47.1%	23.5%	5.9%	(17)	17.6%	47.1%	23.5%	11.8%	(17)	
わからない	10.7%	14.8%	42.6%	17.2%	14.8%	(122)	17.2%	24.6%	44.3%	13.9%	(122)	

		Q32_2 職場の状況／特定の人に仕事が偏っている					Q32_3 職場の状況／この職場では、個々人の意欲を引き出したり、キャリア形成に役立つ教育や訓練が行われている					Q32_4 職場の状況／この職場では、従業員間で率直に意見交換できる				
		あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		20.3%	47.3%	26.6%	5.8%	(10998)	4.9%	31.2%	44.2%	19.7%	(10998)	8.4%	46.1%	33.8%	11.7%	(10998)
性別	男性	19.8%	48.1%	26.9%	5.2%	(7105)	4.9%	32.9%	44.3%	17.8%	(7105)	8.6%	47.5%	33.3%	10.6%	(7105)
	女性	21.0%	46.0%	26.1%	6.9%	(3893)	4.8%	28.2%	44.1%	23.0%	(3893)	8.0%	43.6%	34.8%	13.6%	(3893)
年齢層	20代	20.8%	45.8%	27.0%	6.5%	(1932)	6.8%	33.0%	41.4%	18.8%	(1932)	9.7%	44.8%	33.9%	11.7%	(1932)
	30代	23.7%	44.7%	25.9%	5.6%	(2395)	6.0%	30.3%	43.6%	20.1%	(2395)	9.4%	44.4%	34.8%	11.4%	(2395)
	40代	22.3%	47.4%	25.1%	5.3%	(2849)	3.7%	29.9%	45.7%	20.7%	(2849)	6.9%	45.3%	35.2%	12.6%	(2849)
	50代	17.9%	50.6%	26.3%	5.2%	(2431)	4.0%	31.5%	45.2%	19.3%	(2431)	7.9%	47.5%	33.3%	11.3%	(2431)
	60代	13.7%	48.2%	31.1%	7.0%	(1391)	4.2%	32.7%	44.4%	18.8%	(1391)	8.9%	50.3%	30.0%	10.8%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	27.3%	45.5%	22.7%	4.5%	(44)	13.6%	38.6%	34.1%	13.6%	(44)	22.7%	50.0%	15.9%	11.4%	(44)
	建設業	18.9%	45.6%	30.1%	5.4%	(634)	6.2%	28.5%	46.5%	18.8%	(634)	8.7%	46.8%	34.4%	10.1%	(634)
	製造業	21.5%	48.3%	25.1%	5.1%	(2762)	4.7%	33.2%	43.7%	18.4%	(2762)	8.5%	45.2%	34.2%	12.0%	(2762)
	電気・ガス・熱供給・水道業	18.5%	46.0%	28.6%	6.9%	(189)	6.9%	34.9%	40.7%	17.5%	(189)	6.9%	49.7%	31.7%	11.6%	(189)
	情報通信業	20.3%	50.6%	24.4%	4.6%	(905)	5.2%	33.9%	44.9%	16.0%	(905)	9.7%	50.7%	31.9%	7.6%	(905)
	運輸業、郵便業	16.7%	44.0%	29.2%	10.1%	(616)	4.2%	26.3%	42.9%	26.6%	(616)	6.3%	42.7%	38.1%	12.8%	(616)
	卸売業、小売業	19.9%	47.2%	26.6%	6.4%	(1096)	3.7%	28.1%	45.8%	22.4%	(1096)	7.6%	45.3%	34.4%	12.7%	(1096)
	金融業、保険業	21.2%	42.5%	29.7%	6.6%	(633)	7.7%	36.2%	40.1%	16.0%	(633)	8.1%	46.4%	35.1%	10.4%	(633)
	不動産業、物品賃貸業	16.1%	48.3%	27.2%	8.4%	(261)	5.7%	25.3%	46.7%	22.2%	(261)	10.0%	43.3%	34.9%	11.9%	(261)
	学術研究、専門・技術サービス業	17.0%	51.4%	26.1%	5.5%	(253)	3.2%	31.2%	47.4%	18.2%	(253)	8.7%	51.8%	31.2%	8.3%	(253)
	宿泊業、飲食サービス業	22.1%	45.1%	27.2%	5.6%	(195)	6.2%	25.6%	47.2%	21.0%	(195)	8.2%	43.6%	33.8%	14.4%	(195)
	生活関連サービス業、娯楽業	17.6%	49.0%	26.1%	7.3%	(261)	4.6%	31.4%	44.8%	19.2%	(261)	7.1%	45.5%	34.7%	12.6%	(261)
	教育、学習支援業	24.9%	51.6%	19.6%	4.0%	(450)	5.1%	36.2%	41.1%	17.6%	(450)	8.4%	53.3%	28.9%	9.3%	(450)
	医療、福祉	18.2%	49.2%	27.4%	5.3%	(775)	3.5%	31.9%	44.3%	20.4%	(775)	7.1%	45.5%	34.7%	12.6%	(775)
	複合サービス業	17.1%	52.4%	28.0%	2.4%	(82)	8.5%	26.8%	45.1%	19.5%	(82)	12.2%	40.2%	39.0%	8.5%	(82)
その他サービス業	19.1%	46.7%	28.7%	5.5%	(850)	4.4%	25.2%	46.9%	23.5%	(850)	8.4%	43.3%	33.4%	14.9%	(850)	
公務	23.5%	43.6%	28.1%	4.9%	(631)	3.2%	34.5%	46.0%	16.3%	(631)	9.0%	48.3%	31.5%	11.1%	(631)	
その他	21.9%	44.9%	26.9%	6.4%	(361)	6.4%	30.2%	38.2%	25.2%	(361)	9.7%	42.7%	34.3%	13.3%	(361)	
従業員規模	9人以下	13.3%	40.3%	35.0%	11.4%	(772)	3.2%	20.3%	45.5%	31.0%	(772)	11.7%	40.7%	33.3%	14.4%	(772)
	10～99人	19.3%	47.8%	27.3%	5.7%	(2793)	3.8%	25.3%	46.2%	24.7%	(2793)	7.0%	44.4%	34.9%	13.7%	(2793)
	100～499人	20.7%	50.3%	24.3%	4.7%	(2325)	4.0%	31.1%	44.9%	20.1%	(2325)	7.2%	45.2%	35.7%	11.9%	(2325)
	500～999人	20.8%	47.8%	25.4%	6.0%	(956)	5.8%	32.8%	44.9%	16.5%	(956)	9.5%	45.9%	33.3%	11.3%	(956)
	1,000人以上	23.1%	47.4%	24.8%	4.7%	(3551)	7.0%	38.9%	40.9%	13.3%	(3551)	10.1%	50.7%	30.8%	8.4%	(3551)
わからない	14.5%	41.8%	34.6%	9.2%	(601)	2.0%	25.3%	49.6%	23.1%	(601)	3.2%	38.3%	40.9%	17.6%	(601)	
職種	管理的職業	21.0%	51.6%	23.3%	4.0%	(1958)	7.1%	40.1%	40.6%	12.2%	(1958)	12.7%	52.6%	28.8%	6.0%	(1958)
	専門的・技術的職業	22.0%	51.5%	23.2%	3.4%	(2115)	5.2%	36.8%	43.5%	14.6%	(2115)	9.0%	51.4%	30.9%	8.7%	(2115)
	事務	20.4%	45.7%	26.4%	7.5%	(3003)	3.9%	25.5%	45.9%	24.6%	(3003)	6.3%	42.3%	36.7%	14.7%	(3003)
	販売	19.8%	42.8%	30.0%	7.4%	(1088)	5.1%	32.7%	42.4%	19.8%	(1088)	9.3%	46.3%	31.6%	12.8%	(1088)
	サービス職業	17.5%	45.1%	31.4%	5.9%	(811)	4.1%	29.6%	45.0%	21.3%	(811)	7.4%	43.4%	35.8%	13.4%	(811)
	保安職業	22.2%	51.9%	23.5%	2.5%	(81)	1.2%	29.6%	40.7%	28.4%	(81)	6.2%	46.9%	32.1%	14.8%	(81)
	農林漁業	7.1%	64.3%	28.6%	-	(14)	-	64.3%	21.4%	14.3%	(14)	21.4%	57.1%	14.3%	7.1%	(14)
	生産工程	19.0%	46.3%	29.1%	5.6%	(1061)	3.6%	24.8%	49.3%	22.3%	(1061)	6.0%	40.0%	39.3%	14.7%	(1061)
	輸送・機械運転	14.2%	41.5%	31.1%	13.1%	(183)	7.1%	24.0%	44.3%	24.6%	(183)	7.7%	40.4%	38.3%	13.7%	(183)
	建設・採掘	24.1%	42.2%	28.9%	4.8%	(166)	3.0%	27.7%	47.0%	22.3%	(166)	8.4%	39.2%	39.8%	12.7%	(166)
	運搬・清掃・包装	13.5%	43.4%	34.4%	8.6%	(244)	4.1%	19.3%	48.4%	28.3%	(244)	5.3%	38.1%	41.8%	14.8%	(244)
その他	23.4%	39.8%	31.0%	5.8%	(274)	5.1%	28.1%	39.8%	27.0%	(274)	7.7%	47.8%	29.6%	15.0%	(274)	
職位	一般社員	18.2%	45.5%	29.3%	7.1%	(6790)	4.0%	27.2%	45.4%	23.4%	(6790)	7.1%	42.2%	36.5%	14.2%	(6790)
	主任・係長相当	26.5%	47.6%	22.6%	3.3%	(1533)	5.3%	35.2%	44.5%	14.9%	(1533)	8.0%	51.2%	31.4%	9.4%	(1533)
	課長代理相当(ライン職)	25.4%	53.1%	19.5%	2.0%	(256)	5.9%	34.0%	49.6%	10.5%	(256)	9.4%	51.2%	31.3%	8.2%	(256)
	課長代理相当(スタッフ職)	27.5%	50.3%	19.7%	2.6%	(193)	6.7%	35.2%	39.4%	18.7%	(193)	9.3%	47.7%	36.3%	6.7%	(193)
	課長相当(ライン職)	22.7%	52.4%	21.3%	3.6%	(609)	7.6%	41.2%	38.3%	13.0%	(609)	13.1%	52.4%	28.2%	6.2%	(609)
	課長相当(スタッフ職)	25.4%	49.9%	21.0%	3.7%	(519)	4.2%	38.3%	42.2%	15.2%	(519)	7.7%	50.3%	33.9%	8.1%	(519)
	部長相当(ライン職)	21.6%	53.2%	21.9%	3.2%	(342)	8.2%	40.1%	39.8%	12.0%	(342)	13.7%	61.4%	20.5%	4.4%	(342)
	部長相当(スタッフ職)	21.8%	51.6%	22.4%	4.2%	(335)	6.0%	40.0%	43.0%	11.0%	(335)	12.5%	55.5%	25.1%	6.9%	(335)
	支社長・事業部長相当	18.9%	56.8%	21.6%	2.7%	(111)	10.8%	43.2%	36.9%	9.0%	(111)	18.0%	55.0%	25.2%	1.8%	(111)
役員相当	10.0%	51.0%	30.3%	8.7%	(310)	8.1%	41.0%	38.4%	12.6%	(310)	15.5%	52.9%	24.8%	6.8%	(310)	
勤務時間制度	通常の勤務時間制度	19.5%	46.6%	27.7%	6.2%	(7623)	4.2%	28.9%	45.1%	21.7%	(7623)	7.3%	44.5%	35.5%	12.7%	(7623)
	フレックスタイム制	23.7%	50.6%	22.8%	2.8%	(1617)	7.2%	41.4%	40.7%	10.8%	(1617)	11.1%	53.9%	27.6%	7.4%	(1617)
	変形労働時間制	23.1%	52.4%	18.3%	6.2%	(338)	4.4%	32.5%	42.6%	20.4%	(338)	8.9%	46.7%	32.2%	12.1%	(338)
	交替制	19.2%	43.9%	29.6%	7.3%	(645)	3.9%	28.7%	43.7%	23.7%	(645)	9.1%	39.8%	36.3%	14.7%	(645)
	事業場外労働のみなし労働時間制	24.7%	37.0%	31.5%	6.8%	(73)	6.8%	32.9%	45.2%	15.1%	(73)	5.5%	50.7%	30.1%	13.7%	(73)
	裁量労働制	21.0%	56.1%	19.0%	3.9%	(205)	4.9%	35.6%	47.8%	11.7%	(205)	9.8%	60.0%	26.3%	3.9%	(205)
	管理監督者扱い	19.6%	53.6%	22.6%	4.2%	(358)	8.7%	38.8%	41.6%	10.9%	(358)	16.8%	52.0%	26.3%	5.0%	(358)
その他	41.2%	41.2%	11.8%	5.9%	(17)	11.8%	29.4%	23.5%	35.3%	(17)	5.9%	52.9%	35.3%	5.9%	(17)	
わからない	14.8%	29.5%	41.8%	13.9%	(122)	10.7%	20.5%	45.1%	23.8%	(122)	9.8%	33.6%	36.1%	20.5%	(122)	

		Q32_5 職場の状況／同僚との間で協力して仕事をすることができる					Q33_1 直属の上司について／必要以上の資料作成を指示する					Q33_2 直属の上司について／必要以上の会議を行う				
		あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		10.8%	51.8%	28.8%	8.7%	(10998)	6.6%	22.6%	42.5%	28.3%	(10998)	7.5%	22.9%	40.1%	29.4%	(10998)
性別	男性	10.3%	53.2%	28.6%	7.9%	(7105)	7.2%	24.4%	42.9%	25.5%	(7105)	7.9%	25.0%	41.3%	25.8%	(7105)
	女性	11.6%	49.2%	29.1%	10.1%	(3893)	5.5%	19.3%	41.7%	33.4%	(3893)	6.9%	19.1%	38.1%	36.0%	(3893)
年齢層	20代	12.6%	49.4%	28.8%	9.1%	(1932)	8.1%	22.7%	40.7%	28.5%	(1932)	9.1%	24.7%	37.6%	28.7%	(1932)
	30代	11.6%	50.3%	30.6%	7.4%	(2395)	7.6%	24.9%	41.3%	26.3%	(2395)	9.2%	24.9%	38.0%	27.9%	(2395)
	40代	9.6%	51.7%	28.9%	9.8%	(2849)	7.0%	23.3%	41.6%	28.2%	(2849)	7.5%	22.3%	40.8%	29.4%	(2849)
	50代	9.9%	53.0%	28.6%	8.4%	(2431)	6.0%	21.7%	43.8%	28.5%	(2431)	6.7%	21.9%	42.2%	29.2%	(2431)
	60代	10.7%	55.4%	25.5%	8.3%	(1391)	3.2%	18.6%	46.4%	31.7%	(1391)	4.0%	20.1%	42.7%	33.3%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	13.6%	59.1%	22.7%	4.5%	(44)	6.8%	31.8%	27.3%	34.1%	(44)	6.8%	34.1%	22.7%	36.4%	(44)
	建設業	10.6%	49.4%	32.0%	8.0%	(634)	7.7%	25.2%	42.6%	24.4%	(634)	6.5%	23.3%	40.7%	29.5%	(634)
	製造業	10.5%	51.5%	29.6%	8.4%	(2762)	7.2%	24.6%	42.1%	26.0%	(2762)	8.4%	25.5%	40.0%	26.1%	(2762)
	電気・ガス・熱供給・水道業	9.0%	54.0%	29.6%	7.4%	(189)	8.5%	24.9%	41.3%	25.4%	(189)	9.1%	21.2%	38.1%	27.0%	(189)
	情報通信業	10.9%	55.4%	27.7%	6.0%	(905)	4.5%	22.2%	45.6%	27.6%	(905)	7.2%	21.9%	44.5%	26.4%	(905)
	運輸業、郵便業	9.6%	50.2%	29.2%	11.0%	(616)	6.7%	15.6%	39.0%	38.8%	(616)	6.3%	17.0%	37.3%	39.3%	(616)
	卸売業、小売業	9.9%	51.7%	28.6%	9.7%	(1096)	6.4%	23.0%	38.4%	32.2%	(1096)	6.4%	23.0%	36.9%	33.8%	(1096)
	金融業、保険業	9.3%	52.1%	29.7%	8.8%	(633)	5.8%	24.2%	43.3%	26.7%	(633)	7.4%	22.9%	43.9%	25.8%	(633)
	不動産業、物品賃貸業	11.9%	47.9%	30.7%	9.6%	(261)	8.0%	20.7%	45.2%	26.1%	(261)	7.3%	22.6%	38.3%	31.8%	(261)
	学術研究、専門・技術サービス業	11.1%	56.5%	25.7%	6.7%	(253)	4.0%	19.0%	45.1%	32.0%	(253)	5.1%	19.4%	43.5%	32.0%	(253)
	宿泊業、飲食サービス業	16.4%	44.6%	30.8%	8.2%	(195)	6.7%	24.1%	35.9%	33.3%	(195)	10.3%	21.0%	32.8%	35.9%	(195)
	生活関連サービス業、娯楽業	11.1%	47.9%	32.2%	8.8%	(261)	4.2%	22.2%	43.3%	30.3%	(261)	9.6%	19.5%	36.4%	34.5%	(261)
	教育、学習支援業	12.9%	57.3%	21.6%	8.2%	(450)	7.1%	22.0%	47.1%	23.8%	(450)	10.2%	26.2%	40.9%	22.7%	(450)
	医療、福祉	11.6%	54.5%	26.5%	7.5%	(775)	5.7%	22.2%	41.3%	30.8%	(775)	6.1%	22.7%	40.5%	30.7%	(775)
	複合サービス業	11.0%	46.3%	31.7%	11.0%	(82)	11.0%	28.0%	34.1%	26.8%	(82)	7.3%	28.0%	39.0%	25.6%	(82)
その他サービス業	10.2%	48.6%	30.1%	11.1%	(850)	6.4%	19.5%	45.6%	28.5%	(850)	6.6%	20.4%	42.1%	30.9%	(850)	
公務	10.9%	53.1%	27.7%	8.2%	(631)	8.7%	22.7%	44.5%	24.1%	(631)	7.4%	23.1%	41.7%	27.7%	(631)	
その他	13.0%	48.8%	27.1%	11.1%	(361)	5.8%	19.9%	42.7%	31.6%	(361)	6.6%	21.9%	37.4%	34.1%	(361)	
従業員規模	9人以下	13.0%	42.7%	32.3%	12.0%	(772)	2.8%	16.6%	42.9%	37.7%	(772)	2.6%	13.3%	36.4%	47.7%	(772)
	10～99人	9.3%	51.2%	30.0%	9.5%	(2793)	5.1%	20.9%	43.1%	30.9%	(2793)	6.6%	20.1%	40.6%	32.8%	(2793)
	100～499人	9.9%	53.0%	28.3%	8.8%	(2325)	7.0%	23.4%	43.5%	26.1%	(2325)	8.0%	26.5%	39.6%	26.0%	(2325)
	500～999人	12.9%	52.5%	26.9%	7.7%	(956)	7.8%	24.7%	41.7%	25.7%	(956)	9.9%	25.4%	40.3%	24.4%	(956)
	1,000人以上	12.1%	54.7%	26.3%	6.9%	(3551)	8.5%	25.3%	41.5%	24.6%	(3551)	9.0%	25.0%	41.5%	24.4%	(3551)
わからない	7.2%	42.1%	38.4%	12.3%	(601)	3.7%	15.3%	41.8%	39.3%	(601)	3.7%	18.5%	36.8%	41.1%	(601)	
職種	管理的職業	13.8%	56.8%	24.3%	5.0%	(1958)	8.6%	28.7%	42.4%	20.3%	(1958)	9.6%	27.8%	42.7%	20.0%	(1958)
	専門的・技術的職業	11.3%	55.9%	26.4%	6.3%	(2115)	6.9%	25.1%	46.1%	21.9%	(2115)	7.8%	26.8%	44.0%	21.5%	(2115)
	事務	7.9%	48.6%	32.1%	11.4%	(3003)	5.6%	21.1%	43.1%	30.1%	(3003)	6.8%	19.8%	39.9%	33.5%	(3003)
	販売	11.3%	50.1%	28.6%	10.0%	(1088)	7.2%	23.6%	41.3%	27.9%	(1088)	9.0%	24.7%	38.1%	28.1%	(1088)
	サービス職業	12.7%	49.3%	29.2%	8.8%	(811)	5.7%	19.9%	40.3%	34.2%	(811)	5.9%	21.8%	36.6%	35.6%	(811)
	保安職業	8.6%	46.9%	35.8%	8.6%	(81)	8.6%	18.5%	46.9%	25.9%	(81)	6.2%	22.2%	37.0%	34.6%	(81)
	農林漁業	7.1%	71.4%	14.3%	7.1%	(14)	7.1%	21.4%	35.7%	35.7%	(14)	7.1%	28.6%	28.6%	35.7%	(14)
	生産工程	9.8%	49.7%	32.0%	8.6%	(1061)	5.7%	17.8%	39.0%	37.4%	(1061)	7.1%	18.9%	36.5%	37.5%	(1061)
	輸送・機械運転	9.3%	43.2%	32.8%	14.8%	(183)	8.7%	12.6%	36.1%	42.6%	(183)	6.0%	13.1%	38.3%	42.6%	(183)
	建設・採掘	13.9%	51.2%	28.9%	6.0%	(166)	9.0%	21.1%	38.0%	31.9%	(166)	4.8%	20.5%	34.9%	39.8%	(166)
	運搬・清掃・包装	9.4%	48.0%	30.7%	11.9%	(244)	4.1%	14.3%	34.8%	46.7%	(244)	4.5%	17.2%	30.3%	48.0%	(244)
その他	13.9%	49.3%	24.1%	12.8%	(274)	3.6%	15.0%	44.5%	36.9%	(274)	5.1%	17.2%	42.0%	35.8%	(274)	
職位	一般社員	9.8%	48.9%	30.9%	10.4%	(6790)	5.4%	19.6%	42.1%	32.9%	(6790)	6.2%	20.3%	39.1%	34.4%	(6790)
	主任・係長相当	11.8%	54.1%	26.9%	7.1%	(1533)	8.0%	26.0%	43.7%	22.4%	(1533)	9.6%	27.1%	40.8%	22.6%	(1533)
	課長代理相当（ライン職）	9.8%	59.8%	25.8%	4.7%	(256)	8.6%	33.2%	45.3%	12.9%	(256)	9.0%	27.3%	48.8%	14.8%	(256)
	課長代理相当（スタッフ職）	8.3%	56.0%	28.5%	7.3%	(193)	11.9%	29.5%	37.8%	20.7%	(193)	13.5%	26.4%	39.4%	20.7%	(193)
	課長相当（ライン職）	14.6%	57.8%	22.5%	5.1%	(609)	10.7%	31.9%	41.1%	16.4%	(609)	12.3%	27.9%	42.7%	17.1%	(609)
	課長相当（スタッフ職）	8.9%	57.0%	27.6%	6.6%	(519)	9.1%	29.5%	43.4%	18.1%	(519)	8.9%	29.9%	43.9%	17.3%	(519)
	部長相当（ライン職）	15.2%	61.1%	21.3%	2.3%	(342)	9.6%	26.9%	38.9%	24.6%	(342)	9.4%	28.9%	39.2%	22.5%	(342)
	部長相当（スタッフ職）	13.1%	55.5%	25.4%	6.0%	(335)	7.2%	23.9%	49.6%	19.4%	(335)	7.2%	29.3%	43.6%	20.0%	(335)
支社長・事業部長相当	18.0%	62.2%	15.3%	4.5%	(111)	6.3%	33.3%	43.2%	17.1%	(111)	9.0%	27.9%	36.9%	26.1%	(111)	
役員相当	15.8%	54.2%	24.5%	5.5%	(310)	4.8%	19.7%	41.3%	34.2%	(310)	8.1%	17.4%	39.4%	35.2%	(310)	
勤務時間制度	通常の勤務時間制度	10.1%	50.5%	30.0%	9.5%	(7623)	6.2%	21.9%	42.1%	29.7%	(7623)	6.8%	22.2%	39.7%	31.3%	(7623)
	フレックスタイム制	11.8%	57.5%	25.1%	5.6%	(1617)	8.7%	28.5%	43.8%	18.9%	(1617)	10.0%	29.4%	42.5%	18.1%	(1617)
	変形労働時間制	10.1%	54.1%	26.6%	9.2%	(338)	4.4%	22.2%	42.3%	31.1%	(338)	8.9%	17.8%	43.2%	30.2%	(338)
	交替制	14.9%	49.8%	26.5%	8.8%	(645)	5.7%	16.1%	41.9%	36.3%	(645)	7.4%	18.3%	35.0%	39.2%	(645)
	事業場外労働のみなし労働時間制	5.5%	52.1%	28.8%	13.7%	(73)	11.0%	21.9%	35.6%	31.5%	(73)	13.7%	27.4%	26.0%	32.9%	(73)
	裁量労働制	8.8%	60.5%	25.9%	4.9%	(205)	6.3%	24.9%	44.9%	23.9%	(205)	9.3%	23.9%	43.9%	22.9%	(205)
	管理監督者扱い	16.5%	57.0%	21.8%	4.7%	(358)	7.3%	23.2%	44.7%	24.9%	(358)	8.9%	22.1%	44.1%	24.9%	(358)
その他	11.8%	52.9%	17.6%	17.6%	(17)	5.9%	5.9%	29.4%	58.8%	(17)	-	11.8%	29.4%	58.8%	(17)	
わからない	11.5%	30.3%	46.7%	11.5%	(122)	9.8%	18.0%	43.4%	28.7%	(122)	9.0%	19.7%	44.3%	27.0%	(122)	

		Q33_3 直属の上司について／仕事の指示に計画性がない					Q33_4 直属の上司について／指示する仕事の内容があいまいだ				
		あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		10.8%	29.0%	41.2%	18.9%	(10998)	11.0%	31.4%	39.4%	18.2%	(10998)
性別	男性	10.5%	30.7%	41.9%	16.9%	(7105)	10.8%	32.3%	40.7%	16.3%	(7105)
	女性	11.5%	25.9%	39.9%	22.7%	(3893)	11.5%	29.8%	37.0%	21.7%	(3893)
年齢層	20代	11.2%	28.0%	39.8%	21.1%	(1932)	12.3%	31.6%	38.1%	18.1%	(1932)
	30代	12.4%	30.2%	39.5%	17.9%	(2395)	12.3%	32.7%	38.4%	16.7%	(2395)
	40代	11.7%	29.1%	41.4%	17.9%	(2849)	12.1%	32.3%	37.8%	17.8%	(2849)
	50代	10.5%	29.0%	43.0%	17.5%	(2431)	10.2%	30.2%	41.5%	18.0%	(2431)
	60代	6.7%	28.3%	42.6%	22.4%	(1391)	6.4%	29.1%	42.4%	22.1%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	18.2%	43.2%	20.5%	(44)	13.6%	34.1%	31.8%	20.5%	(44)
	建設業	9.5%	30.8%	42.3%	17.5%	(634)	11.2%	29.7%	40.9%	18.3%	(634)
	製造業	11.2%	29.9%	41.7%	17.2%	(2762)	10.9%	32.0%	40.9%	16.3%	(2762)
	電気・ガス・熱供給・水道業	13.8%	26.5%	40.2%	19.6%	(189)	12.2%	29.1%	40.7%	18.0%	(189)
	情報通信業	9.3%	29.8%	42.3%	18.6%	(905)	10.6%	34.1%	38.5%	16.8%	(905)
	運輸業、郵便業	9.7%	26.5%	41.1%	22.7%	(616)	9.7%	28.9%	38.5%	22.9%	(616)
	卸売業、小売業	11.0%	27.9%	39.2%	21.8%	(1096)	10.8%	31.9%	36.3%	21.0%	(1096)
	金融業、保険業	10.1%	27.8%	43.4%	18.6%	(633)	9.6%	29.7%	42.5%	18.2%	(633)
	不動産業、物品賃貸業	11.1%	29.5%	39.8%	19.5%	(261)	11.1%	31.0%	38.7%	19.2%	(261)
	学術研究、専門・技術サービス業	8.3%	28.1%	43.9%	19.8%	(253)	9.5%	31.2%	39.5%	19.8%	(253)
	宿泊業、飲食サービス業	12.3%	28.2%	39.0%	20.5%	(195)	10.8%	34.9%	34.4%	20.0%	(195)
	生活関連サービス業、娯楽業	13.4%	28.0%	42.5%	16.1%	(261)	14.6%	29.1%	39.8%	16.5%	(261)
	教育、学習支援業	12.2%	28.2%	42.7%	16.9%	(450)	11.3%	32.4%	38.0%	18.2%	(450)
	医療、福祉	12.1%	27.7%	40.0%	20.1%	(775)	12.8%	30.1%	38.7%	18.5%	(775)
	複合サービス業	14.6%	34.1%	39.0%	12.2%	(82)	15.9%	31.7%	37.8%	14.6%	(82)
その他サービス業	11.3%	31.2%	39.4%	18.1%	(850)	11.3%	31.5%	39.4%	17.8%	(850)	
公務	9.0%	28.5%	44.2%	18.2%	(631)	10.6%	30.3%	42.5%	16.6%	(631)	
その他	10.5%	29.1%	34.6%	25.8%	(361)	11.4%	32.7%	33.8%	22.2%	(361)	
従業員規模	9人以下	10.4%	24.1%	41.5%	24.1%	(772)	10.5%	25.0%	40.3%	24.2%	(772)
	10～99人	11.7%	29.5%	39.2%	19.5%	(2793)	12.1%	31.7%	37.2%	18.9%	(2793)
	100～499人	11.7%	30.3%	42.0%	16.0%	(2325)	11.8%	32.1%	40.7%	15.4%	(2325)
	500～999人	11.9%	29.4%	40.4%	18.3%	(956)	11.0%	31.6%	39.3%	18.1%	(956)
	1,000人以上	9.9%	29.9%	42.0%	18.2%	(3551)	10.4%	32.9%	39.7%	17.0%	(3551)
わからない	7.5%	22.0%	43.9%	26.6%	(601)	7.8%	26.5%	40.9%	24.8%	(601)	
職種	管理的職業	10.6%	31.0%	42.0%	16.3%	(1958)	10.9%	32.2%	40.7%	16.2%	(1958)
	専門的・技術的職業	10.3%	31.3%	43.1%	15.4%	(2115)	10.9%	34.3%	40.0%	14.8%	(2115)
	事務	11.2%	27.9%	40.3%	20.6%	(3003)	11.9%	30.0%	38.6%	19.5%	(3003)
	販売	13.6%	28.6%	39.3%	18.5%	(1088)	12.3%	31.8%	36.9%	19.0%	(1088)
	サービス職業	10.9%	27.1%	41.3%	20.7%	(811)	10.5%	31.6%	38.6%	19.4%	(811)
	保安職業	14.8%	33.3%	33.3%	18.5%	(81)	11.1%	39.5%	34.6%	14.8%	(81)
	農林漁業	14.3%	28.6%	35.7%	21.4%	(14)	7.1%	42.9%	28.6%	21.4%	(14)
	生産工程	10.4%	26.6%	41.5%	21.6%	(1061)	9.9%	27.7%	42.3%	20.1%	(1061)
	輸送・機械運転	10.9%	25.7%	37.2%	26.2%	(183)	8.2%	31.1%	36.1%	24.6%	(183)
	建設・採掘	9.0%	34.3%	38.6%	18.1%	(166)	10.8%	36.1%	34.9%	18.1%	(166)
	運搬・清掃・包装	5.7%	25.8%	42.2%	26.2%	(244)	8.2%	23.8%	41.4%	26.6%	(244)
その他	8.4%	26.3%	42.3%	23.0%	(274)	9.9%	31.4%	39.8%	19.0%	(274)	
職位	一般社員	10.4%	27.2%	41.2%	21.2%	(6790)	10.8%	29.7%	39.4%	20.1%	(6790)
	主任・係長相当	12.3%	32.1%	41.0%	14.6%	(1533)	12.1%	35.3%	38.2%	14.4%	(1533)
	課長代理相当（ライン職）	12.1%	30.5%	46.9%	10.5%	(256)	10.2%	36.7%	41.8%	11.3%	(256)
	課長代理相当（スタッフ職）	15.5%	31.6%	41.5%	11.4%	(193)	13.0%	41.5%	33.7%	11.9%	(193)
	課長相当（ライン職）	13.3%	33.3%	39.7%	13.6%	(609)	14.0%	36.0%	35.8%	14.3%	(609)
	課長相当（スタッフ職）	10.4%	35.8%	40.8%	12.9%	(519)	10.4%	35.1%	42.0%	12.5%	(519)
	部長相当（ライン職）	11.4%	33.9%	38.9%	15.8%	(342)	11.1%	32.7%	42.4%	13.7%	(342)
	部長相当（スタッフ職）	8.7%	31.0%	43.3%	17.0%	(335)	10.4%	28.7%	43.3%	17.6%	(335)
	支社長・事業部長相当	12.6%	26.1%	45.9%	15.3%	(111)	11.7%	33.3%	41.4%	13.5%	(111)
役員相当	6.5%	23.5%	40.6%	29.4%	(310)	6.1%	23.9%	40.0%	30.0%	(310)	
勤務時間制度	通常の勤務時間制度	10.6%	28.8%	40.9%	19.6%	(7623)	10.8%	31.1%	39.0%	19.1%	(7623)
	フレックスタイム制	10.5%	32.8%	42.9%	13.7%	(1617)	11.3%	35.1%	40.0%	13.6%	(1617)
	変形労働時間制	11.2%	31.7%	42.3%	14.8%	(338)	10.7%	34.6%	39.6%	15.1%	(338)
	交替制	13.0%	25.0%	38.1%	23.9%	(645)	11.9%	29.0%	37.1%	22.0%	(645)
	事業場外労働のみなし労働時間制	16.4%	28.8%	27.4%	27.4%	(73)	15.1%	31.5%	31.5%	21.9%	(73)
	裁量労働制	11.7%	25.9%	42.4%	20.0%	(205)	12.2%	29.8%	45.4%	12.7%	(205)
	管理監督者扱い	11.5%	23.7%	44.7%	20.1%	(358)	11.7%	26.5%	44.4%	17.3%	(358)
その他	5.9%	23.5%	47.1%	23.5%	(17)	11.8%	23.5%	41.2%	23.5%	(17)	
わからない	9.0%	24.6%	45.9%	20.5%	(122)	9.0%	26.2%	45.9%	18.9%	(122)	

		Q33_5 直属の上司について／残業を前提に仕事の指示をする					Q33_6 直属の上司について／残業する人ほど高く評価する				
		あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	ややあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		6.2%	20.5%	41.5%	31.8%	(10998)	5.2%	18.7%	41.8%	34.3%	(10998)
性別	男性	6.7%	22.7%	43.2%	27.5%	(7105)	5.4%	20.4%	44.4%	29.8%	(7105)
	女性	5.5%	16.4%	38.6%	39.6%	(3893)	4.8%	15.6%	37.1%	42.5%	(3893)
年齢層	20代	8.7%	23.6%	39.5%	28.2%	(1932)	6.6%	20.7%	40.4%	32.3%	(1932)
	30代	7.9%	24.3%	40.3%	27.6%	(2395)	6.3%	21.1%	42.0%	30.5%	(2395)
	40代	6.3%	19.9%	42.6%	31.1%	(2849)	4.9%	18.7%	41.8%	34.6%	(2849)
	50代	4.6%	18.9%	41.7%	34.8%	(2431)	4.4%	17.6%	42.5%	35.5%	(2431)
	60代	2.7%	13.4%	44.0%	39.9%	(1391)	2.9%	13.9%	42.3%	40.9%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	9.1%	31.8%	31.8%	27.3%	(44)	11.4%	25.0%	34.1%	29.5%	(44)
	建設業	5.7%	19.7%	41.3%	33.3%	(634)	5.8%	19.1%	42.7%	32.3%	(634)
	製造業	6.6%	23.6%	43.0%	26.8%	(2762)	6.0%	22.6%	43.2%	28.3%	(2762)
	電気・ガス・熱供給・水道業	10.1%	20.6%	40.2%	29.1%	(189)	5.3%	23.3%	40.7%	30.7%	(189)
	情報通信業	6.2%	21.5%	43.6%	28.6%	(905)	5.6%	16.8%	46.0%	31.6%	(905)
	運輸業、郵便業	7.5%	18.2%	39.4%	34.9%	(616)	6.3%	18.3%	40.1%	35.2%	(616)
	卸売業、小売業	5.3%	18.3%	38.5%	37.9%	(1096)	3.8%	17.9%	37.9%	40.4%	(1096)
	金融業、保険業	4.9%	19.4%	42.7%	33.0%	(633)	4.1%	16.1%	41.5%	38.2%	(633)
	不動産業、物品賃貸業	8.0%	16.5%	40.2%	35.2%	(261)	7.3%	13.4%	37.9%	41.4%	(261)
	学術研究、専門・技術サービス業	7.5%	20.9%	41.1%	30.4%	(253)	4.0%	16.6%	43.1%	36.4%	(253)
	宿泊業、飲食サービス業	7.7%	23.1%	39.0%	30.3%	(195)	5.1%	16.9%	42.6%	35.4%	(195)
	生活関連サービス業、娯楽業	8.0%	21.5%	35.6%	34.9%	(261)	3.8%	19.2%	39.5%	37.5%	(261)
	教育、学習支援業	5.8%	24.2%	41.6%	28.4%	(450)	5.8%	19.8%	39.1%	35.3%	(450)
	医療、福祉	4.6%	16.3%	41.3%	37.8%	(775)	2.8%	15.6%	39.4%	42.2%	(775)
	複合サービス業	9.8%	22.0%	37.8%	30.5%	(82)	7.3%	26.8%	39.0%	26.8%	(82)
その他サービス業	6.0%	19.1%	43.6%	31.3%	(850)	4.7%	16.8%	42.8%	35.6%	(850)	
公務	5.9%	18.4%	45.2%	30.6%	(631)	5.2%	16.3%	46.4%	32.0%	(631)	
その他	5.5%	17.2%	35.5%	41.8%	(361)	5.0%	15.8%	38.0%	41.3%	(361)	
従業員規模	9人以下	4.9%	11.8%	37.7%	45.6%	(772)	3.2%	11.8%	35.9%	49.1%	(772)
	10～99人	6.0%	19.3%	41.5%	33.2%	(2793)	5.1%	18.3%	41.6%	35.0%	(2793)
	100～499人	6.3%	20.6%	43.9%	29.2%	(2325)	5.6%	20.4%	42.3%	31.7%	(2325)
	500～999人	6.7%	23.1%	41.1%	29.1%	(956)	5.8%	20.4%	40.2%	33.7%	(956)
	1,000人以上	6.9%	23.3%	40.9%	28.9%	(3551)	5.5%	19.7%	43.1%	31.7%	(3551)
わからない	4.0%	15.6%	42.1%	38.3%	(601)	3.0%	14.3%	43.9%	38.8%	(601)	
職種	管理的職業	6.4%	23.4%	42.1%	28.0%	(1958)	5.2%	20.8%	42.8%	31.1%	(1958)
	専門的・技術的職業	7.6%	23.2%	45.3%	23.9%	(2115)	6.1%	20.3%	45.6%	28.0%	(2115)
	事務	4.9%	16.0%	41.7%	37.5%	(3003)	5.1%	16.6%	40.8%	37.5%	(3003)
	販売	6.0%	21.2%	40.3%	32.5%	(1088)	4.8%	17.1%	40.1%	38.1%	(1088)
	サービス職業	6.2%	20.0%	38.2%	35.6%	(811)	2.8%	16.9%	38.7%	41.6%	(811)
	保安職業	7.4%	18.5%	44.4%	29.6%	(81)	3.7%	21.0%	37.0%	38.3%	(81)
	農林漁業	-	28.6%	35.7%	35.7%	(14)	-	35.7%	35.7%	28.6%	(14)
	生産工程	7.3%	22.5%	40.2%	30.1%	(1061)	5.9%	21.3%	43.0%	29.8%	(1061)
	輸送・機械運転	11.5%	21.9%	35.5%	31.1%	(183)	9.8%	22.4%	36.1%	31.7%	(183)
	建設・採掘	6.0%	23.5%	33.1%	37.3%	(166)	7.2%	18.7%	36.7%	37.3%	(166)
運搬・清掃・包装	6.1%	21.3%	36.9%	35.7%	(244)	4.5%	18.0%	37.7%	39.8%	(244)	
その他	3.6%	14.2%	40.1%	42.0%	(274)	1.5%	12.4%	39.8%	46.4%	(274)	
職位	一般社員	6.1%	18.7%	40.6%	34.5%	(6790)	5.1%	17.6%	40.8%	36.5%	(6790)
	主任・係長相当	6.1%	23.9%	43.3%	26.7%	(1533)	5.4%	20.3%	43.5%	30.8%	(1533)
	課長代理相当（ライン職）	3.9%	29.3%	44.1%	22.7%	(256)	5.1%	22.7%	49.6%	22.7%	(256)
	課長代理相当（スタッフ職）	6.7%	25.4%	44.6%	23.3%	(193)	8.8%	21.2%	43.5%	26.4%	(193)
	課長相当（ライン職）	8.7%	25.3%	41.9%	24.1%	(609)	6.1%	23.6%	41.4%	28.9%	(609)
	課長相当（スタッフ職）	5.2%	26.4%	44.1%	24.3%	(519)	3.9%	19.5%	47.0%	29.7%	(519)
	部長相当（ライン職）	7.0%	21.3%	39.8%	31.9%	(342)	5.3%	20.8%	42.1%	31.9%	(342)
	部長相当（スタッフ職）	7.8%	17.6%	47.2%	27.5%	(335)	4.8%	18.2%	47.5%	29.6%	(335)
支社長・事業部長相当	8.1%	23.4%	39.6%	28.8%	(111)	6.3%	22.5%	36.9%	34.2%	(111)	
役員相当	5.2%	12.9%	40.0%	41.9%	(310)	4.8%	15.8%	35.5%	43.9%	(310)	
勤務時間制度	通常の勤務時間制度	5.8%	19.3%	41.3%	33.6%	(7623)	5.0%	18.4%	41.3%	35.3%	(7623)
	フレックスタイム制	7.3%	25.0%	44.7%	23.1%	(1617)	5.6%	23.4%	44.0%	27.0%	(1617)
	変形労働時間制	8.0%	21.3%	42.9%	27.8%	(338)	6.2%	17.5%	43.5%	32.8%	(338)
	交替制	7.4%	19.8%	36.7%	36.0%	(645)	4.0%	14.3%	40.2%	41.6%	(645)
	事業場外労働のみなし労働時間制	6.8%	26.0%	31.5%	35.6%	(73)	5.5%	20.5%	32.9%	41.1%	(73)
	裁量労働制	7.8%	26.8%	40.5%	24.9%	(205)	5.9%	19.5%	46.3%	28.3%	(205)
	管理監督者扱い	6.1%	18.2%	43.0%	32.7%	(358)	6.7%	13.4%	41.9%	38.0%	(358)
その他	-	17.6%	35.3%	47.1%	(17)	-	-	11.8%	88.2%	(17)	
わからない	9.8%	24.6%	42.6%	23.0%	(122)	7.4%	19.7%	49.2%	23.8%	(122)	

		Q35 職場管理・業務遂行に関する取り組み																
		業務量を減らす	すべりパーワークを減らす	会議の長さ、回数、開催時間帯を見直す	業務配分のムラをなくす	見えるようにして、進捗管理や情報共有をすすめる	職員の業務をお互いに支え合えるようにする	在宅勤務・テレワークを積極的に活用する	管理職に職場マネジメント研修を行う	無理先や顧客に対して注目を改めようとしている	取引先や顧客に対して注目を改めようとしている	徹底する社員・職員に周知	組織の取組を明文化して社員・職員に周知	その他	特になし	業務遂行に課題はない	わからない	(合計度数)
全体		16.5%	19.0%	18.1%	15.1%	11.8%	15.8%	8.5%	3.4%	7.3%	0.2%	28.3%	7.5%	11.8%	(10998)			
性別	男性	17.6%	18.4%	19.5%	16.3%	11.6%	15.8%	9.3%	3.9%	7.6%	0.2%	28.2%	7.0%	11.4%	(7105)			
	女性	14.4%	20.0%	15.4%	12.7%	12.2%	15.6%	7.0%	2.5%	6.7%	0.2%	28.4%	8.4%	12.5%	(3893)			
年齢層	20代	19.5%	19.7%	14.9%	15.4%	12.8%	14.6%	8.3%	4.0%	5.8%	0.2%	25.5%	6.3%	13.9%	(1932)			
	30代	17.0%	19.7%	18.3%	15.4%	11.7%	14.6%	8.4%	3.6%	6.3%	0.2%	27.5%	6.2%	13.1%	(2395)			
	40代	16.7%	17.6%	17.1%	14.3%	9.9%	15.3%	7.7%	3.2%	6.7%	0.2%	30.4%	7.9%	11.2%	(2849)			
	50代	14.2%	19.7%	17.8%	14.5%	11.1%	17.2%	8.6%	3.1%	8.4%	0.0%	29.2%	7.6%	11.8%	(2431)			
	60代	14.8%	18.3%	24.5%	16.5%	15.7%	17.7%	10.6%	2.9%	10.1%	0.3%	27.5%	10.4%	7.9%	(1391)			
業種	農林漁業、鉱業、採石業、砂利採取業	15.9%	18.2%	15.9%	13.6%	13.6%	11.4%	6.8%	6.8%	4.5%	0.0%	29.5%	11.4%	4.5%	(44)			
	建設業	15.3%	19.6%	16.6%	15.5%	12.1%	11.5%	8.4%	5.2%	8.7%	0.0%	31.7%	10.1%	9.6%	(634)			
	製造業	17.4%	18.6%	22.1%	16.6%	11.7%	18.7%	9.5%	4.2%	7.5%	0.1%	26.8%	5.5%	13.5%	(2762)			
	電気・ガス・熱供給・水道業	23.8%	24.3%	23.3%	16.4%	12.7%	16.4%	9.0%	4.8%	9.5%	0.0%	24.9%	5.8%	13.2%	(189)			
	情報通信業	16.7%	22.1%	19.8%	13.7%	14.1%	33.8%	10.7%	3.2%	7.6%	0.1%	21.1%	7.3%	9.8%	(905)			
	運輸業、郵便業	14.0%	12.7%	11.4%	16.4%	9.4%	8.6%	6.8%	3.4%	5.8%	0.6%	32.8%	8.9%	14.9%	(616)			
	卸売業、小売業	14.1%	18.6%	13.8%	15.9%	10.7%	11.8%	6.9%	4.2%	6.6%	0.3%	32.8%	9.2%	9.2%	(1096)			
	金融業、保険業	21.3%	31.4%	24.3%	17.1%	13.6%	23.5%	13.6%	1.7%	9.8%	0.0%	19.7%	4.6%	11.8%	(633)			
	不動産業、物品賃貸業	14.2%	22.2%	16.9%	12.6%	11.9%	12.3%	6.5%	3.1%	7.7%	0.0%	27.2%	14.2%	8.4%	(261)			
	学術研究、専門・技術サービス業	10.7%	13.4%	11.9%	10.7%	10.7%	20.9%	5.5%	3.6%	6.3%	0.0%	31.2%	9.1%	13.0%	(253)			
	宿泊業、飲食サービス業	13.3%	17.9%	12.3%	16.9%	10.3%	8.2%	5.1%	4.1%	4.6%	0.5%	33.3%	8.7%	10.3%	(195)			
	生活関連サービス業、娯楽業	15.7%	21.5%	14.2%	16.1%	13.0%	14.2%	5.7%	3.1%	8.0%	0.4%	21.1%	9.2%	14.6%	(261)			
	教育、学習支援業	20.7%	19.1%	25.8%	10.4%	11.1%	9.1%	7.1%	1.8%	4.2%	0.0%	28.4%	6.7%	9.6%	(450)			
	医療、福祉	15.2%	12.8%	13.3%	14.1%	10.5%	4.0%	5.2%	1.3%	7.1%	0.1%	33.9%	10.1%	11.5%	(775)			
複合サービス業	12.2%	15.9%	15.9%	14.6%	12.2%	6.1%	14.6%	4.9%	6.1%	0.0%	28.0%	7.3%	17.1%	(82)				
その他サービス業	13.1%	17.9%	12.5%	12.1%	10.6%	12.7%	7.4%	2.6%	5.5%	0.4%	32.4%	7.7%	13.8%	(850)				
公務	22.0%	17.6%	19.3%	14.1%	12.8%	10.0%	10.9%	2.1%	8.7%	0.2%	27.3%	4.9%	10.0%	(631)				
その他	14.4%	19.7%	19.9%	16.9%	14.4%	23.5%	7.5%	3.9%	8.3%	0.3%	27.4%	7.8%	11.4%	(361)				
従業員規模	9人以下	6.7%	6.9%	4.8%	7.5%	7.1%	6.5%	2.3%	1.9%	2.1%	0.0%	39.2%	23.6%	10.6%	(772)			
	10～99人	12.9%	13.6%	12.1%	13.4%	9.5%	8.1%	4.3%	3.3%	5.3%	0.3%	35.7%	9.2%	11.9%	(2793)			
	100～499人	16.6%	17.7%	17.0%	14.9%	12.0%	13.9%	7.5%	3.6%	6.9%	0.1%	30.8%	6.4%	9.8%	(2325)			
	500～999人	18.1%	22.7%	21.1%	17.7%	13.1%	20.1%	12.4%	3.3%	8.5%	0.2%	23.2%	4.7%	9.3%	(956)			
	1,000人以上	21.9%	27.2%	27.8%	19.0%	15.2%	25.6%	13.8%	4.0%	10.7%	0.1%	20.0%	4.1%	9.5%	(3551)			
わからない	10.5%	10.0%	4.8%	5.5%	5.0%	5.3%	2.5%	1.3%	2.3%	0.0%	26.8%	6.8%	38.4%	(601)				
職種	管理的職業	20.9%	29.2%	30.5%	20.6%	17.1%	25.2%	15.7%	5.3%	12.2%	0.1%	20.0%	6.2%	5.5%	(1958)			
	専門的・技術的職業	19.6%	18.7%	22.0%	15.5%	12.5%	19.8%	9.5%	3.8%	7.0%	0.1%	24.7%	6.1%	10.4%	(2115)			
	事務	14.2%	20.2%	14.6%	13.3%	10.6%	16.7%	7.0%	2.0%	6.3%	0.1%	29.8%	8.2%	12.1%	(3003)			
	販売	16.1%	19.8%	18.5%	15.0%	11.3%	14.5%	6.8%	4.9%	6.2%	0.3%	28.3%	6.5%	11.6%	(1088)			
	サービス職業	13.9%	11.7%	11.0%	14.1%	9.5%	5.3%	5.3%	2.1%	5.3%	0.4%	32.1%	9.9%	13.8%	(811)			
	保安職業	12.3%	12.3%	8.6%	11.1%	7.4%	1.2%	7.4%	2.5%	8.6%	1.2%	35.8%	11.1%	12.3%	(81)			
	農林漁業	7.1%	7.1%	14.3%	7.1%	7.1%	7.1%	7.1%	0.0%	0.0%	0.0%	57.1%	7.1%	14.3%	(14)			
	生産工程	13.9%	9.3%	9.2%	12.2%	8.5%	4.8%	4.9%	3.3%	5.4%	0.1%	36.8%	7.6%	18.8%	(1061)			
	輸送・機械運転	15.8%	10.4%	11.5%	13.1%	8.2%	5.5%	3.3%	2.2%	3.8%	1.6%	37.2%	6.0%	16.9%	(183)			
	建設・採掘	12.7%	13.3%	9.0%	12.0%	9.6%	6.6%	4.8%	3.0%	4.2%	0.0%	41.6%	9.6%	16.3%	(166)			
	運搬・清掃・包装	9.8%	4.9%	2.5%	11.1%	4.1%	0.8%	2.5%	2.9%	3.3%	0.0%	34.8%	14.3%	23.0%	(244)			
その他	14.6%	15.3%	16.8%	14.6%	15.0%	15.7%	8.0%	2.6%	9.1%	0.0%	29.9%	7.3%	15.3%	(274)				
職位	一般社員	14.7%	15.5%	12.9%	12.4%	9.9%	12.2%	5.7%	2.7%	5.4%	0.2%	30.8%	8.5%	15.2%	(6790)			
	主任・係長相当	18.9%	21.0%	21.7%	17.7%	12.7%	16.2%	9.8%	3.1%	8.6%	0.0%	28.8%	4.4%	7.2%	(1533)			
	課長代理相当(ライン職)	22.3%	26.2%	25.8%	20.3%	14.1%	23.8%	12.9%	2.3%	7.8%	0.0%	22.3%	4.7%	5.5%	(256)			
	課長代理相当(スタッフ職)	19.7%	24.4%	28.5%	19.7%	10.9%	25.9%	16.1%	4.1%	9.8%	0.5%	21.2%	2.6%	6.7%	(193)			
	課長相当(ライン職)	23.6%	29.6%	29.7%	19.4%	15.9%	23.8%	15.9%	5.6%	11.5%	0.0%	21.8%	3.4%	5.3%	(609)			
	課長相当(スタッフ職)	16.8%	26.0%	27.7%	21.8%	15.0%	28.7%	16.8%	6.2%	12.3%	0.2%	22.7%	6.2%	7.1%	(519)			
	部長相当(ライン職)	21.6%	26.9%	34.2%	24.6%	18.4%	26.0%	14.6%	7.6%	10.8%	0.3%	19.9%	5.0%	4.1%	(342)			
	部長相当(スタッフ職)	14.9%	27.8%	31.3%	19.7%	16.1%	27.2%	15.8%	5.4%	12.8%	0.0%	21.8%	10.4%	4.8%	(335)			
支社長・事業部長相当	22.5%	22.5%	27.0%	26.1%	19.8%	14.4%	11.7%	3.6%	18.0%	0.0%	13.5%	10.8%	5.4%	(111)				
役員相当	14.5%	24.8%	24.8%	14.8%	18.1%	17.1%	10.6%	4.5%	8.4%	0.3%	23.9%	12.6%	6.8%	(310)				
勤務時間制度	通常の勤務時間制度	15.5%	16.7%	14.8%	13.6%	10.2%	10.8%	6.8%	3.0%	6.2%	0.1%	30.8%	8.5%	12.7%	(7623)			
	フレックスタイム制	22.1%	29.3%	31.5%	20.0%	16.8%	37.8%	14.8%	5.0%	10.5%	0.1%	16.3%	3.0%	7.9%	(1617)			
	変形労働時間制	18.0%	17.2%	16.6%	18.9%	14.5%	7.7%	6.8%	4.1%	10.4%	0.3%	29.9%	6.2%	7.1%	(338)			
	交替制	14.9%	12.4%	10.2%	14.9%	11.2%	2.6%	4.5%	1.9%	4.5%	0.6%	37.4%	7.6%	13.8%	(645)			
	事業場外労働のみなし労働時間制	6.8%	26.0%	27.4%	17.8%	16.4%	26.0%	13.7%	1.4%	9.6%	1.4%	30.1%	2.7%	9.6%	(73)			
	裁量労働制	19.5%	27.8%	31.7%	19.0%	13.7%	41.5%	20.5%	5.9%	9.8%	0.0%	17.1%	6.8%	5.9%	(205)			
	管理監督者扱い	19.0%	34.1%	38.8%	22.9%	21.5%	39.4%	19.6%	7.5%	16.8%	0.3%	18.2%	6.7%	3.4%	(358)			
その他	5.9%	11.8%	17.6%	5.9%	11.8%	17.6%	5.9%	0.0%	5.9%	0.0%	35.3%	5.9%	11.8%	(17)				
わからない	2.5%	4.1%	3.3%	1.6%	3.3%	4.1%	0.8%	0.0%	3.3%	0.0%	23.8%	9.8%	48.4%	(122)				

		Q36 勤務先の働き方改革の取組みによる変化																	
		残業が減った	減った こなすべき業務量が	仕事の効率が上がった	職場でお互いに協力し合うようになった	休暇を取れるようになった	所定の休日や年次有給	が少なくなった	取引先や顧客からの無理な要求(納期など)	えなすべき業務量が	えなすべき業務量が	業務配分のムラが大きくなった	給料が下がった	休憩時間が減った/休憩を取れなくなった	サービスの残業や持ち帰りの仕事が増えた	その他	特にな	わからない	(合計度数)
全体		15.8%	5.4%	9.5%	9.2%	11.2%	2.1%	7.0%	4.4%	6.9%	3.2%	3.1%	0.3%	45.7%	10.5%	(10998)			
性別	男性	17.0%	5.9%	10.4%	9.1%	11.6%	2.4%	7.4%	4.7%	7.5%	3.2%	3.2%	0.3%	44.3%	10.2%	(7105)			
	女性	13.7%	4.5%	8.0%	9.3%	10.7%	1.4%	6.3%	3.8%	5.9%	3.4%	3.1%	0.4%	48.3%	11.1%	(3893)			
年齢層	20代	14.5%	8.1%	10.6%	11.5%	12.0%	3.4%	6.8%	4.5%	6.8%	3.7%	2.4%	0.3%	41.1%	13.4%	(1932)			
	30代	17.1%	5.6%	9.5%	9.8%	11.5%	2.5%	7.1%	5.1%	7.0%	3.6%	4.1%	0.2%	42.2%	11.8%	(2395)			
	40代	16.0%	4.7%	8.3%	7.4%	10.1%	1.9%	8.5%	4.2%	7.2%	4.0%	3.6%	0.2%	45.7%	10.2%	(2849)			
	50代	14.9%	4.3%	8.6%	7.5%	10.5%	1.4%	7.1%	4.0%	7.3%	2.4%	3.0%	0.5%	49.2%	10.0%	(2431)			
	60代	16.6%	4.7%	12.1%	11.4%	13.4%	1.2%	4.1%	3.8%	5.9%	1.7%	1.9%	0.3%	51.9%	5.9%	(1391)			
業種	農林漁業、鉱業、採石業、砂利採取業	13.6%	13.6%	15.9%	22.7%	18.2%	4.5%	11.4%	9.1%	11.4%	4.5%	2.3%	2.3%	36.4%	4.5%	(44)			
	建設業	13.9%	6.8%	10.1%	9.0%	10.3%	2.5%	5.2%	4.1%	3.9%	2.5%	2.4%	0.5%	51.7%	8.4%	(634)			
	製造業	19.0%	5.4%	10.8%	9.1%	11.8%	2.1%	8.0%	4.7%	8.8%	3.7%	3.3%	0.3%	41.3%	11.7%	(2762)			
	電気・ガス・熱供給・水道業	13.2%	10.1%	15.3%	11.1%	9.5%	3.7%	7.4%	3.7%	6.9%	1.6%	2.6%	0.0%	40.2%	13.8%	(189)			
	情報通信業	18.5%	5.6%	9.3%	7.4%	9.9%	2.2%	6.9%	5.3%	5.4%	2.8%	3.6%	0.0%	45.9%	9.6%	(905)			
	運輸業、郵便業	17.4%	5.0%	6.5%	7.5%	9.9%	2.1%	6.0%	4.1%	11.4%	3.6%	2.3%	0.3%	45.0%	11.2%	(616)			
	卸売業、小売業	19.0%	4.7%	9.7%	9.8%	13.4%	2.0%	7.3%	4.2%	7.5%	3.8%	3.0%	0.3%	46.0%	8.6%	(1096)			
	金融業、保険業	20.4%	6.5%	13.6%	10.9%	12.3%	2.2%	7.0%	4.7%	6.5%	2.4%	2.1%	0.5%	41.5%	10.6%	(633)			
	不動産業、物品賃貸業	12.3%	5.0%	8.0%	10.3%	8.0%	1.5%	5.4%	3.4%	5.0%	1.1%	1.9%	0.4%	53.3%	8.0%	(261)			
	学術研究、専門・技術サービス業	10.7%	4.3%	5.9%	6.3%	9.9%	3.2%	4.0%	2.0%	5.1%	2.0%	2.4%	0.4%	57.7%	8.3%	(253)			
	宿泊業、飲食サービス業	14.4%	4.6%	9.2%	10.3%	13.3%	2.6%	5.6%	1.5%	12.8%	7.2%	4.1%	0.5%	40.0%	11.3%	(195)			
	生活関連サービス業、娯楽業	16.5%	11.1%	9.6%	12.3%	16.5%	1.5%	12.3%	5.4%	8.8%	3.1%	2.7%	0.0%	36.0%	12.3%	(261)			
	教育、学習支援業	11.6%	4.9%	8.2%	10.2%	9.6%	1.1%	6.0%	4.0%	3.8%	5.3%	6.0%	0.4%	51.3%	8.4%	(450)			
	医療、福祉	9.0%	5.0%	7.1%	9.9%	10.8%	1.8%	6.8%	3.1%	5.3%	3.4%	3.5%	0.4%	48.6%	11.2%	(775)			
	複合サービス業	12.2%	4.9%	8.5%	11.0%	15.9%	7.3%	4.9%	2.4%	4.9%	4.9%	2.4%	0.0%	42.7%	13.4%	(82)			
その他サービス業	12.4%	3.6%	8.2%	7.6%	8.6%	1.8%	7.1%	5.5%	6.0%	2.5%	2.9%	0.1%	50.7%	11.5%	(850)				
公務	11.3%	4.4%	6.8%	9.4%	9.0%	1.0%	7.1%	4.3%	4.9%	2.7%	4.1%	0.3%	47.5%	10.8%	(631)				
その他	13.0%	5.3%	11.9%	8.3%	16.1%	2.8%	6.1%	3.9%	4.7%	1.9%	2.5%	0.0%	47.9%	10.8%	(361)				
従業員規模	9人以下	6.6%	4.1%	4.7%	5.7%	5.3%	2.2%	2.6%	1.7%	3.8%	1.3%	1.4%	0.1%	69.4%	8.0%	(772)			
	10～99人	11.9%	4.9%	7.6%	7.7%	9.0%	1.5%	5.3%	3.3%	5.7%	2.8%	2.4%	0.4%	51.4%	10.5%	(2793)			
	100～499人	17.6%	6.3%	9.0%	9.7%	12.3%	2.3%	7.7%	4.4%	8.5%	3.5%	3.5%	0.3%	43.1%	8.5%	(2325)			
	500～999人	17.6%	6.1%	12.6%	11.4%	13.0%	2.7%	10.0%	6.3%	6.0%	3.5%	3.8%	0.1%	41.4%	8.7%	(956)			
	1,000人以上	20.4%	6.0%	12.6%	11.2%	14.2%	2.3%	8.7%	5.5%	8.3%	3.9%	4.0%	0.3%	39.5%	9.0%	(3551)			
わからない	9.2%	2.0%	3.8%	3.2%	5.5%	1.2%	3.3%	2.5%	4.3%	2.2%	1.5%	0.3%	42.1%	33.9%	(601)				
職種	管理的職業	22.1%	6.9%	17.5%	13.4%	16.9%	3.1%	6.9%	4.7%	3.6%	2.8%	3.5%	0.3%	39.1%	6.1%	(1958)			
	専門的・技術的職業	15.2%	6.1%	9.7%	9.2%	11.0%	2.8%	7.9%	4.6%	7.0%	4.0%	4.3%	0.5%	44.3%	9.7%	(2115)			
	事務	13.1%	4.5%	7.8%	7.5%	9.3%	1.2%	6.0%	4.0%	6.1%	2.3%	2.3%	0.2%	51.5%	10.8%	(3003)			
	販売	17.2%	5.9%	9.4%	9.7%	11.9%	2.3%	7.6%	5.0%	8.0%	3.7%	4.6%	0.5%	42.2%	10.7%	(1088)			
	サービス職業	11.7%	4.2%	5.5%	9.4%	8.8%	2.1%	7.8%	3.8%	7.4%	4.2%	3.2%	0.2%	45.4%	14.2%	(811)			
	保安職業	8.6%	6.2%	6.2%	4.9%	9.9%	2.5%	7.4%	2.5%	11.1%	2.5%	1.2%	0.0%	58.0%	4.9%	(81)			
	農林漁業	0.0%	7.1%	0.0%	14.3%	7.1%	0.0%	0.0%	7.1%	7.1%	7.1%	0.0%	0.0%	71.4%	14.3%	(14)			
	生産工程	18.6%	4.1%	6.3%	6.5%	9.3%	1.3%	8.0%	4.5%	11.5%	4.3%	2.2%	0.1%	44.1%	13.9%	(1061)			
	輸送・機械運転	17.5%	3.3%	6.6%	6.0%	8.7%	1.6%	7.1%	5.5%	18.0%	4.4%	1.1%	0.0%	43.2%	12.6%	(183)			
	建設・採掘	7.2%	8.4%	4.8%	8.4%	9.6%	2.4%	6.0%	5.4%	6.6%	4.8%	3.0%	0.0%	52.4%	15.1%	(166)			
	運搬・清掃・包装	13.1%	6.1%	4.5%	7.0%	10.2%	2.0%	4.1%	2.0%	8.2%	1.2%	1.6%	0.4%	46.3%	17.6%	(244)			
	その他	11.7%	5.1%	5.5%	10.9%	11.3%	1.5%	7.3%	2.9%	7.7%	1.5%	2.9%	0.0%	51.8%	11.7%	(274)			
職位	一般社員	13.6%	5.1%	6.9%	7.6%	9.0%	1.7%	6.4%	3.8%	7.4%	3.0%	2.4%	0.3%	48.6%	13.1%	(6790)			
	主任・係長相当	17.8%	6.0%	10.6%	9.5%	13.6%	2.2%	9.3%	5.3%	9.3%	4.7%	4.8%	0.2%	40.8%	7.0%	(1533)			
	課長代理相当(ライン職)	16.4%	4.3%	13.7%	14.5%	13.3%	1.6%	10.5%	4.3%	6.6%	3.9%	5.1%	0.4%	38.3%	7.8%	(256)			
	課長代理相当(スタッフ職)	19.2%	5.7%	15.0%	13.5%	11.9%	3.1%	7.3%	7.8%	10.4%	3.1%	4.7%	0.5%	39.9%	8.8%	(193)			
	課長相当(ライン職)	23.2%	6.6%	14.6%	13.6%	17.1%	2.8%	8.5%	5.4%	3.9%	3.3%	5.3%	0.2%	39.6%	5.4%	(609)			
	課長相当(スタッフ職)	17.5%	5.4%	15.0%	10.2%	14.1%	2.5%	9.8%	5.0%	4.6%	3.3%	3.3%	0.6%	42.0%	7.5%	(519)			
	部長相当(ライン職)	24.9%	6.1%	16.4%	14.0%	18.4%	4.7%	6.1%	5.6%	1.8%	3.5%	4.7%	0.0%	38.6%	4.4%	(342)			
部長相当(スタッフ職)	17.0%	7.5%	13.4%	12.8%	15.8%	3.6%	5.4%	6.3%	5.7%	2.7%	3.3%	0.3%	46.3%	4.5%	(335)				
支社長・事業部長相当	25.2%	5.4%	23.4%	22.5%	17.1%	0.9%	5.4%	4.5%	3.6%	4.5%	5.4%	0.0%	30.6%	6.3%	(111)				
役員相当	20.0%	5.8%	18.7%	11.0%	16.1%	3.5%	2.6%	2.9%	1.0%	0.6%	0.6%	0.3%	47.4%	5.5%	(310)				
勤務時間制度	通常の勤務時間制度	14.5%	5.2%	8.1%	8.3%	10.2%	1.7%	6.6%	4.0%	6.7%	2.8%	2.6%	0.3%	48.5%	10.8%	(7623)			
	フレックスタイム制	21.6%	7.4%	15.6%	11.8%	14.4%	4.0%	8.0%	5.8%	7.5%	3.8%	4.6%	0.3%	36.3%	8.9%	(1617)			
	変形労働時間制	18.6%	3.3%	7.7%	12.1%	13.6%	2.4%	10.1%	7.1%	12.7%	4.7%	5.6%	0.3%	39.9%	7.1%	(338)			
	交替制	13.3%	4.0%	5.7%	8.5%	11.2%	1.6%	7.3%	3.4%	9.5%	5.4%	2.8%	0.3%	48.7%	10.5%	(645)			
	事業場外労働のみなし労働時間制	9.6%	4.1%	12.3%	12.3%	16.4%	1.4%	12.3%	1.4%	5.5%	4.1%	13.7%	0.0%	39.7%	9.6%	(73)			
	裁量労働制	17.1%	5.4%	14.6%	7.8%	12.2%	1.5%	7.8%	6.3%	2.9%	3.9%	5.4%	0.0%	41.5%	10.7%	(205)			
	管理監督者扱い	23.7%	7.8%	20.4%	16.2%	17.3%	2.8%	9.5%	5.0%	4.5%	4.2%	5.0%	0.8%	36.3%	3.1%	(358)			
その他	17.6%	5.9%	11.8%	5.9%	41.2%	0.0%	5.9%	5.9%	11.8%	0.0%	0.0%	0.0%	35.3%	5.9%	(17)				
わからない	2.5%	1.6%	0.0%	2.5%	3.3%	2.5%	2.5%	2.5%	3.3%	0.0%	0.0%	0.0%	34.4%	49.2%	(122)				

Q37_1 新型コロナウイルス感染症の雇用や収入、働き方への影響												
		解雇、 雇止めにあつた	業務内容が 変更された	勤務日数が減つた (休業など)	短くなった 一日の所定勤務時間	残業が減つた／ なくなった	増えた 勤務日数や労働時間	収入が大幅に減つた (10%程度以上)	在宅勤務を行つた	その他	上記のような影響はな かつた	(合計度数)
全体		1.8%	6.0%	10.8%	5.7%	13.5%	3.7%	8.1%	22.0%	0.9%	50.9%	(10998)
性別	男性	1.8%	6.2%	10.5%	5.9%	14.7%	3.8%	8.6%	21.4%	0.7%	50.8%	(7105)
	女性	1.8%	5.7%	11.3%	5.3%	11.4%	3.4%	7.1%	23.0%	1.3%	51.2%	(3893)
年齢層	20代	3.2%	8.9%	14.0%	7.6%	14.6%	4.8%	8.3%	18.3%	0.8%	49.1%	(1932)
	30代	2.4%	7.5%	11.1%	6.3%	15.0%	4.6%	8.5%	21.1%	0.8%	48.6%	(2395)
	40代	1.3%	4.9%	9.7%	4.6%	14.5%	3.3%	8.5%	21.6%	1.2%	52.4%	(2849)
	50代	1.2%	4.5%	9.8%	5.1%	12.5%	3.1%	7.8%	24.7%	0.5%	51.8%	(2431)
	60代	1.1%	4.2%	9.6%	5.1%	9.0%	2.4%	6.6%	24.7%	1.2%	53.0%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	6.8%	9.1%	11.4%	18.2%	20.5%	6.8%	9.1%	6.8%	0.0%	47.7%	(44)
	建設業	1.6%	5.8%	7.7%	5.7%	8.2%	1.6%	5.4%	15.6%	0.3%	64.7%	(634)
	製造業	2.1%	5.1%	15.0%	6.2%	20.6%	3.4%	10.4%	23.1%	0.8%	44.0%	(2762)
	電気・ガス・熱供給・水道業	3.2%	7.4%	6.3%	5.8%	7.9%	2.6%	4.8%	21.7%	1.1%	55.6%	(189)
	情報通信業	1.5%	4.2%	5.1%	4.8%	11.3%	3.0%	4.1%	44.8%	0.9%	39.3%	(905)
	運輸業、郵便業	1.1%	7.0%	13.1%	7.0%	16.6%	4.9%	12.8%	11.0%	1.0%	55.2%	(616)
	卸売業、小売業	1.8%	5.9%	11.2%	6.0%	13.8%	3.2%	7.0%	16.5%	0.9%	54.1%	(1096)
	金融業、保険業	2.2%	5.1%	7.3%	6.5%	14.1%	3.9%	6.3%	31.8%	0.9%	45.5%	(633)
	不動産業、物品賃貸業	0.8%	6.1%	8.8%	8.0%	8.8%	3.4%	7.3%	24.9%	0.8%	51.3%	(261)
	学術研究、専門・技術サービス業	0.8%	4.0%	10.7%	5.1%	10.7%	0.8%	7.9%	35.2%	1.2%	43.9%	(253)
	宿泊業、飲食サービス業	3.6%	9.7%	31.3%	13.8%	20.5%	4.6%	22.6%	10.3%	1.0%	37.9%	(195)
	生活関連サービス業、娯楽業	2.7%	9.2%	26.1%	8.4%	17.2%	5.7%	16.1%	14.9%	0.8%	43.7%	(261)
	教育、学習支援業	2.0%	9.3%	7.1%	4.9%	6.9%	4.7%	5.3%	25.1%	0.4%	53.3%	(450)
	医療、福祉	1.8%	6.2%	4.8%	1.9%	6.2%	5.3%	5.4%	3.9%	1.0%	71.7%	(775)
複合サービス業	1.2%	8.5%	6.1%	7.3%	8.5%	7.3%	7.3%	18.3%	1.2%	53.7%	(82)	
その他サービス業	1.6%	6.6%	11.2%	4.7%	11.6%	2.8%	8.7%	20.0%	0.7%	53.2%	(850)	
公務	1.0%	7.0%	3.3%	3.3%	5.9%	6.0%	2.4%	21.1%	1.1%	60.2%	(631)	
その他	1.7%	5.8%	10.8%	5.3%	10.8%	2.8%	9.7%	29.9%	2.8%	46.5%	(361)	
従業員規模	9人以下	1.3%	3.6%	9.8%	6.9%	6.3%	1.8%	8.9%	10.8%	1.4%	64.4%	(772)
	10～99人	1.8%	6.1%	10.7%	5.8%	11.2%	2.7%	7.1%	13.5%	0.8%	58.8%	(2793)
	100～499人	2.3%	6.8%	12.3%	5.9%	15.4%	3.3%	9.6%	18.8%	0.9%	50.3%	(2325)
	500～999人	2.1%	6.5%	10.0%	7.0%	15.7%	5.4%	8.2%	25.7%	0.9%	46.8%	(956)
	1,000人以上	1.6%	5.9%	10.3%	5.2%	16.0%	4.7%	8.0%	33.9%	0.8%	41.3%	(3551)
わからない	1.8%	5.5%	10.0%	3.8%	7.8%	3.2%	5.8%	12.3%	1.2%	63.1%	(601)	
職種	管理的職業	1.5%	6.0%	8.3%	5.2%	10.9%	4.3%	7.0%	32.0%	0.8%	45.6%	(1958)
	専門的・技術的職業	2.0%	6.3%	8.6%	5.4%	13.7%	4.4%	7.3%	30.5%	1.0%	44.5%	(2115)
	事務	1.6%	4.4%	8.2%	4.8%	10.5%	2.9%	5.9%	23.7%	1.1%	54.6%	(3003)
	販売	1.9%	8.2%	12.7%	7.7%	16.4%	4.0%	10.8%	23.7%	0.9%	46.3%	(1088)
	サービス職業	2.0%	8.6%	15.8%	8.3%	9.5%	3.8%	8.8%	5.7%	0.7%	59.7%	(811)
	保安職業	1.2%	6.2%	6.2%	6.2%	11.1%	2.5%	2.5%	4.9%	1.2%	72.8%	(81)
	農林漁業	0.0%	14.3%	14.3%	0.0%	7.1%	7.1%	0.0%	0.0%	0.0%	78.6%	(14)
	生産工程	2.5%	5.0%	20.2%	5.5%	25.2%	3.3%	12.7%	3.6%	0.6%	52.6%	(1061)
	輸送・機械運転	1.6%	8.2%	15.8%	8.7%	25.1%	3.3%	22.4%	7.1%	1.1%	50.3%	(183)
	建設・採掘	1.8%	7.8%	13.3%	6.6%	7.8%	2.4%	6.6%	5.4%	0.0%	66.3%	(166)
運搬・清掃・包装	3.3%	6.6%	13.1%	7.8%	16.0%	3.7%	7.8%	2.5%	0.0%	61.9%	(244)	
その他	0.7%	4.7%	8.4%	2.9%	13.1%	3.3%	7.7%	21.9%	1.1%	56.9%	(274)	
職位	一般社員	2.1%	5.8%	11.8%	5.6%	13.8%	3.2%	8.3%	17.7%	1.0%	53.6%	(6790)
	主任・係長相当	1.2%	6.8%	9.7%	5.8%	16.3%	4.3%	8.5%	24.3%	0.5%	47.9%	(1533)
	課長代理相当(ライン職)	1.2%	7.8%	7.8%	6.6%	8.6%	10.2%	5.5%	31.3%	0.8%	42.2%	(256)
	課長代理相当(スタッフ職)	1.0%	9.8%	12.4%	5.2%	16.6%	3.6%	8.3%	36.3%	2.6%	40.4%	(193)
	課長相当(ライン職)	1.8%	7.6%	8.4%	5.1%	12.2%	5.4%	7.4%	32.8%	0.5%	45.0%	(609)
	課長相当(スタッフ職)	1.0%	4.0%	9.1%	5.0%	11.4%	3.7%	6.9%	35.6%	0.4%	45.5%	(519)
	部長相当(ライン職)	2.3%	4.7%	7.6%	5.8%	12.3%	4.7%	7.9%	32.7%	1.2%	43.0%	(342)
	部長相当(スタッフ職)	1.2%	6.0%	9.0%	5.7%	9.0%	3.6%	7.2%	33.1%	0.3%	46.3%	(335)
支社長・事業部長相当	2.7%	9.0%	9.9%	12.6%	12.6%	0.9%	7.2%	23.4%	0.0%	46.8%	(111)	
役員相当	0.6%	3.2%	8.7%	5.8%	8.4%	2.6%	8.1%	20.3%	0.6%	57.4%	(310)	
勤務時間制度	通常の勤務時間制度	1.7%	5.7%	10.3%	5.6%	12.6%	3.4%	7.5%	17.0%	0.9%	55.5%	(7623)
	フレックスタイム制	2.4%	7.7%	10.5%	6.7%	18.5%	4.3%	8.5%	47.1%	0.7%	29.7%	(1617)
	変形労働時間制	1.8%	7.1%	18.3%	8.6%	16.9%	5.0%	13.9%	11.5%	2.4%	51.5%	(338)
	交替制	1.9%	7.0%	15.8%	4.7%	15.7%	4.2%	10.1%	3.7%	0.6%	59.5%	(645)
	事業場外労働のみなし労働時間制	2.7%	6.8%	13.7%	5.5%	9.6%	2.7%	11.0%	39.7%	2.7%	42.5%	(73)
	裁量労働制	1.5%	4.4%	6.3%	3.9%	7.8%	5.9%	7.3%	55.1%	1.0%	28.8%	(205)
	管理監督者扱い	2.2%	5.0%	10.1%	3.9%	10.9%	3.9%	10.6%	42.2%	1.4%	37.4%	(358)
その他	0.0%	11.8%	11.8%	5.9%	17.6%	5.9%	5.9%	11.8%	0.0%	52.9%	(17)	
わからない	1.6%	1.6%	4.1%	4.1%	4.9%	1.6%	5.7%	2.5%	0.0%	79.5%	(122)	

		Q375Q_1 新型コロナウイルス感染症拡大前の週あたり在宅勤務日数							Q375Q_2 2020年4～5月(全国緊急事態宣言期間中)の週あたり在宅勤務日数						
		0日	1日	2日	3日	4日	5日以上	(合計度数)	0日	1日	2日	3日	4日	5日以上	(合計度数)
全体		83.6%	5.3%	2.9%	1.8%	0.8%	5.6%	(2418)	5.0%	10.5%	18.6%	17.3%	12.7%	35.9%	(2418)
性別	男性	83.1%	5.2%	3.7%	1.6%	0.7%	5.8%	(1523)	5.1%	12.3%	20.7%	16.3%	12.1%	33.5%	(1523)
	女性	84.6%	5.5%	1.6%	2.0%	1.0%	5.4%	(895)	4.8%	7.6%	15.1%	19.0%	13.5%	40.0%	(895)
年齢層	20代	87.6%	4.5%	2.8%	1.4%	0.3%	3.4%	(354)	6.5%	14.4%	13.0%	17.8%	9.6%	38.7%	(354)
	30代	83.6%	6.7%	2.8%	2.2%	0.6%	4.2%	(505)	5.0%	10.9%	17.0%	15.6%	13.1%	38.4%	(505)
	40代	84.1%	4.9%	2.8%	1.8%	0.5%	6.0%	(615)	5.4%	9.8%	17.2%	19.5%	12.0%	36.1%	(615)
	50代	83.2%	5.5%	2.3%	1.7%	1.3%	6.0%	(601)	3.7%	9.7%	20.1%	18.0%	13.1%	35.4%	(601)
	60代	79.6%	4.4%	4.4%	1.7%	1.2%	8.7%	(343)	5.0%	9.0%	26.5%	14.3%	15.5%	29.7%	(343)
業種	農林漁業、鉱業、採石業、砂利採取業	66.7%	33.3%	-	-	-	-	(3)	33.3%	33.3%	-	-	33.3%	-	(3)
	建設業	81.8%	6.1%	4.0%	-	-	8.1%	(99)	6.1%	19.2%	17.2%	17.2%	12.1%	28.3%	(99)
	製造業	83.9%	6.3%	2.0%	2.2%	0.9%	4.7%	(638)	3.6%	8.8%	18.5%	15.8%	14.7%	38.6%	(638)
	電気・ガス・熱供給・水道業	85.4%	4.9%	4.9%	-	-	4.9%	(41)	4.9%	17.1%	19.5%	14.6%	17.1%	26.8%	(41)
	情報通信業	84.2%	4.9%	2.5%	1.5%	0.5%	6.4%	(405)	5.2%	5.9%	10.1%	11.6%	10.6%	56.5%	(405)
	運輸業、郵便業	82.4%	5.9%	1.5%	2.9%	2.9%	4.4%	(68)	4.4%	8.8%	26.5%	16.2%	19.1%	25.0%	(68)
	卸売業、小売業	84.5%	5.5%	3.3%	1.1%	0.6%	5.0%	(181)	3.9%	10.5%	21.5%	21.0%	12.2%	30.9%	(181)
	金融業、保険業	84.1%	4.5%	4.0%	0.5%	0.5%	6.5%	(201)	6.5%	9.5%	19.4%	22.9%	11.9%	29.9%	(201)
	不動産業、物品賃貸業	87.7%	1.5%	3.1%	1.5%	1.5%	4.6%	(65)	1.5%	12.3%	23.1%	18.5%	12.3%	32.3%	(65)
	学術研究、専門・技術サービス業	79.8%	4.5%	1.1%	3.4%	-	11.2%	(89)	6.7%	13.5%	12.4%	13.5%	13.5%	40.4%	(89)
	宿泊業、飲食サービス業	70.0%	10.0%	-	-	5.0%	15.0%	(20)	10.0%	15.0%	10.0%	25.0%	5.0%	35.0%	(20)
	生活関連サービス業、娯楽業	79.5%	-	7.7%	5.1%	5.1%	2.6%	(39)	7.7%	10.3%	17.9%	7.7%	10.3%	46.2%	(39)
	教育、学習支援業	85.8%	0.9%	5.3%	2.7%	0.9%	4.4%	(113)	4.4%	14.2%	20.4%	23.9%	14.2%	23.0%	(113)
	医療、福祉	80.0%	10.0%	3.3%	-	-	6.7%	(30)	10.0%	26.7%	16.7%	30.0%	13.3%	3.3%	(30)
	複合サービス業	86.7%	-	6.7%	6.7%	-	-	(15)	20.0%	26.7%	26.7%	6.7%	13.3%	6.7%	(15)
その他サービス業	81.2%	6.5%	4.7%	1.2%	1.2%	5.3%	(170)	5.3%	10.6%	21.8%	16.5%	14.1%	31.8%	(170)	
公務	87.2%	6.8%	1.5%	3.0%	-	1.5%	(133)	3.8%	20.3%	37.6%	24.1%	6.8%	7.5%	(133)	
その他	82.4%	4.6%	1.9%	1.9%	-	9.3%	(108)	6.5%	3.7%	14.8%	22.2%	9.3%	43.5%	(108)	
従業員規模	9人以下	73.5%	9.6%	4.8%	4.8%	2.4%	4.8%	(83)	3.6%	10.8%	13.3%	19.3%	14.5%	38.6%	(83)
	10～99人	83.0%	3.7%	2.9%	2.1%	1.6%	6.6%	(376)	4.5%	11.2%	21.8%	18.1%	11.7%	32.7%	(376)
	100～499人	83.9%	2.8%	3.7%	1.6%	0.7%	7.3%	(436)	5.0%	12.4%	20.4%	18.1%	12.6%	31.4%	(436)
	500～999人	84.6%	6.1%	3.7%	0.4%	-	5.3%	(246)	7.7%	13.0%	16.3%	18.3%	13.4%	31.3%	(246)
	1,000人以上	83.8%	6.3%	2.5%	1.8%	0.7%	4.9%	(1203)	4.3%	9.2%	17.8%	16.5%	13.0%	39.2%	(1203)
わからない	90.5%	4.1%	-	1.4%	-	4.1%	(74)	9.5%	9.5%	18.9%	17.6%	8.1%	36.5%	(74)	
職種	管理的職業	81.3%	7.8%	3.2%	1.1%	0.8%	5.8%	(626)	4.3%	11.0%	21.1%	20.8%	12.9%	29.9%	(626)
	専門的・技術的職業	82.8%	4.0%	4.0%	2.8%	0.6%	5.7%	(645)	5.4%	11.2%	17.5%	13.3%	11.6%	40.9%	(645)
	事務	87.8%	3.1%	1.8%	1.0%	0.8%	5.5%	(713)	4.9%	10.4%	19.8%	18.7%	13.3%	33.0%	(713)
	販売	79.8%	7.8%	3.1%	2.3%	0.8%	6.2%	(258)	3.5%	7.8%	13.6%	17.8%	11.6%	45.7%	(258)
	サービス職業	76.1%	6.5%	2.2%	4.3%	2.2%	8.7%	(46)	10.9%	6.5%	13.0%	10.9%	15.2%	43.5%	(46)
	保安職業	75.0%	-	-	25.0%	-	-	(4)	-	-	25.0%	50.0%	-	25.0%	(4)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	92.1%	5.3%	-	-	-	2.6%	(38)	5.3%	23.7%	23.7%	13.2%	15.8%	18.4%	(38)
	輸送・機械運転	84.6%	-	7.7%	7.7%	-	-	(13)	-	7.7%	30.8%	15.4%	23.1%	23.1%	(13)
	建設・採掘	66.7%	22.2%	-	-	-	11.1%	(9)	11.1%	22.2%	-	33.3%	11.1%	22.2%	(9)
運搬・清掃・包装	83.3%	16.7%	-	-	-	-	(6)	-	33.3%	33.3%	-	-	33.3%	(6)	
その他	86.7%	5.0%	1.7%	1.7%	1.7%	3.3%	(60)	10.0%	5.0%	11.7%	11.7%	13.3%	48.3%	(60)	
職位	一般社員	85.2%	5.2%	2.5%	1.6%	0.5%	5.0%	(1199)	5.8%	9.8%	17.0%	15.6%	11.3%	40.5%	(1199)
	主任・係長相当	85.2%	3.2%	3.0%	3.0%	0.5%	5.1%	(372)	4.0%	14.0%	18.5%	16.1%	14.8%	32.5%	(372)
	課長代理相当(ライン職)	81.3%	2.5%	3.8%	6.3%	-	6.3%	(80)	2.5%	12.5%	17.5%	26.3%	8.8%	32.5%	(80)
	課長代理相当(スタッフ職)	82.9%	4.3%	2.9%	2.9%	2.9%	4.3%	(70)	4.3%	5.7%	17.1%	20.0%	11.4%	41.4%	(70)
	課長相当(ライン職)	84.0%	6.0%	2.5%	0.5%	-	7.0%	(200)	3.5%	12.0%	21.5%	19.0%	13.5%	30.5%	(200)
	課長相当(スタッフ職)	81.1%	8.1%	4.9%	1.1%	0.5%	4.3%	(185)	4.3%	13.0%	19.5%	18.4%	13.0%	31.9%	(185)
	部長相当(ライン職)	78.6%	8.0%	2.7%	0.9%	-	9.8%	(112)	5.4%	5.4%	19.6%	23.2%	16.1%	30.4%	(112)
	部長相当(スタッフ職)	77.5%	7.2%	2.7%	-	3.6%	9.0%	(111)	4.5%	2.7%	28.8%	20.7%	15.3%	27.9%	(111)
	支社長・事業部長相当	76.9%	15.4%	-	-	3.8%	3.8%	(26)	3.8%	23.1%	11.5%	19.2%	19.2%	23.1%	(26)
役員相当	76.2%	1.6%	6.3%	3.2%	4.8%	7.9%	(63)	4.8%	12.7%	23.8%	17.5%	15.9%	25.4%	(63)	
勤務時間制度	通常の勤務時間制度	87.2%	2.9%	2.5%	1.3%	0.5%	5.6%	(1296)	5.9%	13.3%	21.5%	18.4%	11.2%	29.7%	(1296)
	フレックスタイム制	80.7%	8.4%	2.9%	3.0%	0.7%	4.3%	(761)	3.3%	7.0%	14.6%	16.0%	16.0%	43.1%	(761)
	変形労働時間制	92.3%	5.1%	-	-	-	2.6%	(39)	7.7%	17.9%	20.5%	25.6%	5.1%	23.1%	(39)
	交替制	83.3%	4.2%	4.2%	-	-	8.3%	(24)	8.3%	20.8%	29.2%	12.5%	4.2%	25.0%	(24)
	事業場外労働のみなし労働時間制	55.2%	20.7%	3.4%	-	3.4%	17.2%	(29)	3.4%	-	10.3%	10.3%	17.2%	58.6%	(29)
	裁量労働制	75.2%	7.1%	8.8%	0.9%	2.7%	5.3%	(113)	3.5%	7.1%	8.0%	11.5%	8.8%	61.1%	(113)
	管理監督者扱い	78.1%	6.0%	1.3%	1.3%	2.6%	10.6%	(151)	5.3%	6.6%	21.2%	19.2%	13.9%	33.8%	(151)
	その他	50.0%	-	-	-	-	50.0%	(2)	-	-	-	-	-	100.0%	(2)
わからない	66.7%	-	33.3%	-	-	-	(3)	-	-	33.3%	33.3%	-	33.3%	(3)	

		Q37SQ_3 2020年10月の週あたり在宅勤務日数							Q37B2_1 在宅勤務による変化/仕事の効率						
		0日	1日	2日	3日	4日	5日以上	(合計度数)	とても上がった	やや上がった	変わらない	やや下がった	とても下がった	わからない	(合計度数)
全体		32.9%	15.8%	15.2%	11.1%	9.1%	15.9%	(2418)	5.6%	17.5%	33.6%	28.5%	12.6%	2.3%	(2375)
性別	男性	31.8%	17.5%	16.1%	10.7%	8.3%	15.6%	(1523)	4.8%	16.4%	34.7%	29.6%	12.7%	1.9%	(1494)
	女性	34.6%	12.8%	13.7%	11.8%	10.5%	16.4%	(895)	6.9%	19.3%	31.6%	26.7%	12.6%	3.0%	(881)
年齢層	20代	36.4%	15.5%	15.3%	10.7%	7.6%	14.4%	(354)	6.7%	19.2%	32.4%	28.0%	11.4%	2.3%	(343)
	30代	30.9%	19.0%	13.5%	10.5%	9.7%	16.4%	(505)	6.2%	20.3%	33.0%	25.6%	13.1%	1.8%	(497)
	40代	33.2%	13.5%	15.4%	12.7%	9.4%	15.8%	(615)	6.1%	18.2%	31.8%	27.2%	13.9%	2.8%	(604)
	50代	31.9%	16.6%	15.0%	8.7%	9.7%	18.1%	(601)	5.2%	16.0%	33.3%	30.9%	12.5%	2.0%	(592)
	60代	33.2%	14.0%	17.8%	14.0%	8.2%	12.8%	(343)	2.9%	12.7%	39.2%	31.6%	11.2%	2.4%	(339)
業種	農林漁業、鉱業、採石業、砂利採取業	33.3%	33.3%	33.3%	-	-	-	(3)	50.0%	-	50.0%	-	-	-	(2)
	建設業	41.4%	22.2%	11.1%	9.1%	6.1%	10.1%	(99)	5.2%	19.6%	29.9%	33.0%	10.3%	2.1%	(97)
	製造業	26.2%	16.6%	17.9%	12.7%	12.2%	14.4%	(638)	4.3%	21.1%	36.2%	27.0%	10.3%	1.1%	(630)
	電気・ガス・熱供給・水道業	36.6%	22.0%	19.5%	7.3%	9.8%	4.9%	(41)	7.5%	27.5%	25.0%	32.5%	2.5%	5.0%	(40)
	情報通信業	21.0%	8.6%	16.0%	10.6%	12.1%	31.6%	(405)	6.3%	18.3%	36.2%	28.1%	9.8%	1.3%	(398)
	運輸業、郵便業	30.9%	20.6%	23.5%	5.9%	8.8%	10.3%	(68)	7.5%	22.4%	23.9%	22.4%	16.4%	7.5%	(67)
	卸売業、小売業	31.5%	16.6%	19.3%	14.4%	6.6%	11.6%	(181)	9.4%	14.9%	32.0%	33.1%	9.4%	1.1%	(181)
	金融業、保険業	33.3%	20.4%	16.9%	12.9%	7.0%	9.5%	(201)	8.1%	15.7%	24.2%	26.3%	20.2%	5.6%	(198)
	不動産業、物品賃貸業	35.4%	23.1%	16.9%	7.7%	9.2%	7.7%	(65)	-	7.8%	34.4%	43.8%	10.9%	3.1%	(64)
	学術研究、専門・技術サービス業	24.7%	13.5%	12.4%	14.6%	6.7%	28.1%	(89)	8.0%	16.1%	29.9%	31.0%	14.9%	-	(87)
	宿泊業、飲食サービス業	15.0%	25.0%	5.0%	20.0%	15.0%	20.0%	(20)	5.0%	25.0%	45.0%	10.0%	10.0%	5.0%	(20)
	生活関連サービス業、娯楽業	41.0%	7.7%	5.1%	7.7%	17.9%	20.5%	(39)	2.7%	21.6%	37.8%	27.0%	5.4%	5.4%	(37)
	教育、学習支援業	70.8%	10.6%	6.2%	3.5%	4.4%	4.4%	(113)	1.8%	12.8%	30.3%	26.6%	22.9%	5.5%	(109)
	医療、福祉	43.3%	30.0%	20.0%	3.3%	-	3.3%	(30)	3.4%	3.4%	48.3%	31.0%	13.8%	-	(29)
	複合サービス業	53.3%	13.3%	20.0%	13.3%	-	-	(15)	8.3%	25.0%	8.3%	16.7%	25.0%	16.7%	(12)
その他サービス業	34.1%	16.5%	6.5%	15.3%	10.0%	17.6%	(170)	4.8%	16.7%	36.9%	29.2%	10.1%	2.4%	(168)	
公務	64.7%	20.3%	7.5%	5.3%	-	2.3%	(133)	1.6%	10.1%	33.3%	28.7%	25.6%	0.8%	(129)	
その他	29.6%	10.2%	20.4%	11.1%	6.5%	22.2%	(108)	9.3%	14.0%	36.4%	28.0%	10.3%	1.9%	(107)	
従業員規模	9人以下	32.5%	14.5%	7.2%	14.5%	8.4%	22.9%	(83)	7.3%	15.9%	29.3%	36.6%	7.3%	3.7%	(82)
	10~99人	40.4%	14.6%	14.4%	7.2%	6.4%	17.0%	(376)	6.8%	13.8%	35.2%	27.9%	12.7%	3.5%	(369)
	100~499人	38.8%	13.3%	14.7%	12.2%	8.7%	12.4%	(436)	4.2%	16.5%	32.0%	32.9%	12.0%	2.4%	(425)
	500~999人	28.5%	16.3%	19.9%	9.8%	9.3%	16.3%	(246)	5.8%	16.6%	39.8%	26.1%	10.8%	0.8%	(241)
	1,000人以上	28.9%	17.4%	15.3%	12.0%	10.4%	16.0%	(1203)	5.8%	19.8%	32.4%	26.7%	13.3%	1.9%	(1185)
わからない	39.2%	10.8%	14.9%	12.2%	4.1%	18.9%	(74)	-	8.2%	37.0%	34.2%	16.4%	4.1%	(73)	
職種	管理的職業	27.0%	19.0%	18.1%	13.9%	9.4%	12.6%	(626)	4.9%	19.5%	36.2%	26.8%	10.2%	2.4%	(616)
	専門的・技術的職業	34.4%	14.0%	14.6%	8.7%	9.3%	19.1%	(645)	5.1%	16.6%	33.6%	29.2%	13.4%	2.1%	(633)
	事務	33.9%	14.7%	14.9%	11.9%	9.3%	15.3%	(713)	6.8%	17.1%	32.3%	29.7%	12.2%	1.8%	(703)
	販売	35.3%	16.3%	15.9%	8.5%	7.8%	16.3%	(258)	3.9%	19.6%	29.0%	28.2%	16.9%	2.4%	(255)
	サービス職業	41.3%	13.0%	4.3%	19.6%	6.5%	15.2%	(46)	9.1%	6.8%	40.9%	25.0%	11.4%	6.8%	(44)
	保安職業	100.0%	-	-	-	-	-	(4)	-	-	75.0%	-	25.0%	-	(4)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	52.6%	18.4%	10.5%	2.6%	7.9%	7.9%	(38)	5.6%	19.4%	30.6%	30.6%	13.9%	-	(36)
	輸送・機械運転	30.8%	7.7%	15.4%	15.4%	23.1%	7.7%	(13)	7.7%	15.4%	30.8%	23.1%	15.4%	7.7%	(13)
	建設・採掘	33.3%	44.4%	-	11.1%	-	11.1%	(9)	-	-	50.0%	25.0%	25.0%	-	(8)
運搬・清掃・包装	66.7%	16.7%	16.7%	-	-	-	(6)	-	-	33.3%	33.3%	16.7%	16.7%	(6)	
その他	28.3%	11.7%	8.3%	10.0%	10.0%	31.7%	(60)	8.8%	14.0%	31.6%	29.8%	12.3%	3.5%	(57)	
職位	一般社員	35.4%	14.3%	14.2%	10.6%	8.4%	17.2%	(1199)	6.4%	16.6%	32.4%	28.5%	13.6%	2.6%	(1172)
	主任・係長相当	36.6%	16.1%	13.2%	11.0%	8.6%	14.5%	(372)	4.4%	19.6%	33.5%	27.2%	12.8%	2.5%	(367)
	課長代理相当(ライン職)	31.3%	17.5%	12.5%	11.3%	16.3%	11.3%	(80)	2.5%	17.7%	30.4%	34.2%	15.2%	-	(79)
	課長代理相当(スタッフ職)	30.0%	17.1%	12.9%	11.4%	15.7%	12.9%	(70)	13.0%	11.6%	21.7%	34.8%	15.9%	2.9%	(69)
	課長相当(ライン職)	30.5%	17.5%	17.5%	12.0%	7.0%	15.5%	(200)	4.5%	19.6%	33.2%	26.6%	15.1%	1.0%	(199)
	課長相当(スタッフ職)	25.9%	18.4%	17.8%	10.3%	12.4%	15.1%	(185)	4.4%	19.2%	35.7%	28.0%	9.9%	2.7%	(182)
	部長相当(ライン職)	26.8%	17.0%	21.4%	13.4%	8.9%	12.5%	(112)	3.6%	17.3%	45.5%	28.2%	4.5%	0.9%	(110)
	部長相当(スタッフ職)	25.2%	21.6%	15.3%	10.8%	10.8%	16.2%	(111)	4.6%	15.6%	37.6%	31.2%	9.2%	1.8%	(109)
	支社長・事業部長相当	38.5%	11.5%	23.1%	11.5%	3.8%	11.5%	(26)	-	26.9%	30.8%	26.9%	15.4%	-	(26)
役員相当	19.0%	15.9%	23.8%	17.5%	4.8%	19.0%	(63)	6.5%	16.1%	40.3%	25.8%	6.5%	4.8%	(62)	
勤務時間制度	通常の勤務時間制度	43.6%	14.0%	14.0%	8.7%	6.0%	13.7%	(1296)	5.5%	15.9%	32.5%	28.8%	14.9%	2.5%	(1265)
	フレックスタイム制	17.7%	18.1%	16.8%	14.5%	14.8%	18.0%	(761)	6.1%	19.8%	33.2%	28.8%	10.6%	1.5%	(756)
	変形労働時間制	46.2%	28.2%	7.7%	7.7%	5.1%	5.1%	(39)	-	13.2%	50.0%	28.9%	5.3%	2.6%	(38)
	交替制	70.8%	12.5%	8.3%	-	-	8.3%	(24)	-	4.5%	36.4%	27.3%	22.7%	9.1%	(22)
	事業場外労働のみなし労働時間制	34.5%	24.1%	13.8%	3.4%	6.9%	17.2%	(29)	-	24.1%	17.2%	31.0%	24.1%	3.4%	(29)
	裁量労働制	19.5%	13.3%	13.3%	10.6%	12.4%	31.0%	(113)	6.4%	18.3%	39.4%	24.8%	10.1%	0.9%	(109)
	管理監督者扱い	17.2%	17.2%	22.5%	19.2%	7.3%	16.6%	(151)	6.6%	20.5%	37.7%	27.8%	4.0%	3.3%	(151)
	その他	50.0%	-	-	-	-	50.0%	(2)	-	-	50.0%	-	50.0%	-	(2)
わからない	33.3%	33.3%	-	33.3%	-	-	(3)	-	-	66.7%	-	-	33.3%	(3)	

		Q37B2_2 在宅勤務による変化/仕事への意欲							Q37B2_3 在宅勤務によって、次の事柄にどのような変化がありましたか。仕事をしている時間						
		とても上がった	やや上がった	変わらない	やや下がった	とても下がった	わからない	(合計度数)	とても長くなった	長くなった	変わらない	やや短くなった	とても短くなった	わからない	(合計度数)
全体		3.5%	10.4%	55.5%	19.2%	10.2%	1.2%	(2375)	2.7%	15.5%	48.0%	23.7%	8.8%	1.3%	(2375)
性別	男性	3.1%	9.0%	58.6%	19.0%	9.2%	1.1%	(1494)	2.3%	14.8%	49.9%	24.0%	8.0%	1.1%	(1494)
	女性	4.1%	12.8%	50.2%	19.6%	11.8%	1.5%	(881)	3.5%	16.7%	44.6%	23.4%	10.1%	1.7%	(881)
年齢層	20代	6.4%	16.0%	42.0%	21.0%	13.1%	1.5%	(343)	2.6%	13.4%	47.2%	26.2%	9.9%	0.6%	(343)
	30代	3.6%	12.7%	52.1%	19.5%	11.1%	1.0%	(497)	1.6%	15.3%	46.5%	25.4%	10.1%	1.2%	(497)
	40代	3.1%	9.6%	57.9%	17.4%	10.9%	1.0%	(604)	4.0%	18.4%	44.9%	24.2%	6.8%	1.8%	(604)
	50代	2.7%	8.6%	58.4%	20.1%	8.8%	1.4%	(592)	3.4%	14.5%	51.7%	19.9%	9.3%	1.2%	(592)
	60代	2.1%	5.9%	64.6%	18.9%	7.1%	1.5%	(339)	1.2%	14.5%	49.9%	24.8%	8.3%	1.5%	(339)
業種	農林漁業、鉱業、採石業、砂利採取業	50.0%	-	-	50.0%	-	-	(2)	50.0%	-	50.0%	-	-	-	(2)
	建設業	1.0%	16.5%	51.5%	17.5%	13.4%	-	(97)	1.0%	11.3%	51.5%	24.7%	9.3%	2.1%	(97)
	製造業	2.4%	11.0%	60.5%	18.7%	7.1%	0.3%	(630)	2.7%	16.7%	52.1%	23.7%	4.3%	0.6%	(630)
	電気・ガス・熱供給・水道業	-	10.0%	60.0%	20.0%	5.0%	5.0%	(40)	-	2.5%	52.5%	32.5%	10.0%	2.5%	(40)
	情報通信業	4.0%	9.3%	56.5%	21.4%	7.8%	1.0%	(398)	3.8%	21.6%	49.7%	20.9%	3.5%	0.5%	(398)
	運輸業、郵便業	6.0%	14.9%	52.2%	16.4%	7.5%	3.0%	(67)	4.5%	14.9%	44.8%	25.4%	6.0%	4.5%	(67)
	卸売業、小売業	2.8%	11.0%	54.1%	21.0%	8.8%	2.2%	(181)	2.8%	12.2%	46.4%	28.2%	9.9%	0.6%	(181)
	金融業、保険業	5.6%	8.1%	51.5%	16.7%	17.2%	1.0%	(198)	3.0%	12.6%	40.9%	22.7%	18.7%	2.0%	(198)
	不動産業、物品賃貸業	-	6.3%	50.0%	25.0%	17.2%	1.6%	(64)	1.6%	10.9%	40.6%	35.9%	7.8%	3.1%	(64)
	学術研究、専門・技術サービス業	5.7%	8.0%	58.6%	20.7%	6.9%	-	(87)	2.3%	19.5%	49.4%	19.5%	9.2%	-	(87)
	宿泊業、飲食サービス業	15.0%	20.0%	35.0%	5.0%	25.0%	-	(20)	10.0%	15.0%	25.0%	15.0%	30.0%	5.0%	(20)
	生活関連サービス業、娯楽業	2.7%	16.2%	48.6%	13.5%	13.5%	5.4%	(37)	5.4%	21.6%	29.7%	24.3%	16.2%	2.7%	(37)
	教育、学習支援業	4.6%	10.1%	44.0%	22.9%	14.7%	3.7%	(109)	2.8%	11.0%	39.4%	24.8%	19.3%	2.8%	(109)
	医療、福祉	-	10.3%	58.6%	24.1%	6.9%	-	(29)	-	17.2%	55.2%	13.8%	13.8%	-	(29)
	複合サービス業	8.3%	25.0%	16.7%	25.0%	16.7%	8.3%	(12)	-	16.7%	16.7%	25.0%	33.3%	8.3%	(12)
その他サービス業	3.0%	9.5%	58.9%	18.5%	8.9%	1.2%	(168)	1.2%	14.9%	50.0%	25.0%	7.7%	1.2%	(168)	
公務	3.1%	7.0%	55.8%	15.5%	17.8%	0.8%	(129)	0.8%	10.1%	51.9%	19.4%	15.5%	2.3%	(129)	
その他	4.7%	11.2%	53.3%	18.7%	10.3%	1.9%	(107)	3.7%	15.0%	45.8%	27.1%	7.5%	0.9%	(107)	
従業員規模	9人以下	1.2%	12.2%	53.7%	25.6%	6.1%	1.2%	(82)	2.4%	7.3%	52.4%	24.4%	11.0%	2.4%	(82)
	10～99人	6.0%	8.4%	52.8%	20.1%	10.8%	1.9%	(369)	2.7%	14.4%	45.3%	23.3%	12.5%	1.9%	(369)
	100～499人	2.4%	11.5%	54.1%	21.4%	9.6%	0.9%	(425)	2.4%	16.7%	43.8%	28.5%	7.3%	1.4%	(425)
	500～999人	1.7%	11.2%	58.5%	20.7%	7.5%	0.4%	(241)	0.8%	17.4%	49.8%	23.2%	8.7%	-	(241)
	1,000人以上	3.7%	10.5%	56.4%	17.4%	10.9%	1.1%	(1185)	3.5%	15.5%	49.5%	22.5%	7.8%	1.2%	(1185)
わからない	1.4%	6.8%	54.8%	20.5%	12.3%	4.1%	(73)	-	16.4%	49.3%	19.2%	12.3%	2.7%	(73)	
職種	管理的職業	1.8%	10.2%	61.5%	17.7%	7.8%	1.0%	(616)	3.4%	16.4%	49.0%	23.1%	6.7%	1.5%	(616)
	専門的・技術的職業	3.3%	9.2%	56.6%	19.3%	10.6%	1.1%	(633)	2.8%	17.7%	50.6%	22.0%	6.2%	0.8%	(633)
	事務	5.1%	10.8%	53.9%	18.5%	10.5%	1.1%	(703)	1.7%	14.9%	49.8%	22.5%	9.4%	1.7%	(703)
	販売	2.7%	11.4%	46.7%	23.9%	14.1%	1.2%	(255)	3.1%	13.3%	35.3%	31.8%	16.1%	0.4%	(255)
	サービス職業	6.8%	15.9%	34.1%	27.3%	13.6%	2.3%	(44)	4.5%	6.8%	40.9%	25.0%	20.5%	2.3%	(44)
	保安職業	-	-	75.0%	-	25.0%	-	(4)	-	-	50.0%	25.0%	25.0%	-	(4)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	2.8%	19.4%	50.0%	22.2%	5.6%	-	(36)	-	19.4%	38.9%	36.1%	5.6%	-	(36)
	輸送・機械運転	7.7%	-	61.5%	15.4%	7.7%	7.7%	(13)	-	7.7%	53.8%	23.1%	7.7%	7.7%	(13)
	建設・採掘	-	-	62.5%	25.0%	12.5%	-	(8)	-	-	50.0%	25.0%	25.0%	-	(8)
運搬・清掃・包装	-	33.3%	50.0%	-	-	16.7%	(6)	-	-	66.7%	16.7%	-	16.7%	(6)	
その他	3.5%	8.8%	54.4%	19.3%	10.5%	3.5%	(57)	7.0%	8.8%	49.1%	22.8%	10.5%	1.8%	(57)	
職位	一般社員	4.5%	11.1%	50.8%	20.1%	11.9%	1.7%	(1172)	2.6%	13.6%	49.1%	23.0%	10.4%	1.3%	(1172)
	主任・係長相当	3.3%	11.2%	56.4%	17.7%	10.6%	0.8%	(367)	1.6%	16.6%	48.0%	25.1%	7.6%	1.1%	(367)
	課長代理相当(ライン職)	2.5%	10.1%	64.6%	16.5%	6.3%	-	(79)	2.5%	19.0%	48.1%	25.3%	2.5%	2.5%	(79)
	課長代理相当(スタッフ職)	8.7%	5.8%	50.7%	20.3%	13.0%	1.4%	(69)	2.9%	13.0%	36.2%	31.9%	13.0%	2.9%	(69)
	課長相当(ライン職)	1.0%	10.6%	58.8%	21.1%	7.5%	1.0%	(199)	3.5%	17.1%	46.7%	23.6%	8.5%	0.5%	(199)
	課長相当(スタッフ職)	0.5%	11.0%	57.7%	20.9%	9.3%	0.5%	(182)	5.5%	18.7%	42.9%	25.8%	6.0%	1.1%	(182)
	部長相当(ライン職)	2.7%	9.1%	68.2%	15.5%	4.5%	-	(110)	1.8%	20.9%	45.5%	26.4%	4.5%	0.9%	(110)
	部長相当(スタッフ職)	0.9%	6.4%	67.9%	21.1%	2.8%	0.9%	(109)	0.9%	23.9%	46.8%	22.0%	4.6%	1.8%	(109)
	支社長・事業部長相当	-	7.7%	57.7%	15.4%	19.2%	-	(26)	11.5%	15.4%	50.0%	11.5%	11.5%	-	(26)
役員相当	3.2%	6.5%	71.0%	9.7%	8.1%	1.6%	(62)	3.2%	4.8%	62.9%	16.1%	9.7%	3.2%	(62)	
勤務時間制度	通常の勤務時間制度	4.0%	10.5%	53.0%	19.7%	11.5%	1.4%	(1265)	1.9%	13.0%	47.5%	25.8%	10.5%	1.3%	(1265)
	フレックスタイム制	3.2%	10.7%	57.4%	18.9%	9.0%	0.8%	(756)	3.4%	18.5%	49.1%	22.8%	5.2%	1.1%	(756)
	変形労働時間制	-	13.2%	52.6%	23.7%	7.9%	0.6%	(38)	5.3%	7.9%	50.0%	15.8%	18.4%	2.6%	(38)
	交替制	-	4.5%	54.5%	18.2%	13.6%	9.1%	(22)	4.5%	9.1%	50.0%	9.1%	22.7%	4.5%	(22)
	事業場外労働のみなし労働時間制	-	3.4%	51.7%	24.1%	20.7%	-	(29)	6.9%	3.4%	27.6%	37.9%	24.1%	-	(29)
	裁量労働制	1.8%	9.2%	66.1%	17.4%	5.5%	-	(109)	2.8%	33.9%	44.0%	11.9%	7.3%	-	(109)
	管理監督者扱い	4.0%	9.9%	61.6%	17.2%	6.0%	1.3%	(151)	4.0%	13.9%	51.7%	22.5%	5.3%	2.6%	(151)
その他	-	-	50.0%	-	50.0%	-	(2)	50.0%	-	50.0%	-	-	-	(2)	
わからない	-	33.3%	33.3%	-	33.3%	-	(3)	-	-	66.7%	-	33.3%	-	(3)	

		Q37B2_4 在宅勤務による変化／家事・育児・介護などの時間						Q37B2_5 在宅勤務による変化／自分の自由に使える時間							
		とても増えた	やや増えた	変わらない	やや減った	とても減った	わからない	(合計度数)	とても増えた	やや増えた	変わらない	やや減った	とても減った	わからない	(合計度数)
全体		7.2%	34.7%	50.9%	0.8%	0.5%	5.9%	(2375)	11.8%	48.0%	30.8%	5.9%	2.5%	1.0%	(2375)
性別	男性	5.7%	31.9%	54.9%	0.5%	0.7%	6.3%	(1494)	9.4%	48.1%	33.4%	5.8%	2.2%	1.1%	(1494)
	女性	9.6%	39.4%	44.2%	1.4%	0.3%	5.1%	(881)	16.0%	47.8%	26.3%	6.1%	3.0%	0.8%	(881)
年齢層	20代	8.2%	39.9%	40.5%	1.2%	1.5%	8.7%	(343)	25.1%	51.0%	18.4%	2.3%	2.6%	0.6%	(343)
	30代	10.5%	40.2%	43.3%	0.6%	0.8%	4.6%	(497)	14.3%	46.9%	27.2%	6.6%	3.6%	1.4%	(497)
	40代	8.8%	36.9%	48.2%	0.8%	0.2%	5.1%	(604)	10.6%	44.0%	32.3%	8.6%	3.6%	0.8%	(604)
	50代	5.1%	27.5%	60.5%	0.5%	0.3%	6.1%	(592)	6.8%	46.5%	39.2%	4.9%	1.4%	1.4%	(592)
	60代	2.1%	29.8%	60.8%	1.5%	0.3%	5.6%	(339)	5.9%	56.0%	31.3%	5.6%	0.6%	0.6%	(339)
業種	農林漁業、鉱業、採石業、砂利採取業	100.0%	-	-	-	-	-	(2)	100.0%	-	-	-	-	-	(2)
	建設業	5.2%	28.9%	61.9%	1.0%	-	3.1%	(97)	15.5%	41.2%	37.1%	6.2%	-	-	(97)
	製造業	7.8%	36.0%	50.8%	0.6%	-	4.8%	(630)	8.4%	49.7%	32.4%	5.4%	2.7%	1.4%	(630)
	電気・ガス・熱供給・水道業	2.5%	45.0%	50.0%	2.5%	-	-	(40)	10.0%	50.0%	32.5%	7.5%	-	-	(40)
	情報通信業	6.0%	33.7%	53.3%	0.3%	1.0%	5.8%	(398)	11.1%	49.2%	28.9%	7.8%	2.5%	0.5%	(398)
	運輸業、郵便業	6.0%	31.3%	47.8%	-	3.0%	11.9%	(67)	7.5%	49.3%	29.9%	1.5%	7.5%	4.5%	(67)
	卸売業、小売業	2.2%	38.7%	49.7%	1.7%	0.6%	7.2%	(181)	10.5%	51.4%	29.8%	5.5%	2.2%	0.6%	(181)
	金融業、保険業	9.6%	30.8%	50.5%	2.5%	-	6.6%	(198)	19.2%	43.9%	25.8%	6.6%	3.0%	1.5%	(198)
	不動産業、物品賃貸業	10.9%	39.1%	42.2%	-	1.6%	6.3%	(64)	10.9%	53.1%	23.4%	6.3%	4.7%	1.6%	(64)
	学術研究、専門・技術サービス業	10.3%	36.8%	47.1%	-	1.1%	4.6%	(87)	12.6%	48.3%	31.0%	5.7%	2.3%	-	(87)
	宿泊業、飲食サービス業	20.0%	20.0%	40.0%	-	-	20.0%	(20)	30.0%	40.0%	20.0%	5.0%	5.0%	-	(20)
	生活関連サービス業、娯楽業	18.9%	37.8%	35.1%	-	2.7%	5.4%	(37)	21.6%	45.9%	27.0%	2.7%	2.7%	-	(37)
	教育、学習支援業	9.2%	32.1%	50.5%	1.8%	0.9%	5.5%	(109)	10.1%	46.8%	33.0%	5.5%	1.8%	2.8%	(109)
	医療、福祉	10.3%	31.0%	51.7%	-	-	6.9%	(29)	10.3%	37.9%	34.5%	13.8%	3.4%	-	(29)
複合サービス業	-	41.7%	41.7%	-	-	16.7%	(12)	25.0%	50.0%	16.7%	-	-	8.3%	(12)	
その他サービス業	4.2%	36.3%	54.8%	0.6%	0.6%	3.6%	(168)	12.5%	49.4%	29.2%	7.1%	1.8%	-	(168)	
公務	5.4%	25.6%	60.5%	-	0.8%	7.8%	(129)	10.9%	44.2%	38.8%	3.9%	1.6%	0.8%	(129)	
その他	7.5%	43.9%	38.3%	1.9%	-	8.4%	(107)	15.9%	44.9%	32.7%	4.7%	1.9%	-	(107)	
従業員規模	9人以下	6.1%	34.1%	52.4%	1.2%	-	6.1%	(82)	18.3%	46.3%	28.0%	6.1%	1.2%	-	(82)
	10～99人	8.1%	35.8%	47.4%	1.1%	0.5%	7.0%	(369)	13.8%	47.4%	28.2%	6.5%	2.7%	1.4%	(369)
	100～499人	5.6%	33.6%	52.9%	0.2%	0.7%	6.8%	(425)	12.7%	46.1%	31.3%	6.6%	2.4%	0.9%	(425)
	500～999人	5.0%	34.0%	51.0%	1.2%	1.2%	7.5%	(241)	11.6%	52.3%	29.5%	4.1%	2.5%	-	(241)
	1,000人以上	7.8%	35.9%	50.4%	0.9%	0.4%	4.6%	(1185)	10.3%	48.4%	31.6%	5.9%	2.7%	1.1%	(1185)
わからない	9.6%	19.2%	63.0%	-	-	8.2%	(73)	15.1%	42.5%	34.2%	5.5%	-	2.7%	(73)	
職種	管理的職業	6.5%	33.9%	52.9%	0.8%	0.3%	5.5%	(616)	7.3%	50.2%	32.5%	6.7%	2.4%	1.0%	(616)
	専門的・技術的職業	6.2%	31.3%	55.0%	0.6%	1.1%	5.8%	(633)	8.1%	48.2%	33.3%	6.3%	3.0%	1.1%	(633)
	事務	8.0%	35.3%	50.2%	0.9%	0.3%	5.4%	(703)	16.8%	46.8%	29.3%	4.6%	1.6%	1.0%	(703)
	販売	8.2%	41.6%	43.5%	1.2%	0.4%	5.1%	(255)	14.5%	49.4%	26.7%	6.3%	3.1%	-	(255)
	サービス職業	13.6%	36.4%	40.9%	-	-	9.1%	(44)	34.1%	31.8%	22.7%	11.4%	-	-	(44)
	保安職業	-	50.0%	50.0%	-	-	-	(4)	-	75.0%	25.0%	-	-	-	(4)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	2.8%	55.6%	36.1%	-	-	5.6%	(36)	8.3%	41.7%	36.1%	8.3%	2.8%	2.8%	(36)
	輸送・機械運転	-	30.8%	46.2%	7.7%	7.7%	7.7%	(13)	7.7%	61.5%	-	7.7%	15.4%	7.7%	(13)
	建設・採掘	-	25.0%	75.0%	-	-	-	(8)	12.5%	50.0%	25.0%	12.5%	-	-	(8)
運搬・清掃・包装	-	16.7%	33.3%	-	-	50.0%	(6)	-	50.0%	33.3%	-	-	16.7%	(6)	
その他	12.3%	31.6%	42.1%	1.8%	-	12.3%	(57)	17.5%	40.4%	31.6%	3.5%	5.3%	1.8%	(57)	
職位	一般社員	7.9%	34.6%	49.0%	1.1%	0.9%	6.5%	(1172)	15.9%	47.8%	27.8%	5.2%	2.2%	1.1%	(1172)
	主任・係長相当	5.4%	39.8%	50.4%	0.3%	0.3%	3.8%	(367)	10.1%	46.9%	32.2%	6.8%	3.3%	0.8%	(367)
	課長代理相当（ライン職）	3.8%	35.4%	54.4%	1.3%	-	5.1%	(79)	5.1%	40.5%	39.2%	13.9%	1.3%	-	(79)
	課長代理相当（スタッフ職）	17.4%	24.6%	53.6%	-	-	4.3%	(69)	8.7%	46.4%	31.9%	5.8%	5.8%	1.4%	(69)
	課長相当（ライン職）	8.5%	37.7%	47.2%	1.5%	-	5.0%	(199)	9.5%	49.7%	29.1%	7.5%	2.5%	1.5%	(199)
	課長相当（スタッフ職）	7.1%	35.2%	51.6%	-	0.5%	5.5%	(182)	3.3%	48.4%	40.1%	4.9%	2.2%	1.1%	(182)
	部長相当（ライン職）	3.6%	40.0%	52.7%	-	-	3.6%	(110)	9.1%	45.5%	37.3%	7.3%	-	0.9%	(110)
	部長相当（スタッフ職）	2.8%	29.4%	59.6%	0.9%	0.9%	6.4%	(109)	5.5%	56.0%	28.4%	6.4%	3.7%	-	(109)
	支社長・事業部長相当	15.4%	15.4%	61.5%	-	-	7.7%	(26)	7.7%	38.5%	46.2%	-	7.7%	-	(26)
役員相当	1.6%	12.9%	69.4%	1.6%	-	14.5%	(62)	8.1%	56.5%	30.6%	1.6%	1.6%	1.6%	(62)	
勤務時間制度	通常の勤務時間制度	7.2%	33.4%	52.6%	0.8%	0.6%	5.4%	(1265)	13.0%	48.0%	30.4%	5.4%	2.4%	0.9%	(1265)
	フレックスタイム制	6.7%	36.1%	48.4%	0.9%	0.8%	7.0%	(756)	9.7%	49.1%	30.4%	6.7%	2.9%	1.2%	(756)
	変形労働時間制	13.2%	39.5%	39.5%	2.6%	-	5.3%	(38)	23.7%	39.5%	26.3%	7.9%	-	2.6%	(38)
	交替制	9.1%	22.7%	63.6%	-	-	4.5%	(22)	22.7%	27.3%	40.9%	4.5%	-	4.5%	(22)
	事業場外労働のみなし労働時間制	6.9%	51.7%	31.0%	3.4%	-	6.9%	(29)	13.8%	58.6%	13.8%	10.3%	3.4%	-	(29)
	裁量労働制	6.4%	41.3%	48.6%	0.9%	-	2.8%	(109)	7.3%	46.8%	37.6%	6.4%	1.8%	-	(109)
	管理監督者扱い	7.9%	30.5%	55.6%	-	-	6.0%	(151)	11.3%	47.0%	34.4%	4.6%	2.0%	0.7%	(151)
その他	-	-	100.0%	-	-	-	(2)	-	-	50.0%	-	50.0%	-	(2)	
わからない	-	66.7%	-	-	-	33.3%	(3)	33.3%	33.3%	-	33.3%	-	-	(3)	

		Q37B2_6 在宅勤務による変化／ワーク・ライフ・バランスの状態（仕事と生活とのやりくり）							Q37B2_7 在宅勤務による変化／同居家族との関係						
		とても良くなった	やや良くなった	変わらない	やや悪くなった	とても悪くなった	わからない	（合計度数）	とても良くなった	やや良くなった	変わらない	やや悪くなった	とても悪くなった	あてはまらない（同居家族はいない）	（合計度数）
全体		11.2%	38.5%	36.3%	9.4%	2.7%	1.9%	(2375)	4.7%	18.7%	52.5%	4.1%	1.0%	19.1%	(2375)
性別	男性	8.8%	39.0%	39.0%	9.2%	2.3%	1.6%	(1494)	4.8%	20.5%	54.8%	4.2%	1.1%	14.7%	(1494)
	女性	15.1%	37.6%	31.6%	9.9%	3.4%	2.5%	(881)	4.5%	15.7%	48.6%	3.9%	0.8%	26.6%	(881)
年齢層	20代	19.0%	39.7%	29.2%	7.9%	2.3%	2.0%	(343)	6.4%	21.0%	42.9%	3.5%	-	26.2%	(343)
	30代	12.5%	42.1%	32.0%	8.0%	2.8%	2.6%	(497)	5.2%	21.1%	47.3%	2.8%	1.2%	22.3%	(497)
	40代	11.9%	37.4%	34.3%	10.9%	4.3%	1.2%	(604)	5.8%	17.7%	50.7%	5.3%	1.8%	18.7%	(604)
	50代	8.6%	34.6%	43.9%	8.8%	2.4%	1.7%	(592)	3.0%	16.4%	59.3%	3.4%	0.8%	17.1%	(592)
	60代	4.4%	40.7%	39.8%	11.5%	0.9%	2.7%	(339)	2.9%	18.6%	61.4%	5.6%	0.3%	11.2%	(339)
業種	農林漁業、鉱業、採石業、砂利採取業	100.0%	-	-	-	-	-	(2)	50.0%	50.0%	-	-	-	-	(2)
	建設業	11.3%	40.2%	35.1%	10.3%	1.0%	2.1%	(97)	4.1%	20.6%	52.6%	5.2%	-	17.5%	(97)
	製造業	11.6%	41.3%	35.7%	8.3%	1.9%	1.3%	(630)	5.6%	22.2%	48.3%	4.1%	1.4%	18.4%	(630)
	電気・ガス・熱供給・水道業	10.0%	37.5%	37.5%	10.0%	-	5.0%	(40)	2.5%	22.5%	70.0%	-	-	5.0%	(40)
	情報通信業	10.1%	42.2%	35.7%	8.3%	2.3%	1.5%	(398)	5.0%	16.1%	49.2%	3.0%	0.5%	26.1%	(398)
	運輸業、郵便業	11.9%	43.3%	26.9%	9.0%	4.5%	4.5%	(67)	3.0%	25.4%	50.7%	3.0%	6.0%	11.9%	(67)
	卸売業、小売業	9.9%	34.8%	42.5%	8.8%	2.8%	1.1%	(181)	2.8%	18.8%	59.7%	3.9%	1.1%	13.8%	(181)
	金融業、保険業	12.1%	33.8%	35.4%	12.1%	4.5%	2.0%	(198)	6.6%	18.2%	55.6%	3.5%	-	16.2%	(198)
	不動産業、物品賃貸業	9.4%	45.3%	23.4%	14.1%	4.7%	3.1%	(64)	3.1%	21.9%	51.6%	7.8%	1.6%	14.1%	(64)
	学術研究、専門・技術サービス業	13.8%	36.8%	34.5%	11.5%	3.4%	-	(87)	5.7%	10.3%	59.8%	1.1%	-	23.0%	(87)
	宿泊業、飲食サービス業	20.0%	35.0%	20.0%	15.0%	5.0%	5.0%	(20)	10.0%	15.0%	50.0%	-	-	25.0%	(20)
	生活関連サービス業、娯楽業	24.3%	24.3%	37.8%	13.5%	-	-	(37)	2.7%	27.0%	40.5%	10.8%	5.4%	13.5%	(37)
	教育、学習支援業	12.8%	23.9%	38.5%	13.8%	5.5%	5.5%	(109)	7.3%	9.2%	56.0%	6.4%	0.9%	20.2%	(109)
	医療、福祉	3.4%	27.6%	51.7%	10.3%	-	6.9%	(29)	-	13.8%	51.7%	13.8%	-	20.7%	(29)
複合サービス業	-	66.7%	25.0%	-	-	8.3%	(12)	-	41.7%	33.3%	8.3%	-	16.7%	(12)	
その他サービス業	5.4%	44.0%	39.3%	8.9%	1.8%	0.6%	(168)	0.6%	19.0%	54.2%	4.2%	1.2%	20.8%	(168)	
公務	8.5%	32.6%	45.0%	6.2%	4.7%	3.1%	(129)	3.9%	17.1%	59.7%	5.4%	-	14.0%	(129)	
その他	17.8%	35.5%	30.8%	10.3%	3.7%	1.9%	(107)	5.6%	13.1%	54.2%	1.9%	-	25.2%	(107)	
従業員規模	9人以下	14.6%	36.6%	37.8%	7.3%	1.2%	2.4%	(82)	3.7%	13.4%	58.5%	2.4%	-	22.0%	(82)
	10～99人	11.4%	32.0%	36.3%	13.6%	3.0%	3.8%	(369)	4.9%	17.3%	51.8%	3.3%	1.6%	21.1%	(369)
	100～499人	10.4%	36.5%	38.8%	10.8%	2.8%	0.7%	(425)	4.0%	19.1%	51.1%	5.4%	1.4%	19.1%	(425)
	500～999人	10.0%	46.9%	32.0%	7.9%	2.1%	1.2%	(241)	3.7%	20.7%	49.0%	6.2%	-	20.3%	(241)
	1,000人以上	11.2%	40.3%	35.7%	8.4%	2.8%	1.7%	(1185)	5.3%	19.3%	53.1%	3.5%	0.9%	17.9%	(1185)
わからない	13.7%	28.8%	42.5%	5.5%	4.1%	5.5%	(73)	1.4%	12.3%	60.3%	5.5%	-	20.5%	(73)	
職種	管理的職業	7.6%	46.3%	33.6%	8.4%	2.8%	1.3%	(616)	4.5%	23.2%	56.0%	3.9%	0.3%	12.0%	(616)
	専門的・技術的職業	9.2%	36.0%	39.5%	10.3%	3.2%	1.9%	(633)	4.3%	14.5%	54.2%	4.6%	0.8%	21.6%	(633)
	事務	15.2%	35.8%	36.0%	8.7%	1.7%	2.6%	(703)	4.6%	15.6%	51.8%	3.6%	1.0%	23.5%	(703)
	販売	11.0%	37.6%	34.5%	12.2%	3.9%	0.8%	(255)	8.2%	23.1%	44.7%	3.5%	2.0%	18.4%	(255)
	サービス職業	13.6%	38.6%	34.1%	11.4%	2.3%	-	(44)	2.3%	22.7%	47.7%	6.8%	2.3%	18.2%	(44)
	保安職業	25.0%	50.0%	-	25.0%	-	-	(4)	-	25.0%	25.0%	50.0%	-	-	(4)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	13.9%	38.9%	33.3%	11.1%	-	2.8%	(36)	-	47.2%	27.8%	2.8%	2.8%	19.4%	(36)
	輸送・機械運転	15.4%	30.8%	23.1%	15.4%	15.4%	-	(13)	-	46.2%	30.8%	7.7%	7.7%	7.7%	(13)
	建設・採掘	12.5%	25.0%	50.0%	12.5%	-	-	(8)	-	12.5%	75.0%	12.5%	-	-	(8)
	運搬・清掃・包装	16.7%	33.3%	33.3%	-	-	16.7%	(6)	-	33.3%	50.0%	-	-	16.7%	(6)
その他	15.8%	21.1%	47.4%	3.5%	5.3%	7.0%	(57)	3.5%	5.3%	63.2%	3.5%	1.8%	22.8%	(57)	
職位	一般社員	13.9%	34.9%	36.7%	9.6%	2.5%	2.5%	(1172)	4.9%	15.8%	50.4%	4.3%	0.9%	23.6%	(1172)
	主任・係長相当	9.5%	40.1%	36.5%	9.3%	3.3%	1.4%	(367)	4.6%	21.3%	50.7%	3.5%	1.4%	18.5%	(367)
	課長代理相当（ライン職）	3.8%	40.5%	40.5%	10.1%	5.1%	-	(79)	-	24.1%	57.0%	2.5%	-	16.5%	(79)
	課長代理相当（スタッフ職）	10.1%	42.0%	30.4%	11.6%	4.3%	1.4%	(69)	4.3%	17.4%	58.0%	2.9%	4.3%	13.0%	(69)
	課長相当（ライン職）	12.6%	43.2%	30.2%	9.0%	3.5%	1.5%	(199)	6.0%	18.6%	53.8%	6.0%	1.0%	14.6%	(199)
	課長相当（スタッフ職）	6.0%	43.4%	39.6%	7.7%	1.6%	1.6%	(182)	3.8%	24.7%	54.9%	2.7%	-	13.7%	(182)
	部長相当（ライン職）	6.4%	46.4%	32.7%	11.8%	1.8%	0.9%	(110)	3.6%	23.6%	60.0%	4.5%	-	8.2%	(110)
	部長相当（スタッフ職）	5.5%	40.4%	38.5%	11.0%	1.8%	2.8%	(109)	3.7%	22.0%	56.0%	2.8%	1.8%	13.8%	(109)
	支社長・事業部長相当	15.4%	38.5%	30.8%	3.8%	11.5%	-	(26)	15.4%	15.4%	57.7%	3.8%	-	7.7%	(26)
役員相当	6.5%	43.5%	41.9%	6.5%	-	1.6%	(62)	3.2%	22.6%	58.1%	6.5%	-	9.7%	(62)	
勤務時間制度	通常の勤務時間制度	11.9%	36.0%	37.9%	9.1%	2.7%	2.4%	(1265)	5.4%	16.9%	55.5%	4.1%	1.0%	17.1%	(1265)
	フレックスタイム制	10.6%	42.3%	33.6%	9.3%	2.6%	1.6%	(756)	3.8%	18.8%	48.3%	4.4%	1.1%	23.7%	(756)
	変形労働時間制	10.5%	44.7%	31.6%	10.5%	-	2.6%	(38)	5.3%	28.9%	50.0%	2.6%	-	13.2%	(38)
	交替制	9.1%	18.2%	59.1%	13.6%	-	-	(22)	4.5%	13.6%	72.7%	4.5%	-	4.5%	(22)
	事業場外労働のみなし労働時間制	6.9%	41.4%	20.7%	20.7%	6.9%	3.4%	(29)	3.4%	34.5%	37.9%	3.4%	-	20.7%	(29)
	裁量労働制	8.3%	37.6%	36.7%	12.8%	3.7%	0.9%	(109)	1.8%	31.2%	45.0%	0.9%	0.9%	20.2%	(109)
	管理監督者扱い	11.9%	41.1%	36.4%	7.3%	2.6%	0.7%	(151)	5.3%	19.2%	56.3%	4.6%	-	14.6%	(151)
その他	-	-	50.0%	-	50.0%	-	(2)	-	-	-	-	-	50.0%	50.0%	(2)
わからない	-	66.7%	-	33.3%	-	-	(3)	-	33.3%	-	33.3%	-	33.3%	(3)	

		Q37B2_8 在宅勤務による変化／身体的な健康状態							Q37B2_9 在宅勤務による変化／メンタルヘルス（心の健康）の状態						
		とても良くなった	やや良くなった	変わらない	やや悪くなった	とても悪くなった	わからない	（合計度数）	とても良くなった	やや良くなった	変わらない	やや悪くなった	とても悪くなった	わからない	（合計度数）
全体		5.2%	19.4%	55.7%	16.3%	2.4%	1.1%	(2375)	6.8%	18.8%	51.6%	17.7%	3.9%	1.2%	(2375)
性別	男性	4.4%	18.1%	58.8%	16.0%	1.7%	1.0%	(1494)	5.0%	18.2%	56.0%	16.5%	3.4%	0.9%	(1494)
	女性	6.5%	21.6%	50.4%	16.9%	3.4%	1.2%	(881)	9.8%	19.9%	44.0%	19.8%	4.8%	1.8%	(881)
年齢層	20代	8.5%	28.3%	46.4%	13.4%	1.7%	1.7%	(343)	9.9%	29.4%	39.9%	16.3%	2.6%	1.7%	(343)
	30代	7.2%	21.9%	53.9%	14.1%	2.2%	0.6%	(497)	9.3%	19.7%	48.7%	16.5%	4.4%	1.4%	(497)
	40代	4.8%	18.9%	56.6%	15.4%	3.0%	1.3%	(604)	7.3%	17.9%	50.7%	17.4%	5.0%	1.8%	(604)
	50代	3.9%	13.9%	59.0%	19.1%	3.4%	0.8%	(592)	4.6%	13.2%	57.8%	19.4%	4.6%	0.5%	(592)
	60代	1.8%	17.1%	60.2%	19.5%	0.3%	1.2%	(339)	2.9%	18.3%	58.4%	18.3%	1.5%	0.6%	(339)
業種	農林漁業、鉱業、採石業、砂利採取業	50.0%	-	-	50.0%	-	-	(2)	50.0%	-	50.0%	-	-	-	(2)
	建設業	5.2%	13.4%	68.0%	12.4%	1.0%	-	(97)	8.2%	18.6%	57.7%	14.4%	1.0%	-	(97)
	製造業	4.4%	18.7%	57.1%	16.8%	2.4%	0.5%	(630)	5.6%	20.8%	51.6%	17.8%	3.3%	1.0%	(630)
	電気・ガス・熱供給・水道業	2.5%	25.0%	60.0%	12.5%	-	-	(40)	5.0%	27.5%	47.5%	12.5%	5.0%	2.5%	(40)
	情報通信業	6.0%	19.6%	52.5%	18.1%	2.8%	1.0%	(398)	7.5%	15.6%	54.0%	17.3%	3.8%	1.8%	(398)
	運輸業、郵便業	10.4%	22.4%	43.3%	14.9%	4.5%	4.5%	(67)	7.5%	26.9%	43.3%	14.9%	4.5%	3.0%	(67)
	卸売業、小売業	3.9%	18.8%	62.4%	9.9%	3.3%	1.7%	(181)	6.1%	13.8%	51.9%	23.2%	4.4%	0.6%	(181)
	金融業、保険業	9.1%	16.2%	51.0%	20.7%	3.0%	-	(198)	9.1%	18.7%	48.0%	14.6%	8.6%	1.0%	(198)
	不動産業、物品賃貸業	3.1%	18.8%	53.1%	15.6%	4.7%	4.7%	(64)	4.7%	18.8%	48.4%	21.9%	3.1%	3.1%	(64)
	学術研究、専門・技術サービス業	2.3%	21.8%	60.9%	12.6%	1.1%	1.1%	(87)	9.2%	14.9%	55.2%	18.4%	1.1%	1.1%	(87)
	宿泊業、飲食サービス業	5.0%	30.0%	45.0%	10.0%	10.0%	-	(20)	5.0%	35.0%	40.0%	5.0%	15.0%	-	(20)
	生活関連サービス業、娯楽業	5.4%	29.7%	40.5%	21.6%	-	2.7%	(37)	10.8%	21.6%	45.9%	21.6%	-	-	(37)
	教育、学習支援業	5.5%	19.3%	53.2%	17.4%	2.8%	1.8%	(109)	7.3%	21.1%	50.5%	14.7%	4.6%	1.8%	(109)
	医療、福祉	-	20.7%	62.1%	17.2%	-	-	(29)	3.4%	31.0%	48.3%	17.2%	-	-	(29)
複合サービス業	8.3%	25.0%	58.3%	-	-	8.3%	(12)	-	25.0%	58.3%	16.7%	-	-	(12)	
その他サービス業	3.0%	21.4%	56.5%	16.7%	0.6%	1.8%	(168)	3.6%	18.5%	50.6%	22.0%	3.6%	1.8%	(168)	
公務	3.9%	15.5%	65.9%	11.6%	1.6%	1.6%	(129)	6.2%	13.2%	62.8%	14.0%	3.1%	0.8%	(129)	
その他	7.5%	24.3%	43.0%	23.4%	1.9%	-	(107)	11.2%	20.6%	42.1%	20.6%	4.7%	0.9%	(107)	
従業員規模	9人以下	4.9%	23.2%	53.7%	17.1%	-	1.2%	(82)	4.9%	19.5%	47.6%	20.7%	6.1%	1.2%	(82)
	10～99人	6.8%	19.5%	55.3%	14.6%	2.4%	1.4%	(369)	9.2%	18.7%	49.6%	17.9%	3.5%	1.1%	(369)
	100～499人	4.2%	18.8%	54.8%	18.4%	2.8%	0.9%	(425)	4.9%	18.4%	52.7%	18.1%	4.2%	1.6%	(425)
	500～999人	6.2%	20.7%	55.6%	14.5%	0.8%	2.1%	(241)	6.6%	20.3%	51.0%	17.4%	2.5%	2.1%	(241)
	1,000人以上	4.9%	19.1%	55.9%	16.5%	2.8%	0.8%	(1185)	6.5%	18.8%	52.1%	17.7%	4.2%	0.7%	(1185)
わからない	4.1%	17.8%	60.3%	15.1%	-	2.7%	(73)	12.3%	16.4%	53.4%	11.0%	1.4%	5.5%	(73)	
職種	管理的職業	5.2%	21.3%	54.2%	16.6%	2.3%	0.5%	(616)	5.4%	20.5%	53.1%	17.7%	2.6%	0.8%	(616)
	専門的・技術的職業	2.8%	16.9%	59.9%	17.9%	1.6%	0.9%	(633)	4.6%	16.7%	55.8%	17.7%	3.8%	1.4%	(633)
	事務	6.0%	19.8%	54.5%	15.6%	2.4%	1.7%	(703)	9.7%	17.2%	51.8%	16.4%	3.6%	1.4%	(703)
	販売	9.0%	18.0%	52.5%	16.5%	2.7%	1.2%	(255)	7.1%	21.2%	43.1%	20.8%	6.7%	1.2%	(255)
	サービス職業	6.8%	22.7%	47.7%	18.2%	4.5%	-	(44)	11.4%	22.7%	34.1%	22.7%	9.1%	-	(44)
	保安職業	-	25.0%	50.0%	25.0%	-	-	(4)	25.0%	-	50.0%	25.0%	-	-	(4)
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	生産工程	-	33.3%	58.3%	2.8%	5.6%	-	(36)	2.8%	38.9%	33.3%	19.4%	5.6%	-	(36)
	輸送・機械運転	7.7%	15.4%	46.2%	15.4%	7.7%	7.7%	(13)	7.7%	15.4%	46.2%	7.7%	15.4%	7.7%	(13)
	建設・採掘	-	12.5%	75.0%	12.5%	-	-	(8)	-	12.5%	62.5%	25.0%	-	-	(8)
運搬・清掃・包装	-	50.0%	33.3%	-	-	16.7%	(6)	-	66.7%	16.7%	-	-	16.7%	(6)	
その他	7.0%	14.0%	59.6%	14.0%	5.3%	-	(57)	8.8%	15.8%	52.6%	17.5%	5.3%	-	(57)	
職位	一般社員	6.3%	19.0%	54.4%	16.0%	2.6%	1.5%	(1172)	9.0%	18.3%	49.6%	17.4%	4.0%	1.7%	(1172)
	主任・係長相当	3.5%	18.3%	58.9%	17.2%	1.6%	0.5%	(367)	4.6%	19.1%	52.3%	19.1%	4.6%	0.3%	(367)
	課長代理相当（ライン職）	6.3%	8.9%	65.8%	16.5%	2.5%	-	(79)	5.1%	11.4%	59.5%	19.0%	5.1%	-	(79)
	課長代理相当（スタッフ職）	4.3%	20.3%	53.6%	15.9%	4.3%	1.4%	(69)	4.3%	14.5%	52.2%	20.3%	7.2%	1.4%	(69)
	課長相当（ライン職）	7.5%	22.1%	52.3%	16.6%	1.0%	0.5%	(199)	9.5%	22.1%	47.2%	16.1%	3.5%	1.5%	(199)
	課長相当（スタッフ職）	-	22.0%	57.1%	16.5%	2.7%	1.6%	(182)	1.6%	20.9%	53.8%	19.2%	3.3%	1.1%	(182)
	部長相当（ライン職）	3.6%	22.7%	50.0%	21.8%	1.8%	-	(110)	4.5%	20.9%	56.4%	13.6%	2.7%	1.8%	(110)
	部長相当（スタッフ職）	3.7%	22.9%	57.8%	11.9%	2.8%	0.9%	(109)	3.7%	19.3%	55.0%	20.2%	1.8%	-	(109)
	支社長・事業部長相当	3.8%	11.5%	65.4%	15.4%	3.8%	-	(26)	-	23.1%	53.8%	19.2%	3.8%	-	(26)
役員相当	6.5%	19.4%	58.1%	14.5%	1.6%	-	(62)	1.6%	17.7%	66.1%	12.9%	1.6%	-	(62)	
勤務時間制度	通常の勤務時間制度	6.3%	19.7%	56.8%	14.0%	2.1%	1.1%	(1265)	8.3%	19.3%	51.0%	16.7%	3.7%	1.0%	(1265)
	フレックスタイム制	3.8%	18.1%	54.9%	19.0%	2.9%	1.2%	(756)	4.9%	18.8%	51.5%	19.2%	4.2%	1.5%	(756)
	変形労働時間制	5.3%	34.2%	39.5%	18.4%	-	2.6%	(38)	10.5%	36.8%	36.8%	13.2%	-	2.6%	(38)
	交替制	-	18.2%	59.1%	22.7%	-	-	(22)	-	13.6%	54.5%	27.3%	4.5%	-	(22)
	事業場外労働のみなし労働時間制	6.9%	10.3%	65.5%	17.2%	-	-	(29)	6.9%	10.3%	37.9%	31.0%	6.9%	6.9%	(29)
	裁量労働制	3.7%	22.0%	53.2%	19.3%	1.8%	-	(109)	2.8%	11.0%	62.4%	21.1%	2.8%	-	(109)
	管理監督者扱い	4.0%	18.5%	55.0%	18.5%	2.6%	1.3%	(151)	6.6%	17.2%	56.3%	13.9%	4.6%	1.3%	(151)
	その他	-	-	50.0%	-	50.0%	-	(2)	-	-	50.0%	-	50.0%	-	(2)
わからない	-	66.7%	-	33.3%	-	-	(3)	-	100.0%	-	-	-	-	(3)	

		Q38 新型コロナウイルスの健康や私生活への影響（複数回答）														
		自分が健康を言 した	家族が健康を言 した	配偶者の収入が大幅 に減った	配偶者が仕事を辞め た、もしくは1か月以 上休んだ	家計が苦しくな った	貯蓄を切り崩し た	家族との関係が良 くなった	家族との関係が悪 くなった	家族との関係が良 くなった	家族との関係が悪 くなった	生活環境改善のため に金銭的投資をした（1 万円程度以上）	今後の仕事・生活・家 族のことを考えるきつ くなった	その他	特 に な い	（合 計 度 数）
全 体		4.1%	2.2%	3.5%	1.9%	10.9%	6.5%	4.7%	2.3%	2.8%	18.2%	0.4%	62.4%	(10998)		
性別	男性	3.9%	2.4%	3.4%	2.1%	10.8%	6.7%	4.7%	2.4%	3.0%	15.5%	0.3%	64.2%	(7105)		
	女性	4.3%	1.8%	3.7%	1.6%	11.1%	6.1%	4.5%	2.1%	2.3%	23.0%	0.7%	59.2%	(3893)		
年齢層	20代	5.1%	3.3%	4.6%	2.9%	12.0%	9.4%	4.5%	2.4%	2.6%	20.8%	0.4%	56.8%	(1932)		
	30代	4.5%	2.4%	3.9%	2.3%	13.0%	7.2%	6.1%	2.7%	4.1%	20.1%	0.2%	57.4%	(2395)		
	40代	4.1%	2.1%	3.1%	1.7%	11.2%	6.3%	4.6%	2.8%	2.6%	17.9%	0.3%	63.0%	(2849)		
	50代	3.8%	2.0%	2.8%	1.3%	9.4%	4.9%	3.5%	1.6%	2.2%	16.8%	0.5%	66.9%	(2431)		
	60代	2.3%	1.1%	3.5%	1.2%	7.6%	4.4%	4.7%	1.5%	2.2%	14.2%	0.9%	69.9%	(1391)		
業 種	農林漁業、鉱業、採石業、砂利採取業	9.1%	13.6%	11.4%	6.8%	9.1%	6.8%	4.5%	2.3%	6.8%	11.4%	0.0%	54.5%	(44)		
	建設業	2.5%	3.5%	3.3%	1.9%	7.3%	6.0%	2.1%	2.4%	2.8%	13.9%	0.2%	67.8%	(634)		
	製造業	3.8%	2.3%	3.7%	2.4%	13.5%	6.8%	5.3%	2.6%	2.7%	16.0%	0.3%	63.2%	(2762)		
	電気・ガス・熱供給・水道業	3.2%	3.7%	4.8%	3.2%	6.9%	5.3%	6.3%	1.6%	2.6%	18.0%	1.1%	60.3%	(189)		
	情報通信業	4.0%	2.1%	2.3%	1.2%	7.4%	3.9%	5.9%	1.9%	3.5%	19.1%	0.2%	65.2%	(905)		
	運輸業、郵便業	3.1%	1.6%	3.7%	1.8%	15.1%	8.9%	4.1%	1.9%	2.3%	18.5%	0.0%	61.0%	(616)		
	卸売業、小売業	3.4%	2.0%	4.0%	1.6%	10.6%	6.2%	3.9%	2.4%	2.3%	19.1%	0.4%	62.6%	(1096)		
	金融業、保険業	5.5%	1.9%	2.7%	1.6%	8.7%	5.7%	5.5%	1.3%	4.3%	18.2%	0.8%	64.0%	(633)		
	不動産業、物品賃貸業	4.2%	2.7%	4.2%	1.9%	9.2%	9.2%	5.4%	0.8%	3.1%	23.8%	0.4%	58.6%	(261)		
	学術研究、専門・技術サービス業	5.5%	0.8%	1.6%	1.2%	9.5%	6.3%	5.5%	2.4%	4.7%	16.6%	0.4%	64.4%	(253)		
	宿泊業、飲食サービス業	5.1%	1.5%	4.6%	3.1%	26.7%	16.4%	3.1%	4.6%	3.6%	28.7%	0.5%	40.5%	(195)		
	生活関連サービス業、娯楽業	3.4%	2.7%	6.1%	1.9%	18.8%	11.9%	7.7%	2.7%	2.3%	28.7%	0.0%	44.8%	(261)		
	教育、学習支援業	4.2%	0.9%	2.7%	1.8%	8.9%	4.4%	5.8%	1.8%	2.4%	22.0%	0.9%	59.1%	(450)		
	医療、福祉	4.8%	1.4%	4.3%	1.8%	8.1%	5.4%	3.7%	2.7%	1.5%	19.1%	0.4%	62.8%	(775)		
複合サービス業	4.9%	8.5%	7.3%	1.2%	12.2%	8.5%	3.7%	4.9%	4.9%	12.2%	0.0%	56.1%	(82)			
その他サービス業	4.6%	2.7%	2.8%	2.0%	12.2%	7.6%	3.1%	2.4%	2.6%	17.8%	1.1%	61.8%	(850)			
公務	3.8%	2.1%	2.5%	1.3%	4.3%	3.3%	3.8%	2.2%	2.1%	17.4%	0.6%	68.9%	(631)			
その他	5.5%	1.9%	3.3%	1.7%	10.2%	6.4%	5.5%	1.7%	3.9%	18.0%	0.6%	62.3%	(361)			
従業員規模	9人以下	4.1%	2.2%	3.6%	1.6%	10.6%	6.5%	3.0%	1.4%	2.8%	15.3%	0.5%	64.9%	(772)		
	10～99人	3.8%	1.8%	3.4%	1.6%	11.3%	7.2%	3.9%	2.2%	2.3%	18.0%	0.3%	63.5%	(2793)		
	100～499人	3.7%	2.7%	3.4%	1.9%	13.1%	6.8%	4.5%	2.5%	2.6%	19.4%	0.3%	60.0%	(2325)		
	500～999人	5.0%	2.8%	4.6%	2.4%	10.0%	6.8%	5.3%	2.5%	4.0%	17.9%	0.3%	61.5%	(956)		
	1,000人以上	4.4%	2.4%	3.4%	2.2%	9.6%	5.9%	6.1%	2.5%	3.3%	18.8%	0.6%	61.5%	(3551)		
わからない	3.2%	0.8%	2.7%	1.2%	9.3%	4.8%	1.5%	0.8%	1.0%	14.3%	0.8%	70.9%	(601)			
職 種	管理的職業	4.1%	3.1%	3.5%	2.1%	6.4%	4.1%	6.5%	2.1%	3.3%	17.0%	0.4%	65.1%	(1958)		
	専門的・技術的職業	4.6%	2.6%	3.7%	2.3%	10.3%	5.9%	5.4%	2.9%	3.6%	16.9%	0.4%	62.0%	(2115)		
	事務	4.3%	1.9%	3.2%	1.6%	9.2%	5.5%	3.6%	2.2%	2.3%	20.0%	0.5%	63.9%	(3003)		
	販売	4.5%	2.3%	3.5%	1.7%	14.1%	9.2%	5.9%	2.4%	3.1%	20.8%	0.5%	56.6%	(1088)		
	サービス職業	4.8%	2.7%	4.6%	2.5%	13.2%	9.1%	3.7%	2.6%	1.4%	20.5%	0.4%	55.6%	(811)		
	保安職業	0.0%	0.0%	0.0%	0.0%	9.9%	4.9%	2.5%	6.2%	2.5%	22.2%	0.0%	64.2%	(81)		
	農林漁業	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	92.9%	(14)		
	生産工程	2.6%	1.4%	3.2%	1.5%	18.0%	8.8%	4.1%	1.7%	2.5%	15.9%	0.2%	62.6%	(1061)		
	輸送・機械運転	2.2%	0.5%	6.0%	2.7%	20.2%	13.7%	2.2%	4.4%	4.4%	15.8%	0.5%	55.7%	(183)		
	建設・採掘	0.6%	2.4%	5.4%	1.8%	9.0%	8.4%	1.2%	0.0%	3.6%	10.2%	1.2%	68.7%	(166)		
	運搬・清掃・包装	3.7%	2.5%	2.0%	1.6%	14.3%	6.6%	1.2%	0.8%	0.8%	14.8%	0.4%	67.2%	(244)		
その他	3.3%	0.0%	2.6%	1.1%	10.6%	6.9%	4.7%	0.7%	2.9%	16.4%	0.4%	68.2%	(274)			
職 位	一般社員	4.1%	2.0%	3.3%	1.6%	12.1%	6.9%	3.7%	2.0%	2.4%	18.5%	0.4%	62.2%	(6790)		
	主任・係長相当	3.8%	2.2%	4.0%	2.2%	11.3%	7.2%	5.5%	3.0%	3.7%	19.4%	0.5%	59.6%	(1533)		
	課長代理相当（ライン職）	5.5%	3.9%	3.1%	2.0%	11.3%	5.9%	6.6%	3.1%	3.5%	21.1%	1.2%	57.0%	(256)		
	課長代理相当（スタッフ職）	5.2%	3.1%	5.2%	4.1%	11.9%	7.3%	8.3%	4.7%	5.2%	13.5%	1.6%	61.7%	(193)		
	課長相当（ライン職）	3.4%	3.3%	3.9%	2.1%	6.2%	4.1%	7.1%	2.3%	2.3%	19.4%	0.2%	63.4%	(609)		
	課長相当（スタッフ職）	3.9%	2.5%	2.9%	1.9%	7.9%	6.0%	6.0%	2.9%	3.3%	17.0%	0.2%	66.1%	(519)		
	部長相当（ライン職）	3.5%	1.5%	6.1%	3.5%	5.3%	5.0%	7.3%	2.3%	5.3%	14.0%	0.3%	64.6%	(342)		
	部長相当（スタッフ職）	5.4%	3.3%	3.6%	2.7%	7.2%	4.5%	6.6%	2.1%	3.0%	15.5%	0.3%	64.5%	(335)		
	支社長・事業部長相当	5.4%	1.8%	1.8%	0.0%	8.1%	4.5%	7.2%	0.9%	3.6%	23.4%	0.0%	65.8%	(111)		
役員相当	2.6%	2.6%	3.2%	2.3%	6.1%	3.9%	4.2%	2.3%	2.3%	9.7%	0.3%	73.2%	(310)			
勤務時間制度	通常の勤務時間制度	3.8%	2.0%	3.6%	1.8%	11.0%	6.5%	3.9%	2.1%	2.2%	17.1%	0.4%	64.3%	(7623)		
	フレックスタイム制	4.8%	4.3%	4.0%	2.7%	9.6%	6.2%	6.6%	3.0%	4.6%	19.9%	0.5%	57.5%	(1617)		
	変形労働時間制	4.4%	1.5%	5.0%	1.5%	17.8%	10.1%	6.2%	2.4%	3.0%	21.9%	1.5%	55.3%	(338)		
	交替制	3.7%	0.9%	1.6%	1.2%	13.0%	7.0%	3.9%	3.1%	2.9%	22.8%	0.3%	57.8%	(645)		
	事業場外労働のみなし労働時間制	2.7%	1.4%	4.1%	0.0%	16.4%	12.3%	11.0%	4.1%	0.0%	23.3%	0.0%	49.3%	(73)		
	裁量労働制	6.3%	1.0%	2.9%	1.5%	7.3%	4.9%	12.2%	2.4%	8.8%	22.9%	0.0%	56.1%	(205)		
	管理監督者扱い	6.1%	2.5%	2.0%	2.5%	8.1%	4.5%	7.0%	1.7%	4.2%	19.8%	1.1%	61.2%	(358)		
	その他	11.8%	0.0%	5.9%	5.9%	11.8%	11.8%	5.9%	5.9%	5.9%	23.5%	0.0%	70.6%	(17)		
わからない	0.8%	0.0%	2.5%	1.6%	3.3%	2.5%	0.8%	1.6%	0.8%	10.7%	0.8%	79.5%	(122)			

		Q39_1 気軽に話ができる人（複数回答）									
		配偶者・パートナー	親	その他の家族	職場の上司	職場の同僚	職場以外の友人・知人	近隣の人	その他	誰もいない	（合計度数）
全体		47.5%	30.8%	12.8%	10.3%	25.1%	26.9%	1.7%	0.5%	20.1%	(10998)
性別	男性	52.7%	25.9%	9.1%	11.1%	25.9%	22.3%	1.8%	0.3%	21.4%	(7105)
	女性	38.2%	39.7%	19.5%	8.7%	23.7%	35.3%	1.7%	0.9%	17.7%	(3893)
年齢層	20代	32.7%	49.4%	11.1%	10.2%	21.4%	32.5%	1.2%	0.5%	20.7%	(1932)
	30代	45.6%	39.3%	10.9%	10.9%	24.9%	26.8%	1.0%	0.3%	21.3%	(2395)
	40代	47.3%	31.4%	12.3%	10.7%	25.4%	24.4%	2.0%	0.6%	20.7%	(2849)
	50代	53.0%	19.3%	13.9%	9.9%	25.9%	25.0%	2.3%	0.5%	20.4%	(2431)
	60代	62.4%	9.1%	17.5%	9.2%	28.8%	27.6%	2.2%	0.6%	15.2%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	43.2%	38.6%	18.2%	13.6%	25.0%	29.5%	6.8%	0.0%	13.6%	(44)
	建設業	49.4%	27.9%	13.7%	9.9%	24.1%	25.7%	1.9%	0.2%	17.7%	(634)
	製造業	49.7%	30.3%	11.9%	9.8%	25.7%	23.0%	1.7%	0.3%	20.5%	(2762)
	電気・ガス・熱供給・水道業	55.6%	29.1%	10.6%	12.2%	23.8%	20.1%	1.1%	0.0%	18.5%	(189)
	情報通信業	45.1%	29.7%	10.2%	11.3%	21.3%	24.9%	1.7%	0.2%	23.2%	(905)
	運輸業、郵便業	48.2%	32.8%	12.5%	9.3%	29.1%	25.6%	1.5%	0.6%	17.5%	(616)
	卸売業、小売業	45.5%	30.7%	13.0%	10.0%	24.9%	30.8%	2.1%	0.6%	19.7%	(1096)
	金融業、保険業	50.1%	32.1%	12.0%	10.1%	27.3%	29.4%	1.1%	0.3%	19.0%	(633)
	不動産業、物品賃貸業	45.6%	28.0%	14.2%	12.3%	22.6%	34.5%	1.9%	0.8%	18.4%	(261)
	学術研究、専門・技術サービス業	42.7%	34.0%	13.4%	11.9%	23.3%	30.0%	2.4%	0.0%	23.3%	(253)
	宿泊業、飲食サービス業	43.6%	32.8%	14.9%	7.7%	22.6%	28.7%	3.1%	0.5%	20.5%	(195)
	生活関連サービス業、娯楽業	44.1%	37.5%	18.8%	11.5%	24.1%	31.8%	1.5%	0.0%	16.9%	(261)
	教育、学習支援業	50.9%	30.2%	10.9%	9.1%	26.0%	30.9%	1.3%	1.8%	16.7%	(450)
	医療、福祉	43.2%	33.5%	17.2%	10.5%	25.5%	25.9%	1.4%	0.6%	20.1%	(775)
複合サービス業	45.1%	30.5%	12.2%	6.1%	18.3%	22.0%	4.9%	0.0%	22.0%	(82)	
その他サービス業	43.1%	28.2%	10.8%	8.9%	22.0%	27.3%	1.6%	0.5%	24.1%	(850)	
公務	54.0%	31.4%	12.4%	12.4%	29.6%	28.1%	1.4%	0.0%	18.2%	(631)	
その他	45.4%	30.7%	16.9%	13.6%	26.3%	35.7%	2.8%	2.8%	20.2%	(361)	
従業員規模	9人以下	43.1%	29.3%	14.2%	9.7%	14.1%	29.3%	3.1%	0.4%	20.5%	(772)
	10～99人	44.5%	30.7%	13.6%	8.8%	22.8%	27.0%	2.1%	0.5%	20.7%	(2793)
	100～499人	48.4%	31.4%	11.9%	10.5%	25.0%	26.3%	1.2%	0.6%	18.8%	(2325)
	500～999人	50.0%	30.5%	11.6%	11.0%	29.2%	28.2%	1.9%	0.1%	18.2%	(956)
	1,000人以上	53.2%	30.7%	12.6%	12.3%	30.0%	27.0%	1.7%	0.5%	18.1%	(3551)
わからない	26.8%	31.8%	13.1%	4.0%	15.0%	22.6%	0.0%	0.7%	35.6%	(601)	
職種	管理的職業	63.6%	19.4%	10.2%	13.8%	30.5%	25.3%	2.9%	0.4%	16.4%	(1958)
	専門的・技術的職業	49.6%	28.1%	9.9%	10.6%	24.8%	23.8%	1.5%	0.4%	21.6%	(2115)
	事務	40.2%	36.6%	16.6%	8.3%	21.7%	30.4%	1.5%	0.7%	19.9%	(3003)
	販売	48.3%	31.6%	10.8%	12.7%	26.6%	31.4%	1.6%	0.5%	18.0%	(1088)
	サービス職業	39.0%	35.0%	16.6%	10.1%	25.6%	27.6%	1.4%	0.2%	21.0%	(811)
	保安職業	55.6%	27.2%	11.1%	16.0%	25.9%	24.7%	1.2%	0.0%	27.2%	(81)
	農林漁業	35.7%	50.0%	14.3%	21.4%	21.4%	7.1%	0.0%	0.0%	14.3%	(14)
	生産工程	42.0%	36.4%	12.5%	7.1%	23.0%	22.5%	1.5%	0.2%	22.7%	(1061)
	輸送・機械運転	52.5%	31.7%	11.5%	6.6%	30.1%	19.1%	2.2%	0.5%	19.7%	(183)
	建設・採掘	48.2%	25.9%	7.8%	12.7%	25.3%	24.7%	2.4%	0.0%	23.5%	(166)
	運搬・清掃・包装	39.3%	33.2%	13.1%	6.6%	24.2%	25.0%	0.4%	0.4%	25.8%	(244)
その他	43.8%	33.6%	12.8%	10.6%	24.5%	29.9%	1.5%	1.8%	21.9%	(274)	
職位	一般社員	39.5%	35.6%	13.8%	8.1%	22.0%	27.7%	1.4%	0.5%	22.2%	(6790)
	主任・係長相当	57.1%	29.7%	12.3%	13.1%	28.6%	26.0%	1.3%	0.5%	17.2%	(1533)
	課長代理相当（ライン職）	60.2%	21.1%	9.0%	15.2%	25.8%	25.0%	3.9%	0.0%	16.8%	(256)
	課長代理相当（スタッフ職）	59.1%	20.2%	8.3%	17.6%	34.7%	19.2%	1.0%	1.6%	16.6%	(193)
	課長相当（ライン職）	59.1%	23.0%	11.2%	15.6%	32.7%	27.9%	1.3%	0.5%	16.9%	(609)
	課長相当（スタッフ職）	60.7%	23.1%	9.2%	12.7%	29.3%	22.7%	2.9%	0.2%	17.3%	(519)
	部長相当（ライン職）	67.5%	13.5%	10.2%	14.3%	33.9%	26.6%	3.5%	0.9%	15.2%	(342)
	部長相当（スタッフ職）	68.1%	16.1%	9.9%	14.3%	31.9%	25.7%	3.6%	0.3%	16.1%	(335)
	支社長・事業部長相当	74.8%	20.7%	11.7%	10.8%	27.0%	27.9%	2.7%	0.0%	11.7%	(111)
役員相当	60.3%	12.9%	13.5%	11.3%	29.4%	26.1%	4.5%	0.3%	16.5%	(310)	
勤務時間制度	通常の勤務時間制度	45.8%	32.2%	13.4%	9.6%	23.6%	27.1%	1.8%	0.5%	20.4%	(7623)
	フレックスタイム制	54.4%	26.2%	10.5%	12.9%	27.3%	24.8%	1.7%	0.4%	17.7%	(1617)
	変形労働時間制	49.1%	30.5%	11.2%	10.1%	28.4%	26.9%	0.9%	0.6%	17.8%	(338)
	交替制	39.5%	35.2%	15.7%	9.5%	29.1%	31.5%	1.1%	0.3%	21.4%	(645)
	事業場外労働のみなし労働時間制	61.6%	35.6%	8.2%	15.1%	37.0%	32.9%	0.0%	0.0%	13.7%	(73)
	裁量労働制	62.0%	23.9%	11.7%	14.1%	28.8%	27.3%	2.9%	1.0%	16.6%	(205)
	管理監督者扱い	63.7%	19.3%	8.9%	15.1%	34.9%	27.1%	3.1%	0.8%	16.5%	(358)
その他	52.9%	52.9%	17.6%	11.8%	58.8%	41.2%	0.0%	5.9%	5.9%	(17)	
わからない	23.8%	25.4%	10.7%	4.1%	13.1%	12.3%	2.5%	0.8%	51.6%	(122)	

		Q39_2 困ったときに頼りになる人（複数回答）									
		配偶者・パートナー	親	その他の家族	職場の上司	職場の同僚	職場以外の友人・知人	近隣の人	その他	誰もいない	（合計度数）
全体		44.6%	34.6%	14.2%	10.8%	16.0%	21.4%	1.2%	0.4%	21.5%	(10998)
性別	男性	48.5%	29.9%	9.8%	11.8%	16.4%	17.3%	1.1%	0.2%	23.7%	(7105)
	女性	37.4%	43.3%	22.1%	8.8%	15.4%	28.8%	1.3%	0.8%	17.6%	(3893)
年齢層	20代	31.6%	55.1%	11.4%	12.4%	15.3%	26.8%	0.6%	0.5%	20.1%	(1932)
	30代	43.5%	45.5%	11.6%	11.6%	16.5%	20.8%	0.8%	0.2%	22.0%	(2395)
	40代	44.7%	36.0%	13.4%	10.4%	15.6%	19.4%	1.3%	0.4%	22.1%	(2849)
	50代	48.7%	21.1%	16.1%	10.3%	16.2%	19.7%	1.3%	0.4%	23.1%	(2431)
	60代	57.0%	8.5%	20.6%	8.7%	16.8%	21.6%	1.9%	0.6%	19.0%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	45.5%	38.6%	18.2%	15.9%	13.6%	22.7%	4.5%	0.0%	11.4%	(44)
	建設業	45.1%	31.1%	15.6%	9.3%	15.6%	21.8%	0.3%	0.2%	21.0%	(634)
	製造業	45.9%	34.1%	12.4%	11.0%	15.9%	18.1%	1.0%	0.2%	22.4%	(2762)
	電気・ガス・熱供給・水道業	53.4%	28.0%	14.3%	10.1%	16.4%	15.9%	1.1%	0.0%	18.0%	(189)
	情報通信業	42.7%	32.9%	11.7%	11.8%	13.3%	19.9%	0.8%	0.3%	24.9%	(905)
	運輸業、郵便業	43.7%	36.5%	12.8%	8.9%	16.4%	20.8%	1.5%	0.5%	22.6%	(616)
	卸売業、小売業	42.9%	36.8%	13.3%	10.5%	15.6%	23.6%	1.2%	0.6%	21.1%	(1096)
	金融業、保険業	48.0%	36.0%	13.4%	12.5%	17.5%	22.7%	1.3%	0.5%	19.7%	(633)
	不動産業、物品賃貸業	42.9%	31.4%	16.5%	9.6%	10.3%	23.4%	1.5%	0.8%	20.3%	(261)
	学術研究、専門・技術サービス業	40.3%	35.6%	16.2%	11.1%	17.4%	22.9%	1.2%	0.0%	22.9%	(253)
	宿泊業、飲食サービス業	41.5%	40.5%	17.9%	9.7%	16.9%	26.2%	1.5%	0.0%	17.4%	(195)
	生活関連サービス業、娯楽業	41.4%	44.4%	20.7%	11.1%	13.8%	23.0%	0.4%	0.0%	17.6%	(261)
	教育、学習支援業	48.4%	33.1%	16.4%	10.4%	20.4%	25.3%	2.2%	0.9%	18.0%	(450)
	医療、福祉	43.1%	37.0%	19.9%	11.4%	18.7%	24.4%	0.9%	0.8%	19.2%	(775)
複合サービス業	48.8%	28.0%	14.6%	9.8%	13.4%	17.1%	4.9%	0.0%	23.2%	(82)	
その他サービス業	39.5%	31.8%	12.4%	9.4%	12.2%	22.0%	1.4%	0.2%	26.0%	(850)	
公務	49.6%	35.0%	12.2%	10.9%	19.0%	20.0%	1.0%	0.2%	19.7%	(631)	
その他	42.9%	35.7%	19.4%	12.5%	20.2%	28.0%	1.9%	1.9%	20.2%	(361)	
従業員規模	9人以下	39.1%	33.7%	17.0%	9.7%	7.9%	22.9%	1.4%	0.4%	22.8%	(772)
	10～99人	41.9%	34.2%	14.9%	8.5%	13.4%	22.0%	1.5%	0.6%	21.8%	(2793)
	100～499人	45.6%	35.0%	13.8%	10.8%	16.6%	21.1%	0.9%	0.4%	20.2%	(2325)
	500～999人	48.1%	35.4%	11.7%	12.2%	17.6%	22.4%	1.3%	0.3%	20.3%	(956)
	1,000人以上	49.3%	34.7%	13.7%	13.0%	20.1%	21.0%	1.0%	0.2%	19.9%	(3551)
わからない	26.1%	35.3%	14.8%	7.3%	10.0%	18.1%	0.7%	1.0%	35.4%	(601)	
職種	管理的職業	59.0%	21.1%	12.2%	13.6%	19.7%	20.3%	1.6%	0.2%	19.3%	(1958)
	専門的・技術的職業	46.5%	31.9%	11.8%	12.2%	17.2%	18.9%	1.3%	0.2%	22.6%	(2115)
	事務	38.0%	40.6%	18.2%	8.5%	13.7%	24.3%	1.2%	0.8%	21.0%	(3003)
	販売	44.6%	39.1%	12.3%	13.6%	17.7%	24.7%	1.2%	0.2%	20.0%	(1088)
	サービス職業	37.0%	39.5%	17.5%	9.2%	16.0%	22.4%	0.6%	0.5%	21.6%	(811)
	保安職業	49.4%	32.1%	12.3%	14.8%	14.8%	14.8%	1.2%	0.0%	25.9%	(81)
	農林漁業	35.7%	64.3%	28.6%	21.4%	14.3%	21.4%	7.1%	0.0%	7.1%	(14)
	生産工程	39.3%	38.5%	11.5%	8.1%	12.6%	16.7%	0.8%	0.2%	23.9%	(1061)
	輸送・機械運転	47.0%	35.0%	9.8%	6.6%	14.2%	15.8%	0.5%	0.0%	25.7%	(183)
	建設・採掘	46.4%	30.1%	10.2%	10.2%	16.9%	19.9%	0.6%	0.0%	24.7%	(166)
運搬・清掃・包装	36.5%	37.7%	15.2%	6.1%	12.7%	20.5%	1.2%	0.4%	27.9%	(244)	
その他	44.5%	38.7%	13.5%	13.5%	17.5%	25.5%	0.4%	1.1%	20.8%	(274)	
職位	一般社員	37.3%	39.7%	15.2%	9.0%	13.8%	22.1%	1.1%	0.5%	23.1%	(6790)
	主任・係長相当	53.8%	34.5%	13.4%	13.2%	18.5%	19.6%	1.2%	0.2%	18.7%	(1533)
	課長代理相当（ライン職）	58.2%	25.4%	10.5%	14.1%	16.4%	21.1%	2.0%	0.0%	18.8%	(256)
	課長代理相当（スタッフ職）	54.4%	29.0%	7.3%	14.5%	21.8%	15.0%	1.0%	1.6%	20.2%	(193)
	課長相当（ライン職）	55.5%	25.5%	13.1%	15.8%	22.5%	23.2%	0.8%	0.0%	19.7%	(609)
	課長相当（スタッフ職）	54.9%	24.9%	10.8%	13.7%	18.7%	18.7%	1.3%	0.0%	20.8%	(519)
	部長相当（ライン職）	61.4%	16.4%	11.1%	13.7%	21.6%	20.8%	1.8%	0.3%	17.8%	(342)
	部長相当（スタッフ職）	63.0%	16.4%	12.5%	12.5%	21.8%	22.1%	1.8%	0.0%	18.5%	(335)
	支社長・事業部長相当	67.6%	22.5%	15.3%	13.5%	18.9%	21.6%	1.8%	0.0%	13.5%	(111)
役員相当	56.5%	13.2%	15.5%	11.0%	17.1%	19.0%	1.3%	0.3%	19.0%	(310)	
勤務時間制度	通常の勤務時間制度	42.7%	36.0%	14.6%	9.8%	14.9%	21.2%	1.3%	0.4%	21.7%	(7623)
	フレックスタイム制	51.5%	31.0%	13.0%	13.9%	17.9%	20.8%	1.0%	0.2%	19.5%	(1617)
	変形労働時間制	45.9%	36.4%	12.4%	10.1%	21.0%	24.9%	0.6%	0.6%	18.0%	(338)
	交替制	37.7%	39.4%	16.4%	10.4%	16.7%	24.2%	0.3%	0.6%	24.0%	(645)
	事業場外労働のみなし労働時間制	56.2%	38.4%	12.3%	17.8%	23.3%	31.5%	1.4%	0.0%	16.4%	(73)
	裁量労働制	56.1%	23.9%	10.7%	16.1%	16.6%	20.5%	1.5%	0.0%	20.0%	(205)
	管理監督者扱い	60.9%	20.1%	11.2%	17.3%	25.4%	20.9%	2.0%	0.3%	18.2%	(358)
その他	47.1%	58.8%	17.6%	5.9%	35.3%	41.2%	0.0%	0.0%	17.6%	(17)	
わからない	27.0%	24.6%	12.3%	4.1%	9.0%	10.7%	0.0%	0.8%	49.2%	(122)	

		Q39_3 ストレスを感じる人（複数回答）									
		配偶者・パートナー	親	その他の家族	職場の上司	職場の同僚	職場以外の友人・知人	近隣の人	その他	誰もいない	（合計度数）
全体		11.8%	9.4%	4.5%	31.2%	28.4%	3.3%	4.7%	0.6%	41.0%	(10998)
性別	男性	11.8%	7.0%	3.6%	31.0%	25.7%	2.8%	4.6%	0.6%	44.0%	(7105)
	女性	11.7%	13.8%	6.2%	31.6%	33.3%	4.2%	4.8%	0.7%	35.6%	(3893)
年齢層	20代	8.0%	12.1%	4.7%	32.9%	23.9%	5.0%	2.7%	0.4%	44.0%	(1932)
	30代	13.1%	10.4%	5.3%	31.4%	27.7%	3.7%	4.3%	0.6%	41.6%	(2395)
	40代	13.4%	9.9%	4.4%	31.8%	30.6%	3.2%	5.6%	0.6%	38.2%	(2849)
	50代	11.9%	8.2%	4.2%	31.6%	31.1%	2.4%	5.3%	0.7%	39.2%	(2431)
	60代	11.2%	5.0%	3.6%	26.7%	26.4%	2.2%	4.7%	0.8%	44.9%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	20.5%	15.9%	13.6%	29.5%	29.5%	15.9%	20.5%	0.0%	25.0%	(44)
	建設業	14.7%	11.4%	4.4%	30.3%	25.9%	2.8%	4.4%	0.6%	39.4%	(634)
	製造業	11.9%	9.1%	4.9%	33.4%	29.3%	3.7%	5.0%	0.4%	40.2%	(2762)
	電気・ガス・熱供給・水道業	10.1%	7.9%	3.2%	30.7%	25.4%	3.7%	6.3%	1.1%	41.3%	(189)
	情報通信業	9.9%	6.4%	3.5%	27.3%	23.1%	1.8%	4.2%	0.6%	48.8%	(905)
	運輸業、郵便業	10.7%	8.6%	4.7%	30.5%	29.9%	2.9%	4.9%	0.3%	43.0%	(616)
	卸売業、小売業	10.4%	9.0%	3.1%	31.0%	28.3%	3.6%	4.5%	0.8%	42.0%	(1096)
	金融業、保険業	11.8%	10.0%	3.8%	31.8%	31.1%	3.5%	3.0%	0.6%	40.4%	(633)
	不動産業、物品賃貸業	13.8%	10.7%	5.4%	28.0%	24.5%	1.9%	5.0%	0.0%	42.9%	(261)
	学術研究、専門・技術サービス業	9.9%	9.1%	5.1%	28.5%	30.8%	4.3%	5.1%	0.4%	43.1%	(253)
	宿泊業、飲食サービス業	11.8%	11.3%	4.1%	35.4%	28.2%	3.1%	3.6%	1.0%	35.9%	(195)
	生活関連サービス業、娯楽業	9.6%	8.8%	6.9%	31.4%	28.7%	2.3%	4.2%	0.4%	38.7%	(261)
	教育、学習支援業	8.4%	9.1%	4.2%	29.6%	27.8%	2.9%	2.0%	0.9%	44.4%	(450)
	医療、福祉	13.9%	11.7%	5.3%	34.1%	35.6%	3.0%	5.9%	0.8%	34.2%	(775)
複合サービス業	14.6%	11.0%	7.3%	28.0%	29.3%	4.9%	7.3%	0.0%	31.7%	(82)	
その他サービス業	11.3%	8.6%	4.4%	31.5%	24.8%	4.0%	4.7%	0.9%	43.1%	(850)	
公務	14.6%	9.0%	4.1%	30.6%	27.7%	2.9%	5.1%	0.8%	40.1%	(631)	
その他	12.5%	13.9%	5.8%	26.6%	28.5%	4.4%	3.9%	0.8%	38.2%	(361)	
従業員規模	9人以下	10.2%	10.6%	4.0%	24.6%	18.9%	4.4%	3.8%	0.6%	47.8%	(772)
	10～99人	11.5%	9.8%	4.8%	33.4%	29.4%	3.2%	4.6%	0.9%	38.5%	(2793)
	100～499人	12.4%	9.5%	4.6%	34.2%	31.4%	2.8%	4.9%	0.4%	37.8%	(2325)
	500～999人	12.7%	10.8%	4.6%	31.2%	26.3%	4.6%	4.4%	0.6%	40.2%	(956)
	1,000人以上	12.5%	8.0%	4.4%	30.2%	28.2%	2.9%	4.8%	0.5%	42.4%	(3551)
わからない	7.2%	11.6%	4.0%	24.6%	29.0%	4.7%	5.2%	0.5%	49.6%	(601)	
職種	管理的職業	13.7%	5.7%	3.5%	30.0%	24.6%	2.5%	3.9%	0.9%	43.5%	(1958)
	専門的・技術的職業	11.4%	9.6%	4.6%	28.6%	25.5%	3.0%	4.4%	0.6%	43.4%	(2115)
	事務	11.4%	11.9%	4.7%	33.2%	31.9%	3.8%	4.9%	0.5%	37.6%	(3003)
	販売	12.6%	7.3%	4.0%	32.5%	24.6%	3.7%	3.5%	0.7%	43.2%	(1088)
	サービス職業	11.8%	10.6%	5.8%	31.2%	30.0%	3.6%	6.7%	0.7%	38.6%	(811)
	保安職業	14.8%	16.0%	7.4%	35.8%	35.8%	4.9%	3.7%	0.0%	29.6%	(81)
	農林漁業	7.1%	14.3%	0.0%	14.3%	7.1%	7.1%	14.3%	0.0%	57.1%	(14)
	生産工程	9.0%	10.0%	5.1%	34.0%	32.9%	3.6%	5.3%	0.4%	39.5%	(1061)
	輸送・機械運転	13.1%	9.8%	4.9%	34.4%	31.1%	4.4%	5.5%	0.0%	40.4%	(183)
	建設・採掘	13.9%	9.6%	2.4%	30.7%	26.5%	3.0%	3.6%	0.0%	44.6%	(166)
	運搬・清掃・包装	8.2%	7.8%	2.5%	23.0%	27.0%	1.2%	2.9%	0.4%	47.5%	(244)
その他	12.8%	8.8%	7.7%	27.0%	31.4%	4.4%	7.7%	0.7%	42.0%	(274)	
職位	一般社員	10.2%	11.0%	4.9%	30.6%	28.9%	3.7%	4.9%	0.5%	41.7%	(6790)
	主任・係長相当	15.1%	8.9%	4.6%	33.6%	29.9%	3.4%	5.0%	0.5%	37.6%	(1533)
	課長代理相当（ライン職）	12.9%	6.6%	4.3%	31.3%	25.8%	2.3%	4.7%	0.8%	39.1%	(256)
	課長代理相当（スタッフ職）	14.5%	8.3%	5.2%	34.7%	29.0%	3.6%	4.1%	0.0%	35.8%	(193)
	課長相当（ライン職）	14.8%	5.9%	3.0%	35.3%	30.7%	2.3%	3.4%	1.1%	39.6%	(609)
	課長相当（スタッフ職）	13.9%	5.2%	3.3%	34.9%	32.2%	1.9%	4.4%	1.0%	36.2%	(519)
	部長相当（ライン職）	14.9%	4.4%	4.4%	33.0%	21.6%	1.5%	4.7%	1.2%	40.4%	(342)
	部長相当（スタッフ職）	11.0%	4.5%	3.0%	29.6%	25.1%	2.1%	3.3%	0.0%	45.7%	(335)
	支社長・事業部長相当	13.5%	5.4%	5.4%	32.4%	23.4%	3.6%	3.6%	2.7%	41.4%	(111)
役員相当	14.8%	6.5%	3.2%	15.2%	13.9%	3.9%	2.9%	1.0%	54.2%	(310)	
勤務時間制度	通常の勤務時間制度	11.3%	9.7%	4.6%	31.4%	28.4%	3.3%	4.5%	0.6%	40.9%	(7623)
	フレックスタイム制	13.2%	8.5%	4.0%	29.6%	26.0%	3.5%	4.4%	0.4%	41.6%	(1617)
	変形労働時間制	13.3%	13.3%	5.0%	34.3%	29.3%	3.6%	6.8%	0.3%	37.3%	(338)
	交替制	11.5%	10.5%	5.9%	34.6%	38.3%	4.2%	7.0%	0.5%	35.7%	(645)
	事業場外労働のみなし労働時間制	13.7%	6.8%	5.5%	42.5%	30.1%	1.4%	6.8%	1.4%	31.5%	(73)
	裁量労働制	13.7%	4.4%	2.4%	31.2%	28.3%	2.9%	5.4%	0.5%	45.4%	(205)
	管理監督者扱い	14.5%	6.1%	3.1%	29.3%	26.0%	2.8%	4.5%	1.7%	44.1%	(358)
その他	17.6%	17.6%	23.5%	35.3%	17.6%	11.8%	5.9%	0.0%	29.4%	(17)	
わからない	9.0%	4.1%	1.6%	13.1%	11.5%	2.5%	0.8%	0.0%	71.3%	(122)	

		Q42 全般的にみた現在の健康状態					Q43 病気やケガなどで体の具合の悪いところ（自覚症状）の有無			
		よい	まあよい	ふつう	あまりよくない	よくない	（合計度数）	ある	ない	（合計度数）
全体		18.5%	32.8%	33.4%	12.7%	2.6%	(10998)	26.3%	73.7%	(10998)
性別	男性	17.6%	32.5%	34.6%	12.6%	2.7%	(7105)	26.6%	73.4%	(7105)
	女性	20.1%	33.3%	31.3%	12.9%	2.4%	(3893)	25.9%	74.1%	(3893)
年齢層	20代	23.1%	34.3%	28.7%	11.8%	2.1%	(1932)	18.8%	81.2%	(1932)
	30代	19.4%	33.9%	32.3%	11.4%	3.0%	(2395)	21.5%	78.5%	(2395)
	40代	18.5%	31.9%	34.3%	12.3%	2.9%	(2849)	24.7%	75.3%	(2849)
	50代	15.4%	31.1%	35.7%	15.1%	2.7%	(2431)	33.3%	66.7%	(2431)
	60代	16.1%	33.4%	36.2%	13.0%	1.3%	(1391)	36.1%	63.9%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	25.0%	27.3%	27.3%	18.2%	2.3%	(44)	34.1%	65.9%	(44)
	建設業	18.8%	31.9%	35.3%	12.1%	1.9%	(634)	27.1%	72.9%	(634)
	製造業	18.6%	33.1%	34.4%	11.5%	2.4%	(2762)	24.0%	76.0%	(2762)
	電気・ガス・熱供給・水道業	18.0%	38.1%	30.7%	11.6%	1.6%	(189)	21.7%	78.3%	(189)
	情報通信業	18.1%	32.7%	34.0%	13.3%	1.9%	(905)	24.6%	75.4%	(905)
	運輸業、郵便業	18.3%	30.0%	35.6%	14.0%	2.1%	(616)	25.0%	75.0%	(616)
	卸売業、小売業	18.7%	33.8%	31.5%	13.3%	2.7%	(1096)	23.9%	76.1%	(1096)
	金融業、保険業	18.8%	33.6%	31.3%	13.1%	3.2%	(633)	26.1%	73.9%	(633)
	不動産業、物品賃貸業	15.7%	29.1%	36.0%	16.9%	2.3%	(261)	32.6%	67.4%	(261)
	学術研究、専門・技術サービス業	16.2%	36.4%	33.6%	10.7%	3.2%	(253)	30.8%	69.2%	(253)
	宿泊業、飲食サービス業	24.6%	26.7%	30.3%	15.4%	3.1%	(195)	26.2%	73.8%	(195)
	生活関連サービス業、娯楽業	24.9%	31.4%	27.2%	15.3%	1.1%	(261)	30.7%	69.3%	(261)
	教育、学習支援業	18.0%	39.1%	29.8%	10.7%	2.4%	(450)	30.4%	69.6%	(450)
	医療、福祉	19.1%	30.3%	36.1%	11.4%	3.1%	(775)	26.8%	73.2%	(775)
複合サービス業	11.0%	32.9%	32.9%	22.0%	1.2%	(82)	34.1%	65.9%	(82)	
その他サービス業	15.4%	32.4%	35.3%	13.8%	3.2%	(850)	26.7%	73.3%	(850)	
公務	19.5%	31.9%	32.0%	12.4%	4.3%	(631)	29.0%	71.0%	(631)	
その他	19.7%	33.8%	31.0%	13.3%	2.2%	(361)	33.5%	66.5%	(361)	
従業員規模	9人以下	21.5%	33.7%	31.5%	11.5%	1.8%	(772)	24.1%	75.9%	(772)
	10～99人	17.7%	33.1%	34.0%	13.0%	2.1%	(2793)	27.0%	73.0%	(2793)
	100～499人	17.2%	32.9%	34.2%	13.1%	2.6%	(2325)	27.3%	72.7%	(2325)
	500～999人	18.7%	33.9%	32.0%	12.7%	2.7%	(956)	26.4%	73.6%	(956)
	1,000人以上	20.0%	33.9%	31.4%	12.0%	2.7%	(3551)	25.9%	74.1%	(3551)
わからない	14.5%	20.6%	45.1%	15.6%	4.2%	(601)	24.5%	75.5%	(601)	
職種	管理的職業	20.4%	33.6%	30.7%	13.2%	2.0%	(1958)	28.5%	71.5%	(1958)
	専門的・技術的職業	17.7%	34.6%	33.7%	11.5%	2.5%	(2115)	27.5%	72.5%	(2115)
	事務	17.5%	32.9%	33.5%	13.2%	2.9%	(3003)	25.4%	74.6%	(3003)
	販売	21.1%	34.2%	30.4%	11.6%	2.7%	(1088)	23.3%	76.7%	(1088)
	サービス職業	19.1%	28.7%	35.0%	13.4%	3.7%	(811)	28.5%	71.5%	(811)
	保安職業	16.0%	35.8%	30.9%	14.8%	2.5%	(81)	32.1%	67.9%	(81)
	農林漁業	21.4%	28.6%	28.6%	21.4%	-	(14)	28.6%	71.4%	(14)
	生産工程	17.6%	30.9%	36.9%	12.6%	1.9%	(1061)	23.0%	77.0%	(1061)
	輸送・機械運転	18.0%	29.5%	35.0%	14.2%	3.3%	(183)	28.4%	71.6%	(183)
	建設・採掘	17.5%	28.9%	38.0%	12.7%	3.0%	(166)	28.3%	71.7%	(166)
	運搬・清掃・包装	14.3%	28.3%	40.2%	15.2%	2.0%	(244)	24.2%	75.8%	(244)
その他	19.3%	31.8%	35.0%	12.4%	1.5%	(274)	27.0%	73.0%	(274)	
職位	一般社員	18.8%	31.5%	34.0%	13.1%	2.6%	(6790)	25.1%	74.9%	(6790)
	主任・係長相当	17.2%	34.7%	33.3%	11.7%	3.1%	(1533)	27.4%	72.6%	(1533)
	課長代理相当（ライン職）	17.6%	38.3%	30.5%	12.5%	1.2%	(256)	29.7%	70.3%	(256)
	課長代理相当（スタッフ職）	18.7%	35.8%	29.5%	11.9%	4.1%	(193)	30.6%	69.4%	(193)
	課長相当（ライン職）	17.4%	36.3%	31.9%	12.5%	2.0%	(609)	26.3%	73.7%	(609)
	課長相当（スタッフ職）	18.5%	32.6%	33.1%	14.3%	1.5%	(519)	29.9%	70.1%	(519)
	部長相当（ライン職）	19.9%	32.7%	35.1%	9.1%	3.2%	(342)	24.3%	75.7%	(342)
	部長相当（スタッフ職）	15.5%	38.8%	30.7%	12.8%	2.1%	(335)	33.4%	66.6%	(335)
	支社長・事業部長相当	13.5%	35.1%	32.4%	16.2%	2.7%	(111)	31.5%	68.5%	(111)
役員相当	25.5%	30.3%	31.6%	10.6%	1.9%	(310)	28.4%	71.6%	(310)	
勤務時間制度	通常の勤務時間制度	18.7%	32.8%	33.4%	12.6%	2.5%	(7623)	25.0%	75.0%	(7623)
	フレックスタイム制	17.7%	35.3%	32.8%	12.0%	2.2%	(1617)	27.8%	72.2%	(1617)
	変形労働時間制	17.5%	31.4%	32.0%	16.6%	2.7%	(338)	32.2%	67.8%	(338)
	交替制	16.9%	29.0%	38.4%	13.3%	2.3%	(645)	31.0%	69.0%	(645)
	事業場外労働のみなし労働時間制	23.3%	41.1%	23.3%	9.6%	2.7%	(73)	30.1%	69.9%	(73)
	裁量労働制	20.0%	34.1%	31.2%	10.7%	3.9%	(205)	29.8%	70.2%	(205)
	管理監督者扱い	20.4%	32.7%	29.6%	15.4%	2.0%	(358)	33.5%	66.5%	(358)
その他	17.6%	35.3%	23.5%	17.6%	5.9%	(17)	23.5%	76.5%	(17)	
わからない	18.0%	15.6%	43.4%	9.8%	13.1%	(122)	16.4%	83.6%	(122)	

		Q43SQ_1 病気やケガの症状（複数回答）																		
		頭痛	めまい	動悸	不眠	心臓部痛・不整脈	高血圧	胃痛・腹痛	歯の痛み	せき・息苦しさ	手足のしびれ	関節痛	背中・腰・肩の痛み	からだ全体のだるさ	目の疲れ・乾き・充血	鼻炎・アレルギー症状	耳鳴り・聞こえにくい	たん・渴きなど喉の症	その他	(合計度数)
全体		27.0%	11.5%	8.4%	19.2%	5.4%	18.1%	15.1%	9.0%	6.1%	8.9%	15.6%	40.3%	24.1%	26.6%	18.1%	10.1%	5.6%	12.2%	(2894)
性別	男性	22.5%	9.2%	7.2%	17.6%	6.1%	23.1%	13.3%	8.5%	5.2%	8.6%	15.3%	38.0%	21.0%	23.0%	17.1%	9.9%	5.6%	11.9%	(1887)
	女性	35.5%	15.8%	10.6%	22.2%	3.9%	8.7%	18.5%	10.0%	7.8%	9.4%	16.2%	44.4%	30.0%	33.3%	20.1%	10.5%	5.8%	12.9%	(1007)
年齢層	20代	44.2%	18.1%	12.9%	24.5%	5.5%	4.7%	19.8%	12.4%	8.8%	5.8%	6.9%	28.6%	30.2%	24.2%	23.6%	10.2%	8.0%	12.1%	(364)
	30代	35.7%	10.9%	9.5%	22.5%	4.5%	6.6%	15.9%	11.8%	8.0%	6.2%	11.3%	35.9%	26.4%	22.5%	21.9%	6.6%	6.2%	13.2%	(515)
	40代	31.3%	13.9%	8.5%	18.9%	4.1%	16.8%	17.5%	9.0%	5.3%	7.8%	16.6%	44.2%	26.0%	26.0%	17.5%	10.0%	5.4%	11.2%	(703)
	50代	21.2%	9.9%	7.8%	19.3%	6.2%	24.3%	13.3%	6.5%	6.3%	11.5%	18.6%	46.5%	23.8%	30.9%	16.9%	12.0%	5.6%	11.7%	(810)
	60代	8.8%	6.6%	4.6%	12.4%	6.6%	31.5%	10.4%	7.8%	3.2%	11.2%	19.9%	37.5%	15.1%	26.3%	12.9%	11.0%	3.8%	13.5%	(502)
業種	農林漁業、鉱業、採石業、砂利採取業	53.3%	26.7%	6.7%	20.0%	6.7%	20.0%	6.7%	13.3%	13.3%	6.7%	13.3%	33.3%	13.3%	20.0%	20.0%	6.7%	6.7%	6.7%	(15)
	建設業	22.7%	10.5%	7.6%	11.6%	4.7%	20.3%	13.4%	7.6%	2.9%	7.6%	12.8%	40.1%	16.3%	22.1%	14.5%	9.3%	3.5%	12.2%	(172)
	製造業	25.5%	9.9%	6.6%	17.6%	5.6%	18.7%	13.1%	9.8%	5.9%	8.4%	16.0%	41.6%	19.7%	29.6%	16.9%	9.5%	5.3%	11.1%	(664)
	電気・ガス・熱供給・水道業	19.5%	7.3%	4.9%	17.1%	4.9%	14.6%	24.4%	7.3%	4.9%	4.9%	12.2%	31.7%	17.1%	24.4%	14.6%	17.1%	4.9%	9.8%	(41)
	情報通信業	25.6%	6.7%	8.1%	23.8%	4.0%	16.6%	15.2%	8.5%	8.5%	6.3%	13.5%	39.9%	22.0%	27.8%	18.8%	11.2%	7.2%	12.6%	(223)
	運輸業、郵便業	24.0%	11.7%	11.7%	20.8%	5.8%	21.4%	20.8%	7.1%	5.2%	10.4%	23.4%	47.4%	24.0%	26.0%	21.4%	11.7%	5.8%	7.1%	(154)
	卸売業、小売業	28.2%	14.5%	10.7%	16.0%	6.5%	14.5%	16.0%	9.9%	6.1%	10.3%	12.6%	40.5%	26.3%	31.3%	18.7%	8.8%	5.7%	13.7%	(262)
	金融業、保険業	29.1%	10.9%	8.5%	17.6%	4.2%	17.0%	18.2%	10.9%	6.7%	8.5%	20.6%	34.5%	30.3%	29.1%	20.0%	9.1%	3.6%	15.2%	(165)
	不動産業、物品賃貸業	20.0%	11.8%	5.9%	29.4%	3.5%	17.6%	16.5%	16.5%	7.1%	11.8%	11.8%	36.5%	27.1%	32.9%	16.5%	8.2%	4.7%	9.4%	(85)
	学術研究、専門・技術サービス業	25.6%	15.4%	5.1%	17.9%	2.6%	16.7%	16.7%	7.7%	7.7%	9.0%	16.7%	48.7%	20.5%	32.1%	16.7%	6.4%	5.1%	12.8%	(78)
	宿泊業、飲食サービス業	31.4%	19.6%	13.7%	23.5%	9.8%	23.5%	25.5%	9.8%	7.8%	11.8%	9.8%	47.1%	25.5%	32.5%	13.7%	5.9%	9.8%	13.7%	(51)
	生活関連サービス業、娯楽業	25.0%	12.5%	8.8%	22.5%	6.3%	22.5%	13.8%	11.3%	10.0%	6.3%	13.8%	41.3%	28.7%	18.8%	22.5%	5.0%	6.3%	2.5%	(80)
	教育、学習支援業	27.0%	9.5%	7.3%	14.6%	5.1%	19.7%	10.2%	4.4%	4.4%	8.8%	15.3%	36.5%	17.5%	19.7%	19.0%	10.9%	8.8%	15.3%	(137)
	医療、福祉	37.5%	13.5%	5.3%	19.2%	5.8%	16.3%	13.9%	8.7%	5.8%	9.6%	18.8%	45.2%	29.8%	28.4%	20.2%	8.2%	4.3%	10.1%	(208)
	複合サービス業	42.9%	21.4%	7.1%	21.4%	10.7%	17.9%	10.7%	7.1%	7.1%	14.3%	17.9%	25.0%	14.3%	17.9%	10.7%	10.7%	14.3%	(28)	
	その他サービス業	24.2%	13.7%	10.6%	21.1%	5.3%	15.9%	13.7%	6.6%	7.9%	9.7%	15.0%	35.2%	27.3%	27.8%	18.1%	10.6%	8.4%	12.3%	(227)
公務	27.3%	10.9%	7.7%	22.4%	4.4%	18.6%	14.8%	9.8%	3.8%	10.4%	16.9%	36.6%	30.6%	28.4%	16.9%	15.8%	2.7%	18.0%	(183)	
その他	29.8%	10.7%	16.5%	24.0%	6.6%	21.5%	19.0%	9.1%	5.0%	9.1%	12.4%	45.5%	32.2%	32.2%	19.8%	14.9%	5.8%	16.5%	(121)	
従業員規模	9人以下	27.4%	15.6%	9.7%	19.9%	6.5%	12.9%	16.7%	10.2%	7.0%	9.1%	13.4%	44.6%	23.7%	26.3%	21.5%	11.8%	6.5%	10.2%	(186)
	10～99人	26.2%	12.1%	8.2%	16.3%	6.9%	17.5%	14.7%	8.7%	5.4%	9.8%	15.8%	41.5%	24.4%	27.0%	17.6%	9.7%	5.4%	12.5%	(755)
	100～499人	28.2%	11.7%	8.8%	20.3%	5.2%	19.4%	16.5%	11.0%	6.9%	8.7%	15.0%	40.2%	26.6%	26.1%	16.9%	10.6%	6.1%	11.3%	(635)
	500～999人	29.0%	15.1%	9.1%	17.9%	6.0%	17.1%	17.5%	9.9%	4.4%	8.7%	12.7%	38.9%	24.6%	28.6%	15.9%	9.9%	4.0%	11.9%	(252)
	1,000人以上	25.0%	8.7%	7.5%	20.5%	4.0%	20.0%	13.4%	7.2%	5.8%	7.8%	16.5%	38.3%	22.0%	24.4%	18.7%	9.6%	5.5%	12.7%	(919)
わからない	34.0%	14.3%	9.5%	23.1%	4.1%	12.2%	15.6%	10.2%	10.2%	11.6%	19.0%	43.5%	25.2%	36.7%	21.8%	12.2%	6.8%	15.0%	(147)	
職種	管理的職業	20.4%	10.2%	7.9%	14.7%	6.6%	27.2%	14.1%	7.7%	3.6%	9.1%	12.9%	37.7%	20.2%	24.7%	16.8%	9.8%	4.3%	12.3%	(559)
	専門的・技術的職業	27.5%	9.1%	7.0%	19.4%	5.0%	17.0%	13.2%	8.2%	7.0%	7.7%	11.9%	36.6%	19.2%	24.2%	16.8%	8.6%	5.5%	12.0%	(582)
	事務	32.0%	13.8%	10.5%	22.2%	4.3%	13.4%	17.1%	9.2%	7.3%	8.9%	16.4%	39.8%	28.9%	31.5%	19.7%	10.9%	5.0%	14.2%	(762)
	販売	23.6%	13.4%	8.7%	17.7%	5.5%	13.8%	15.7%	10.6%	6.3%	11.0%	13.0%	41.7%	27.2%	27.6%	19.7%	10.2%	7.5%	10.6%	(254)
	サービス職業	29.0%	13.0%	8.7%	23.8%	5.6%	14.7%	14.3%	11.3%	6.9%	8.7%	15.6%	42.0%	27.7%	24.7%	19.5%	8.7%	6.9%	12.1%	(231)
	保安職業	26.9%	15.4%	3.8%	19.2%	7.7%	30.8%	7.7%	3.8%	3.8%	7.7%	34.6%	46.2%	30.8%	19.2%	15.4%	15.4%	3.8%	11.5%	(26)
	農林漁業	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	25.0%	25.0%	0.0%	0.0%	(4)
	生産工程	29.9%	10.7%	6.1%	16.0%	4.0%	17.6%	15.2%	8.2%	5.3%	6.1%	20.1%	46.3%	21.7%	21.7%	16.8%	10.7%	7.4%	11.5%	(244)
	輸送・機械運転	25.0%	9.6%	13.5%	21.2%	13.5%	28.8%	19.2%	13.5%	11.5%	11.5%	30.8%	48.1%	30.8%	26.9%	23.1%	7.7%	9.6%	5.8%	(52)
	建設・採掘	23.4%	10.6%	6.4%	17.0%	4.3%	23.4%	23.4%	14.9%	0.0%	14.9%	17.0%	46.8%	23.4%	34.0%	23.4%	17.0%	2.1%	8.5%	(47)
	運搬・清掃・包装	22.0%	10.2%	6.8%	15.3%	5.1%	22.0%	15.3%	5.1%	6.8%	11.9%	25.4%	49.2%	23.7%	27.1%	18.6%	5.1%	6.8%	1.7%	(59)
その他	25.7%	10.8%	6.8%	25.7%	4.1%	14.9%	12.2%	10.8%	5.4%	10.8%	25.7%	44.6%	23.0%	25.7%	9.5%	17.6%	5.4%	17.6%	(74)	
職位	一般社員	30.2%	12.5%	8.3%	20.9%	5.1%	13.8%	16.2%	10.0%	6.4%	8.7%	16.7%	40.4%	25.9%	27.5%	18.8%	10.6%	6.3%	12.4%	(1706)
	主任・係長相当	26.4%	9.8%	9.0%	21.4%	4.5%	20.0%	16.2%	6.7%	7.6%	9.3%	15.5%	44.8%	26.2%	26.2%	17.6%	7.9%	4.8%	11.0%	(420)
	課長代理相当（ライン職）	22.4%	9.2%	9.2%	21.1%	3.9%	18.4%	11.8%	2.6%	5.3%	3.9%	10.5%	38.2%	21.1%	17.1%	21.1%	11.8%	3.9%	15.8%	(76)
	課長代理相当（スタッフ職）	28.8%	11.9%	16.9%	20.3%	10.2%	22.0%	11.9%	13.6%	5.1%	13.6%	10.2%	44.1%	20.3%	35.6%	20.3%	15.3%	5.1%	11.9%	(59)
	課長相当（ライン職）	23.1%	9.4%	7.5%	16.3%	3.1%	21.9%	14.4%	9.4%	6.9%	6.3%	13.8%	35.0%	20.6%	23.1%	16.9%	8.1%	3.8%	14.4%	(160)
	課長相当（スタッフ職）	17.4%	11.6%	7.1%	12.9%	4.5%	27.1%	11.6%	8.4%	3.9%	11.6%	12.9%	35.5%	21.9%	25.8%	15.5%	11.6%	5.2%	11.0%	(155)
	部長相当（ライン職）	16.9%	10.8%	9.6%	12.0%	6.0%	26.5%	18.1%	10.8%	2.4%	6.0%	9.6%	38.6%	18.1%	32.5%	15.7%	10.8%	3.6%	8.4%	(83)
	部長相当（スタッフ職）	19.6%	9.8%	6.3%	8.9%	9.8%	37.5%	8.9%	6.3%	1.8%	13.4%	14.3%	36.6%	17.0%	21.4%	14.3%	9.8%	4.5%	12.5%	(112)
支社長・事業部長相当	25.7%	11.4%	8.6%	11.4%	8.6%	31.4%	14.3%	8.6%	5.7%	11.4%	17.1%	42.9%	14.3%	20.0%	11.4%	8.6%	8.6%	14.3%	(35)	
役員相当	13.6%	9.1%	5.7%	13.6%	10.2%	29.5%	6.8%	5.7%	5.7%	8.0%	17.0%	37.5%	13.6%	23.9%	19.3%	9.1%	4.5%	12.5%	(88)	
勤務時間制度	通常の勤務時間制度	27.3%	12.3%	8.5%	19.3%	5.2%	16.6%	14.8%	9.4%	6.0%	8.8%	16.2%	39.7%	25.1%	27.3%	18.5%	10.8%	5.4%	12.6%	(1909)
	フレックスタイム制	27.2%	11.4%	9.1%	18.3%	5.1%	20.0%	14.9%	8.7%	5.6%	8.2%	14.5%	37.0%	20.3%	26.3%	15.8%	9.6%	5.3%	9.8%	(449)
	変形労働時間制	30.3%	12.8%	10.1%	19.3%	7.3%	21.1%	20.2%	10.1%	8.3%	11.0%	9.2%	41.3%	26.6%	21.1%	18.3%	8.3%	10.1%	12.8%	(109)
	交替制	26.5%	6.5%	6.5%	19.5%	5.0%	20.0%	14.0%	8.0%	4.5%	7.0%	17.5%	47.5%	28.5%	25.0%	18.0%	9.0%	6.0%	14.0%	(200)
	事業場外労働のみなし労働時間制	18.2%	9.1%	0.0%	13.6%	9.1%	22.7%	18.2%	9.1%	13.6%	9.1%	36.4%	54.5%	18.2%	40.9%	27.3%	13.6%	4.5%	13.6%	(22)
	裁量労働制	26.2%	6.6%	11.5%	16.4%	6.6%	18.0%	21.3%	3.3%	9.8%	11.5%	11.5%	50.8%	18.0%	21.3%	18.0%	4.9%	6.6%	6.6%	(61)
	管理監督者扱い その他	20.0%	7.5%	4.2%	23.3%	6.7%	30.8%	13.3%	7.5%	5.8%	12.5%	11.7%	41.7%	16.7%	24.2%	15.8%	7.5%	5.8%	15.0%	(120)
わからない	35.0%	20.0%	5.0%	20.0%	0.0%	0.0%	15.0%	10.0%	15.0%	10.0%	10.0%	35.0%	30.0%	15.0%	30.0%	10.0%	5.0%	10.0%	(20)	

		Q44 通院・服薬の有無					Q45 身長・体重				Q46 過去1年間の定期健康診断または人間ドックの受診			Q46S01 直近の健康診断または人間ドックの結果に異常の有無		
		通院治療を受けている	日常的に服薬している	その他	い通院・服薬をしていない (合計度数)	(合計度数)	身長(平均・cm)	(合計度数)	体重(平均・kg)	(合計度数)	受診した	受診していない	(合計度数)	なかった	あった	(合計度数)
全体		22.7%	17.2%	0.4%	68.2%	(10998)	166.6	(10986)	62.6	(10988)	77.3%	22.7%	(10998)	59.5%	40.5%	(8503)
性別	男性	23.2%	17.2%	0.3%	68.0%	(7105)	171.1	(7098)	68.1	(7101)	78.6%	21.4%	(7105)	57.4%	42.6%	(5585)
	女性	21.9%	17.1%	0.5%	68.5%	(3893)	158.4	(3888)	52.6	(3887)	75.0%	25.0%	(3893)	63.6%	36.4%	(2918)
年齢層	20代	12.4%	13.3%	0.5%	78.7%	(1932)	165.5	(1932)	58.6	(1930)	63.8%	36.2%	(1932)	74.2%	25.8%	(1232)
	30代	14.9%	12.6%	0.2%	78.0%	(2395)	167.5	(2392)	63.1	(2393)	71.0%	29.0%	(2395)	68.3%	31.7%	(1701)
	40代	20.1%	15.6%	0.3%	71.6%	(2849)	167.0	(2845)	63.7	(2845)	80.5%	19.5%	(2849)	59.1%	40.9%	(2293)
	50代	32.4%	21.6%	0.3%	57.6%	(2431)	166.4	(2428)	63.6	(2430)	85.1%	14.9%	(2431)	49.7%	50.3%	(2068)
	60代	39.1%	26.0%	0.7%	48.0%	(1391)	166.1	(1389)	63.7	(1390)	86.9%	13.1%	(1391)	50.0%	50.0%	(1209)
業種	農林漁業、鉱業、採石業、砂利採取業	27.3%	27.3%	2.3%	59.1%	(44)	167.5	(44)	68.2	(44)	68.2%	31.8%	(44)	66.7%	33.3%	(30)
	建設業	22.2%	17.8%	0.6%	67.0%	(634)	166.2	(634)	63.6	(633)	79.0%	21.0%	(634)	59.3%	40.7%	(501)
	製造業	19.8%	15.4%	0.3%	71.7%	(2762)	167.9	(2760)	63.6	(2761)	79.2%	20.8%	(2762)	61.2%	38.8%	(2188)
	電気・ガス・熱供給・水道業	21.7%	18.5%	0.0%	67.2%	(189)	168.8	(188)	65.4	(189)	82.5%	17.5%	(189)	65.4%	34.6%	(156)
	情報通信業	25.2%	18.2%	0.2%	66.5%	(905)	168.1	(905)	64.8	(904)	78.8%	21.2%	(905)	59.9%	40.1%	(713)
	運輸業、郵便業	20.5%	16.6%	0.0%	70.8%	(616)	168.8	(615)	65.0	(615)	76.8%	23.2%	(616)	63.8%	36.2%	(473)
	卸売業、小売業	22.3%	16.7%	0.6%	68.2%	(1096)	165.9	(1096)	61.2	(1095)	73.8%	26.2%	(1096)	59.2%	40.8%	(809)
	金融業、保険業	23.5%	17.5%	0.3%	66.8%	(633)	164.9	(630)	60.4	(631)	83.6%	16.4%	(633)	58.6%	41.4%	(529)
	不動産業、物品賃貸業	26.8%	18.4%	0.0%	66.3%	(261)	166.6	(261)	62.1	(260)	74.3%	25.7%	(261)	54.6%	45.4%	(194)
	学術研究、専門・技術サービス業	23.7%	16.2%	0.0%	67.6%	(253)	166.0	(253)	62.1	(253)	71.1%	28.9%	(253)	53.3%	46.7%	(180)
	宿泊業、飲食サービス業	17.9%	13.3%	0.5%	74.4%	(195)	165.7	(195)	61.5	(195)	69.2%	30.8%	(195)	67.4%	32.6%	(135)
	生活関連サービス業、娯楽業	20.7%	14.2%	0.8%	71.3%	(261)	165.6	(259)	59.3	(261)	64.4%	35.6%	(261)	59.5%	40.5%	(168)
	教育、学習支援業	25.6%	23.3%	0.0%	62.4%	(450)	164.5	(450)	60.4	(449)	81.3%	18.7%	(450)	56.3%	43.7%	(366)
	医療、福祉	22.5%	16.9%	0.4%	68.1%	(775)	162.6	(775)	58.1	(775)	72.1%	27.9%	(775)	62.6%	37.4%	(559)
複合サービス業	25.6%	24.4%	0.0%	61.0%	(82)	165.6	(82)	62.8	(82)	70.7%	29.3%	(82)	56.9%	43.1%	(58)	
その他サービス業	24.1%	16.5%	0.6%	67.3%	(850)	166.1	(847)	63.1	(849)	75.2%	24.8%	(850)	54.6%	45.4%	(639)	
公務	28.8%	19.3%	0.6%	63.1%	(631)	167.6	(631)	64.3	(631)	84.2%	15.8%	(631)	56.3%	43.7%	(531)	
その他	26.9%	20.2%	0.6%	62.6%	(361)	165.6	(361)	62.4	(361)	75.9%	24.1%	(361)	57.3%	42.7%	(274)	
従業員規模	9人以下	20.3%	15.8%	0.8%	69.4%	(772)	164.7	(772)	61.1	(772)	54.5%	45.5%	(772)	62.7%	37.3%	(421)
	10～99人	22.3%	17.1%	0.5%	68.1%	(2793)	166.1	(2788)	62.5	(2792)	74.4%	25.6%	(2793)	60.4%	39.6%	(2078)
	100～499人	23.3%	17.6%	0.3%	67.8%	(2325)	166.9	(2322)	63.0	(2324)	78.8%	21.2%	(2325)	59.4%	40.6%	(1831)
	500～999人	22.7%	19.8%	0.2%	65.9%	(956)	167.0	(955)	62.7	(953)	81.8%	18.2%	(956)	62.1%	37.9%	(782)
	1,000人以上	24.0%	17.4%	0.2%	67.7%	(3551)	167.6	(3548)	63.3	(3546)	84.7%	15.3%	(3551)	57.4%	42.6%	(3006)
	わからない	18.6%	12.1%	0.3%	74.5%	(601)	163.6	(601)	59.7	(601)	64.1%	35.9%	(601)	63.1%	36.9%	(385)
職種	管理的職業	28.4%	19.7%	0.1%	61.5%	(1958)	169.2	(1957)	66.4	(1957)	86.3%	13.7%	(1958)	53.5%	46.5%	(1689)
	専門的・技術的職業	22.7%	17.8%	0.4%	67.7%	(2115)	168.2	(2112)	64.1	(2114)	77.0%	23.0%	(2115)	58.9%	41.1%	(1629)
	事務	22.6%	17.3%	0.5%	68.6%	(3003)	162.6	(2998)	57.7	(2996)	77.4%	22.6%	(3003)	61.7%	38.3%	(2323)
	販売	18.8%	15.9%	0.4%	72.2%	(1088)	167.9	(1088)	63.5	(1088)	73.3%	26.7%	(1088)	60.2%	39.8%	(797)
	サービス職業	21.7%	15.7%	0.2%	70.7%	(811)	164.9	(809)	61.1	(811)	69.5%	30.5%	(811)	62.8%	37.2%	(564)
	保安職業	33.3%	17.3%	0.0%	64.2%	(81)	169.1	(81)	70.2	(81)	87.7%	12.3%	(81)	57.7%	42.3%	(71)
	農林漁業	28.6%	21.4%	0.0%	64.3%	(14)	168.1	(14)	69.1	(14)	57.1%	42.9%	(14)	75.0%	25.0%	(8)
	生産工程	17.1%	13.9%	0.5%	74.6%	(1061)	168.1	(1060)	64.1	(1061)	74.6%	25.4%	(1061)	62.8%	37.2%	(791)
	輸送・機械運転	19.1%	14.8%	0.0%	72.1%	(183)	170.4	(183)	68.0	(183)	74.9%	25.1%	(183)	73.0%	27.0%	(137)
	建設・採掘	20.5%	15.7%	0.6%	69.9%	(166)	170.0	(166)	67.4	(165)	75.3%	24.7%	(166)	66.4%	33.6%	(125)
	運搬・清掃・包装	22.1%	16.4%	0.0%	69.3%	(244)	169.7	(244)	66.3	(244)	66.8%	33.2%	(244)	60.7%	39.3%	(163)
	その他	25.5%	17.9%	1.5%	63.1%	(274)	164.7	(274)	61.4	(274)	75.2%	24.8%	(274)	52.4%	47.6%	(206)
職位	一般社員	20.6%	15.7%	0.5%	70.8%	(6790)	165.2	(6782)	60.7	(6782)	72.3%	27.7%	(6790)	62.9%	37.1%	(4909)
	主任・係長相当	24.1%	18.3%	0.3%	66.9%	(1533)	168.2	(1533)	64.8	(1532)	84.2%	15.8%	(1533)	58.3%	41.7%	(1291)
	課長代理相当(ライン職)	22.7%	18.8%	0.0%	67.2%	(256)	169.2	(256)	65.8	(256)	87.9%	12.1%	(256)	57.8%	42.2%	(225)
	課長代理相当(スタッフ職)	24.9%	24.9%	0.5%	61.7%	(193)	168.7	(193)	67.4	(192)	87.0%	13.0%	(193)	48.2%	51.8%	(168)
	課長相当(ライン職)	23.8%	16.1%	0.2%	67.5%	(609)	169.2	(608)	66.6	(609)	89.3%	10.7%	(609)	52.0%	48.0%	(544)
	課長相当(スタッフ職)	29.7%	19.1%	0.2%	61.5%	(519)	169.1	(519)	66.4	(519)	88.1%	11.9%	(519)	56.5%	43.5%	(457)
	部長相当(ライン職)	25.4%	21.1%	0.0%	64.0%	(342)	169.4	(340)	64.9	(342)	87.1%	12.9%	(342)	52.3%	47.7%	(298)
	部長相当(スタッフ職)	34.3%	24.8%	0.3%	53.1%	(335)	169.5	(334)	66.9	(335)	85.7%	14.3%	(335)	48.8%	51.2%	(287)
	支社長・事業部長相当	27.9%	20.7%	0.0%	61.3%	(111)	169.4	(111)	67.1	(111)	82.9%	17.1%	(111)	51.1%	48.9%	(92)
役員相当	30.0%	22.3%	0.3%	57.1%	(310)	168.4	(310)	66.3	(310)	74.8%	25.2%	(310)	53.9%	46.1%	(232)	
勤務時間制度	通常の勤務時間制度	21.9%	16.9%	0.4%	69.3%	(7623)	166.1	(7613)	62.0	(7617)	76.0%	24.0%	(7623)	60.4%	39.6%	(5796)
	フレックスタイム制	23.7%	17.7%	0.2%	65.9%	(1617)	168.0	(1617)	64.0	(1615)	82.6%	17.4%	(1617)	58.1%	41.9%	(1335)
	変形労働時間制	26.0%	18.0%	0.3%	63.0%	(338)	167.5	(338)	63.9	(337)	77.8%	22.2%	(338)	62.0%	38.0%	(263)
	交替制	24.0%	16.0%	0.8%	68.1%	(645)	165.7	(645)	62.4	(644)	79.1%	20.9%	(645)	58.8%	41.2%	(510)
	事業場外労働のみなし労働時間制	24.7%	16.4%	0.0%	65.8%	(73)	168.1	(72)	64.4	(73)	79.5%	20.5%	(73)	55.2%	44.8%	(58)
	裁量労働制	22.4%	16.6%	0.5%	67.8%	(205)	169.0	(205)	65.3	(205)	84.4%	15.6%	(205)	51.4%	48.6%	(173)
	管理監督者扱い	34.1%	23.7%	0.0%	57.5%	(358)	168.8	(358)	66.2	(358)	84.4%	15.6%	(358)	53.3%	46.7%	(302)
その他	23.5%	35.3%	0.0%	58.8%	(17)	161.8	(17)	56.7	(17)	58.8%	41.2%	(17)	40.0%	60.0%	(10)	
わからない	13.1%	7.4%	0.0%	79.5%	(122)	166.7	(121)	64.3	(122)	45.9%	54.1%	(122)	69.6%	30.4%	(56)	

		046sq2 異常のあった項目 (続く)																
		BMI	体脂肪率	質コレステロール(脂)	血糖	たんぱく	血圧	γ-GTP	尿酸	脳・心臓など循環器系	肺など呼吸器系	胃・腸など消化器系	腎臓など尿機能系	肝臓など他内臓系	血液など免疫系	視力	聴力	婦人科系
全体		22.9%	22.9%	41.0%	13.7%	2.0%	22.7%	13.2%	11.7%	5.8%	2.6%	11.0%	5.9%	11.5%	5.7%	11.8%	5.5%	4.2%
性別	男性	25.6%	27.6%	42.7%	16.3%	2.3%	26.7%	17.1%	15.9%	5.6%	2.7%	10.0%	5.2%	13.6%	3.7%	10.4%	6.0%	0.0%
	女性	16.8%	12.4%	37.1%	7.8%	1.5%	13.7%	4.3%	2.2%	6.1%	2.2%	13.1%	7.4%	6.7%	10.4%	15.1%	4.3%	13.6%
年齢層	20代	23.0%	14.5%	25.8%	6.3%	1.9%	10.4%	5.7%	5.7%	6.3%	1.9%	3.1%	6.9%	10.4%	7.9%	16.0%	4.1%	3.8%
	30代	22.4%	21.3%	36.9%	8.5%	2.2%	12.6%	12.6%	11.3%	4.6%	2.0%	11.7%	5.2%	13.5%	8.1%	11.1%	3.0%	3.3%
	40代	23.1%	26.8%	40.3%	12.0%	1.9%	20.3%	13.1%	13.5%	4.3%	2.6%	11.9%	4.6%	12.2%	6.0%	11.5%	3.3%	6.4%
	50代	22.5%	22.8%	44.9%	16.1%	2.0%	27.3%	14.8%	10.9%	6.0%	2.2%	12.0%	6.8%	11.9%	4.2%	11.7%	7.3%	4.7%
	60代	23.7%	23.0%	47.2%	20.5%	2.2%	34.1%	14.9%	13.7%	8.4%	4.0%	11.3%	6.3%	8.3%	4.6%	10.9%	8.8%	0.8%
業種	農林漁業、鉱業、採石業、砂利採取業	30.0%	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%	10.0%	0.0%	0.0%	10.0%	0.0%	20.0%	0.0%	30.0%	0.0%	20.0%
	建設業	29.4%	32.8%	44.1%	17.6%	3.4%	25.0%	9.3%	13.2%	5.9%	2.9%	8.3%	5.9%	11.3%	5.4%	12.7%	5.9%	0.5%
	製造業	23.0%	22.4%	39.8%	14.7%	2.0%	25.3%	15.0%	12.1%	4.5%	2.5%	10.1%	5.5%	12.0%	5.3%	10.1%	6.2%	2.9%
	電気・ガス・熱供給・水道業	27.8%	18.5%	33.3%	7.4%	0.0%	13.0%	9.3%	13.0%	7.4%	0.0%	16.7%	7.4%	9.3%	7.4%	13.0%	1.9%	1.9%
	情報通信業	24.8%	28.0%	42.7%	11.9%	0.3%	17.8%	12.6%	10.5%	5.2%	2.4%	10.1%	5.9%	12.9%	4.5%	12.2%	3.8%	4.9%
	運輸業、郵便業	19.9%	22.2%	40.9%	16.4%	3.5%	30.4%	20.5%	14.0%	4.7%	2.3%	7.6%	4.7%	12.9%	4.1%	12.3%	7.6%	2.3%
	卸売業、小売業	20.6%	22.1%	35.8%	10.6%	1.2%	20.3%	14.2%	14.2%	7.0%	3.0%	10.3%	3.9%	11.2%	5.2%	12.1%	5.8%	6.4%
	金融業、保険業	21.5%	19.2%	42.0%	12.8%	2.9%	19.6%	14.2%	8.7%	7.8%	5.5%	15.1%	7.3%	11.4%	6.4%	15.5%	3.2%	7.3%
	不動産業、物品賃貸業	30.7%	19.3%	43.2%	13.6%	2.3%	17.0%	13.6%	11.4%	4.5%	3.4%	9.1%	4.5%	15.9%	5.7%	10.2%	2.3%	6.8%
	学術研究、専門・技術サービス業	22.6%	25.0%	45.2%	13.1%	1.2%	17.9%	10.7%	8.3%	7.1%	2.4%	14.3%	6.0%	13.1%	8.3%	9.5%	6.0%	4.8%
	宿泊業、飲食サービス業	15.9%	25.0%	47.7%	6.8%	2.3%	18.2%	11.4%	20.5%	2.3%	2.3%	11.4%	4.5%	15.9%	4.5%	11.4%	4.5%	2.3%
	生活関連サービス業、娯楽業	14.7%	14.7%	35.3%	13.2%	2.9%	22.1%	8.8%	10.3%	8.8%	0.0%	17.6%	2.9%	13.2%	7.4%	10.3%	2.9%	4.4%
	教育、学習支援業	13.8%	13.8%	38.8%	13.8%	0.0%	20.6%	8.1%	9.4%	9.4%	0.6%	16.9%	6.3%	6.9%	10.0%	11.9%	5.6%	7.5%
	医療、福祉	23.9%	23.9%	50.2%	12.0%	1.9%	22.5%	10.0%	8.6%	6.7%	2.4%	11.5%	5.7%	10.5%	4.3%	9.6%	7.7%	6.2%
	複合サービス業	12.0%	24.0%	36.0%	20.0%	20.0%	16.0%	4.0%	0.0%	4.0%	4.0%	8.0%	16.0%	8.0%	12.0%	16.0%	12.0%	0.0%
その他サービス業	21.0%	22.1%	37.9%	15.2%	2.1%	25.5%	12.4%	12.4%	5.5%	3.1%	9.7%	5.2%	10.3%	5.2%	10.0%	5.5%	3.8%	
公務	27.6%	22.0%	43.5%	13.8%	2.6%	25.0%	15.1%	12.9%	5.6%	1.7%	10.8%	8.2%	11.2%	7.3%	12.9%	4.7%	2.2%	
その他	27.4%	28.2%	41.9%	13.7%	1.7%	21.4%	12.8%	10.3%	4.3%	1.7%	11.1%	10.3%	7.7%	6.0%	20.5%	6.0%	4.3%	
従業員規模	9人以下	26.1%	22.9%	46.5%	13.4%	2.5%	22.3%	7.6%	6.4%	8.9%	2.5%	10.2%	4.5%	5.7%	7.0%	14.0%	7.6%	3.8%
	10～99人	22.1%	24.9%	39.4%	14.7%	1.7%	21.8%	13.7%	12.2%	7.2%	2.8%	11.3%	6.3%	11.2%	6.0%	10.7%	6.6%	3.9%
	100～499人	25.3%	24.8%	43.3%	15.1%	1.6%	23.7%	15.2%	11.6%	5.7%	2.7%	10.5%	5.0%	13.1%	5.7%	11.6%	5.2%	3.9%
	500～999人	17.6%	18.2%	40.5%	15.9%	1.4%	23.3%	16.2%	10.8%	7.4%	2.7%	9.5%	3.4%	8.1%	6.1%	11.1%	3.7%	4.4%
	1,000人以上	23.8%	22.3%	41.8%	12.1%	2.8%	23.3%	12.3%	12.9%	4.3%	2.4%	11.6%	6.6%	12.0%	5.1%	12.6%	4.9%	4.1%
わからない	14.8%	16.9%	26.1%	9.9%	0.0%	16.9%	6.3%	6.3%	4.2%	1.4%	9.9%	7.7%	13.4%	8.5%	12.0%	7.0%	8.5%	
職種	管理的職業	25.3%	27.0%	43.5%	17.0%	1.5%	27.9%	15.9%	15.4%	6.9%	3.2%	12.1%	5.2%	11.6%	4.3%	8.3%	6.2%	3.4%
	専門的・技術的職業	24.0%	24.9%	41.3%	14.0%	1.5%	23.6%	14.8%	14.6%	6.0%	1.9%	13.1%	4.8%	11.5%	5.4%	11.6%	5.7%	3.4%
	事務	22.8%	17.6%	39.7%	9.8%	2.5%	17.9%	9.7%	6.3%	7.0%	2.0%	10.8%	7.5%	11.0%	7.9%	16.3%	4.4%	7.0%
	販売	20.2%	22.7%	39.1%	12.3%	2.8%	18.9%	13.2%	12.6%	2.5%	3.5%	7.6%	4.7%	15.1%	5.7%	10.1%	4.1%	5.0%
	サービス職業	18.1%	23.3%	43.8%	10.0%	1.9%	21.9%	11.0%	11.0%	4.3%	1.9%	11.9%	5.7%	10.5%	4.8%	8.6%	4.8%	4.3%
	保安職業	40.0%	40.0%	40.0%	6.7%	3.3%	26.7%	16.7%	33.3%	3.3%	3.3%	10.0%	3.3%	13.3%	10.0%	16.7%	6.7%	3.3%
	農林漁業	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100.0%	50.0%	0.0%
	生産工程	22.1%	23.1%	37.1%	17.3%	2.0%	23.1%	12.9%	9.9%	4.4%	3.1%	9.2%	5.4%	11.2%	5.1%	9.5%	6.1%	1.0%
	輸送・機械運転	32.4%	29.7%	54.1%	21.6%	8.1%	40.5%	24.3%	10.8%	5.4%	2.7%	2.7%	5.4%	2.7%	8.1%	10.8%	13.5%	0.0%
	建設・採掘	21.4%	38.1%	47.6%	19.0%	4.8%	28.6%	9.5%	21.4%	0.0%	2.4%	2.4%	4.8%	7.1%	4.8%	14.3%	9.5%	0.0%
運搬・清掃・包装	17.2%	20.3%	40.6%	21.9%	0.0%	25.0%	17.2%	10.9%	6.3%	1.6%	7.8%	3.1%	7.8%	1.6%	14.1%	4.7%	0.0%	
その他	12.2%	10.2%	35.7%	12.2%	1.0%	19.4%	11.2%	5.1%	5.1%	4.1%	13.3%	12.2%	11.2%	5.1%	15.3%	7.1%	3.1%	
職位	一般社員	21.1%	20.3%	38.6%	12.1%	2.4%	19.0%	10.9%	9.3%	5.0%	2.2%	9.2%	6.2%	10.1%	6.3%	13.9%	6.0%	4.9%
	主任・係長相当	24.2%	24.7%	45.4%	12.1%	1.5%	25.3%	15.2%	11.9%	5.4%	2.6%	14.5%	6.1%	15.8%	6.3%	10.0%	3.3%	3.3%
	課長代理相当(ライン職)	29.5%	21.1%	40.0%	15.8%	6.3%	24.2%	12.6%	13.7%	7.4%	1.1%	9.5%	7.4%	11.6%	4.2%	9.5%	6.3%	3.2%
	課長代理相当(スタッフ職)	23.0%	31.0%	42.5%	13.8%	1.1%	25.3%	20.7%	11.5%	9.2%	2.3%	14.9%	8.0%	17.2%	4.6%	14.9%	5.7%	6.9%
	課長相当(ライン職)	24.9%	28.4%	41.4%	13.4%	1.5%	20.7%	16.1%	18.8%	4.6%	5.0%	12.6%	3.4%	12.6%	4.6%	9.6%	3.8%	5.7%
	課長相当(スタッフ職)	28.6%	24.1%	46.7%	17.6%	1.0%	28.1%	15.6%	15.6%	8.0%	2.0%	12.6%	5.0%	9.5%	4.0%	8.5%	3.5%	2.5%
	部長相当(ライン職)	21.1%	26.1%	45.8%	15.5%	1.4%	33.8%	17.6%	15.5%	4.9%	4.2%	14.1%	4.9%	9.9%	2.1%	9.9%	4.9%	2.8%
	部長相当(スタッフ職)	23.1%	25.9%	40.8%	19.7%	2.0%	32.0%	15.6%	13.6%	7.5%	3.4%	11.6%	6.1%	10.2%	7.5%	7.5%	9.5%	1.4%
	支社長・事業部長相当	31.1%	28.9%	51.1%	31.1%	2.2%	33.3%	17.8%	26.7%	11.1%	2.2%	6.7%	2.2%	17.8%	4.4%	4.4%	2.2%	0.0%
役員相当	25.2%	26.2%	38.3%	21.5%	0.0%	31.8%	13.1%	11.2%	11.2%	1.9%	11.2%	5.6%	9.3%	4.7%	8.4%	11.2%	1.9%	
勤務時間制度	通常の勤務時間制度	22.8%	22.6%	40.5%	13.8%	2.2%	22.1%	12.6%	10.4%	5.7%	2.6%	9.9%	6.4%	11.6%	6.5%	12.5%	5.7%	4.5%
	フレックスタイム制	24.2%	25.2%	43.8%	13.6%	1.4%	22.7%	13.4%	16.6%	4.5%	2.7%	12.2%	4.8%	9.8%	4.3%	10.4%	4.1%	4.1%
	変形労働時間制	22.0%	22.0%	36.0%	18.0%	3.0%	28.0%	16.0%	12.0%	9.0%	2.0%	10.0%	4.0%	12.0%	3.0%	11.0%	0.0%	4.0%
	交替制	22.4%	23.8%	40.5%	11.9%	2.4%	23.3%	15.7%	11.0%	6.2%	1.9%	14.3%	3.8%	11.0%	4.3%	10.0%	8.6%	3.3%
	事業場外労働のみなし労働時間制	19.2%	23.1%	38.5%	19.2%	0.0%	11.5%	7.7%	19.2%	15.4%	3.8%	19.2%	0.0%	15.4%	3.8%	15.4%	15.4%	0.0%
	裁量労働制	22.6%	21.4%	50.0%	6.0%	0.0%	21.4%	13.1%	10.7%	1.2%	3.6%	20.2%	6.0%	7.1%	1.2%	15.5%	2.4%	3.6%
	管理監督者扱い	24.8%	20.6%	38.3%	15.6%	1.4%	31.9%	18.4%	14.2%	9.9%	2.8%	12.8%	6.4%	17.7%	6.4%	7.8%	7.8%	2.1%
その他	0.0%	16.7%	50.0%	0.0%	0.0%	16.7%	0.0%	0.0%	16.7%	0.0%	33.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	
わからない	11.8%	11.8%	35.3%	5.9%	5.9%	17.6%	0.0%	0.0%	0.0%	0.0%	5.9%	5.9%	11.8%	0.0%	11.8%	0.0%	5.9%	

		Q46sq2 異常の あった項目 (続き)		Q47_1 平日(仕事のある日)の睡眠時間						Q47_3 休日(仕事のない日)の睡眠時間					
		そ 他	(合 計 度 数)	5 時 間 以 下	6 時 間	7 時 間	8 時 間	9 時 間 以 上	(合 計 度 数)	5 時 間 以 下	6 時 間	7 時 間	8 時 間	9 時 間 以 上	(合 計 度 数)
全 体		4.2%	(3440)	4.7%	19.4%	38.9%	27.2%	9.9%	(10990)	1.5%	5.3%	18.8%	30.6%	43.8%	(10985)
性 別	男性	3.0%	(2379)	4.6%	18.8%	39.6%	27.2%	9.8%	(7100)	1.5%	5.7%	20.8%	31.0%	41.0%	(7097)
	女性	6.9%	(1061)	4.8%	20.5%	37.5%	27.4%	9.9%	(3890)	1.4%	4.7%	15.3%	29.9%	48.8%	(3888)
年 齢 層	20代	8.2%	(318)	3.1%	12.7%	35.2%	33.2%	15.8%	(1932)	1.2%	3.1%	10.0%	23.8%	61.9%	(1931)
	30代	4.6%	(540)	4.8%	17.6%	37.8%	29.8%	10.1%	(2393)	1.7%	4.2%	16.6%	29.2%	48.3%	(2391)
	40代	3.5%	(938)	4.7%	21.1%	41.5%	24.0%	8.6%	(2847)	1.4%	5.4%	20.7%	31.8%	40.7%	(2848)
	50代	4.0%	(1040)	6.2%	23.3%	39.5%	23.7%	7.3%	(2428)	1.5%	7.1%	23.9%	31.9%	35.6%	(2426)
	60代	3.0%	(604)	3.8%	21.3%	39.4%	27.3%	8.3%	(1390)	1.4%	7.3%	22.2%	37.7%	31.3%	(1389)
業 種	農林漁業、鉱業、採石業、砂利採取業	0.0%	(10)	4.5%	18.2%	31.8%	29.5%	15.9%	(44)	4.5%	9.1%	11.4%	31.8%	43.2%	(44)
	建設業	5.4%	(204)	4.7%	17.4%	42.0%	27.0%	8.8%	(633)	1.6%	4.3%	19.1%	31.6%	43.4%	(632)
	製造業	3.2%	(849)	4.0%	20.0%	39.4%	27.7%	9.0%	(2759)	1.4%	6.2%	19.2%	32.1%	41.1%	(2758)
	電気・ガス・熱供給・水道業	5.6%	(54)	4.2%	13.2%	40.2%	32.3%	10.1%	(189)	1.6%	3.2%	15.3%	31.7%	48.1%	(189)
	情報通信業	3.8%	(286)	6.9%	20.8%	36.4%	28.0%	8.1%	(905)	2.0%	5.6%	20.0%	29.2%	43.1%	(904)
	運輸業、郵便業	1.2%	(171)	3.9%	20.1%	40.4%	26.5%	9.1%	(616)	1.0%	5.0%	20.8%	26.5%	46.7%	(615)
	卸売業、小売業	4.2%	(330)	4.7%	17.5%	37.5%	28.1%	12.1%	(1095)	1.2%	5.8%	16.9%	29.2%	46.9%	(1096)
	金融業、保険業	5.9%	(219)	4.3%	24.8%	36.7%	25.9%	8.4%	(633)	0.5%	6.0%	17.9%	30.8%	44.9%	(633)
	不動産業、物品賃貸業	9.1%	(88)	6.5%	17.2%	41.8%	24.5%	10.0%	(261)	2.3%	4.6%	23.8%	27.2%	42.1%	(261)
	学術研究、専門・技術サービス業	4.8%	(84)	5.1%	17.8%	37.9%	31.6%	7.5%	(253)	1.6%	3.2%	20.2%	32.8%	42.3%	(253)
	宿泊業、飲食サービス業	4.5%	(44)	7.7%	17.9%	31.8%	25.1%	17.4%	(195)	1.5%	8.2%	18.6%	24.2%	47.4%	(194)
	生活関連サービス業、娯楽業	5.9%	(68)	4.2%	14.9%	35.6%	33.0%	12.3%	(261)	1.5%	3.8%	18.4%	27.2%	49.0%	(261)
	教育、学習支援業	3.1%	(160)	4.4%	16.2%	47.1%	22.7%	9.6%	(450)	1.1%	2.9%	20.4%	34.7%	40.9%	(450)
	医療、福祉	5.3%	(209)	3.4%	21.3%	37.5%	26.3%	11.5%	(773)	1.7%	5.5%	18.8%	30.5%	43.5%	(775)
複合サービス業	4.0%	(25)	3.7%	22.0%	32.9%	24.4%	17.1%	(82)	3.7%	1.2%	19.5%	19.5%	56.1%	(82)	
その他サービス業	3.4%	(290)	4.6%	19.3%	39.2%	25.4%	11.4%	(849)	1.5%	6.0%	16.9%	30.1%	45.4%	(846)	
公務	5.2%	(232)	4.8%	18.2%	39.1%	29.5%	8.4%	(631)	1.6%	3.8%	17.1%	32.8%	44.7%	(631)	
その他	5.1%	(117)	6.9%	20.5%	38.8%	24.9%	8.9%	(361)	1.9%	4.7%	20.8%	32.1%	40.4%	(361)	
従 業 員 規 模	9人以下	7.6%	(157)	5.4%	15.8%	34.9%	30.5%	13.4%	(771)	1.8%	6.2%	19.9%	29.9%	42.2%	(770)
	10～99人	4.0%	(822)	4.7%	18.8%	39.0%	27.8%	9.7%	(2792)	1.7%	5.6%	19.2%	31.2%	42.3%	(2789)
	100～499人	4.3%	(743)	4.0%	19.6%	39.7%	26.9%	9.7%	(2324)	1.6%	5.6%	18.2%	28.6%	45.9%	(2324)
	500～999人	3.7%	(296)	4.5%	19.4%	38.7%	27.6%	9.9%	(954)	1.2%	5.2%	19.9%	30.1%	43.7%	(955)
	1,000人以上	3.8%	(1280)	4.9%	20.2%	39.8%	25.9%	9.2%	(3548)	1.0%	4.8%	18.9%	32.2%	43.0%	(3546)
わからない	5.6%	(142)	5.2%	20.3%	35.1%	28.8%	10.6%	(601)	2.3%	5.3%	16.0%	27.3%	49.1%	(601)	
職 種	管理的職業	3.1%	(786)	5.2%	19.8%	38.8%	26.0%	10.2%	(1957)	1.5%	5.1%	22.0%	34.3%	37.1%	(1956)
	専門的・技術的職業	4.5%	(670)	5.0%	20.2%	40.4%	25.9%	8.7%	(2114)	1.6%	5.3%	20.3%	31.6%	41.3%	(2112)
	事務	6.1%	(890)	4.4%	20.1%	38.9%	27.5%	9.0%	(2999)	1.3%	4.8%	15.7%	31.5%	46.7%	(2999)
	販売	2.5%	(317)	4.1%	17.3%	38.2%	28.2%	12.1%	(1087)	1.1%	5.8%	17.1%	26.7%	49.4%	(1088)
	サービス職業	3.8%	(210)	4.7%	18.6%	36.2%	26.8%	13.7%	(810)	1.6%	5.8%	18.9%	26.7%	46.9%	(808)
	保安職業	3.3%	(30)	4.9%	16.0%	39.5%	28.4%	11.1%	(81)	1.2%	3.7%	21.0%	24.7%	49.4%	(81)
	農林漁業	0.0%	(2)	-	14.3%	21.4%	57.1%	7.1%	(14)	-	7.1%	14.3%	35.7%	42.9%	(14)
	生産工程	3.7%	(294)	4.1%	18.6%	38.5%	30.3%	8.6%	(1061)	1.9%	5.9%	19.7%	29.3%	43.1%	(1060)
	輸送・機械運転	0.0%	(37)	4.9%	16.4%	44.3%	25.7%	8.7%	(183)	1.1%	4.4%	20.2%	30.6%	43.7%	(183)
	建設・採掘	2.4%	(42)	5.4%	15.7%	40.4%	27.7%	10.8%	(166)	2.4%	7.8%	21.7%	22.9%	45.2%	(166)
運搬・清掃・包装	0.0%	(64)	4.5%	18.4%	37.3%	27.9%	11.9%	(244)	1.2%	6.1%	20.1%	23.8%	48.8%	(244)	
その他	7.1%	(98)	5.5%	21.9%	37.6%	27.0%	8.0%	(274)	1.1%	7.3%	17.9%	30.7%	43.1%	(274)	
職 位	一般社員	5.1%	(1819)	4.5%	18.6%	38.4%	28.0%	10.4%	(6783)	1.4%	5.3%	17.3%	29.5%	46.5%	(6781)
	主任・係長相当	2.4%	(538)	5.3%	18.9%	40.2%	27.0%	8.6%	(1533)	1.5%	5.4%	19.4%	30.6%	43.1%	(1532)
	課長代理相当(ライン職)	1.1%	(95)	3.9%	27.0%	38.7%	22.3%	8.2%	(256)	1.6%	5.9%	20.7%	33.2%	38.7%	(256)
	課長代理相当(スタッフ職)	1.1%	(87)	4.7%	28.0%	36.8%	21.8%	8.8%	(193)	1.6%	8.3%	19.7%	29.0%	41.5%	(193)
	課長相当(ライン職)	5.4%	(261)	6.1%	21.1%	40.3%	24.2%	8.4%	(608)	1.8%	4.3%	22.7%	31.7%	39.6%	(609)
	課長相当(スタッフ職)	5.5%	(199)	3.7%	25.0%	37.2%	26.0%	8.1%	(519)	0.8%	6.7%	23.1%	35.3%	34.1%	(519)
	部長相当(ライン職)	2.8%	(142)	5.3%	17.8%	43.3%	24.6%	9.1%	(342)	2.3%	3.2%	22.5%	35.1%	36.8%	(342)
	部長相当(スタッフ職)	2.0%	(147)	4.8%	19.4%	40.3%	25.1%	10.4%	(335)	1.2%	4.8%	18.3%	29.0%	36.6%	(333)
	支社長・事業部長相当	0.0%	(45)	6.3%	19.8%	36.9%	28.8%	8.1%	(111)	1.8%	4.5%	26.1%	27.0%	40.5%	(111)
役員相当	3.7%	(107)	3.5%	15.5%	38.1%	30.6%	12.3%	(310)	1.6%	7.1%	26.5%	30.4%	34.3%	(309)	
勤 務 時 間 制 度	通常の勤務時間制度	4.6%	(2297)	4.4%	19.3%	38.8%	27.9%	9.6%	(7619)	1.4%	5.4%	18.6%	30.8%	43.7%	(7611)
	フレックスタイム制	3.6%	(559)	5.0%	19.9%	38.3%	26.3%	10.7%	(1615)	1.6%	5.0%	17.6%	31.3%	44.5%	(1617)
	変形労働時間制	6.0%	(100)	4.4%	17.8%	42.3%	23.7%	11.8%	(338)	1.5%	4.7%	17.2%	26.9%	49.7%	(338)
	交替制	1.4%	(210)	5.4%	18.6%	39.4%	27.2%	9.3%	(644)	1.6%	4.2%	20.9%	27.8%	45.6%	(645)
	事業場外労働のみなし労働時間制	7.7%	(26)	5.5%	24.7%	37.0%	28.8%	4.1%	(73)	1.4%	8.2%	23.3%	19.2%	47.9%	(73)
	裁量労働制	1.2%	(84)	5.4%	19.5%	43.4%	25.4%	6.3%	(205)	0.5%	6.8%	25.9%	35.1%	31.7%	(205)
	管理監督者扱い	2.8%	(141)	7.3%	20.7%	40.8%	21.8%	9.5%	(358)	2.5%	5.3%	22.9%	33.8%	35.5%	(358)
その他	16.7%	(6)	-	41.2%	29.4%	23.5%	5.9%	(17)	-	-	17.6%	29.4%	52.9%	(17)	
わからない	11.8%	(17)	5.8%	15.7%	28.1%	25.6%	24.8%	(121)	4.1%	9.9%	14.0%	20.7%	51.2%	(121)	

		Q48 「仕事のある日」の睡眠時間は足りているか					Q48SQ 睡眠時間が足りない理由									
		足りている	どちらかといえば足りている	どちらかといえば足りない	足りていない	(合計度数)	残業のため	通勤時間が長い	ため	帰宅後も仕事のメール・電話対応等がある	自己啓発のため	育児のため	介護のため	家事(炊事・洗濯等)のため	自分自身の時間を確保したい	その他
全体		18.9%	30.5%	34.3%	16.2%	(10998)	19.4%	14.4%	3.9%	5.3%	5.8%	1.1%	22.2%	57.6%	8.6%	(5556)
性別	男性	19.9%	31.2%	34.1%	14.8%	(7105)	22.1%	15.4%	3.8%	6.6%	5.3%	1.1%	14.8%	57.3%	8.6%	(3476)
	女性	17.2%	29.4%	34.6%	18.8%	(3893)	15.0%	12.7%	4.1%	3.1%	6.7%	1.2%	34.6%	58.0%	8.5%	(2080)
年齢層	20代	20.4%	31.6%	31.7%	16.3%	(1932)	20.9%	17.5%	3.9%	6.5%	6.9%	0.1%	22.4%	59.4%	6.7%	(927)
	30代	17.5%	31.9%	32.1%	18.6%	(2395)	24.5%	15.9%	4.5%	7.2%	12.7%	1.2%	22.8%	55.9%	6.2%	(1214)
	40代	17.8%	28.7%	36.2%	17.4%	(2849)	21.4%	13.0%	4.5%	4.9%	5.8%	1.2%	23.9%	55.9%	7.0%	(1525)
	50代	18.6%	28.5%	36.7%	16.1%	(2431)	15.7%	14.6%	3.4%	3.6%	1.2%	1.9%	21.2%	58.2%	11.0%	(1285)
	60代	22.4%	34.1%	33.4%	10.1%	(1391)	9.8%	9.8%	2.5%	4.5%	0.3%	0.8%	18.2%	60.7%	15.2%	(605)
業種	農林漁業、鉱業、採石業、砂利採取業	29.5%	31.8%	25.0%	13.6%	(44)	17.6%	11.8%	5.9%	11.8%	0.0%	0.0%	11.8%	64.7%	5.9%	(17)
	建設業	20.3%	32.8%	33.8%	13.1%	(634)	16.5%	14.1%	2.7%	3.4%	3.4%	1.3%	18.5%	57.9%	8.8%	(297)
	製造業	19.8%	30.2%	34.9%	15.1%	(2762)	21.6%	13.9%	3.9%	5.8%	5.2%	1.4%	20.9%	59.5%	7.4%	(1379)
	電気・ガス・熱供給・水道業	19.0%	30.2%	35.4%	15.3%	(189)	16.7%	15.6%	1.0%	4.2%	7.3%	2.1%	17.7%	59.4%	3.1%	(96)
	情報通信業	18.3%	34.5%	30.5%	16.7%	(905)	22.5%	18.0%	4.0%	5.2%	5.2%	0.9%	20.1%	60.0%	8.2%	(427)
	運輸業、郵便業	18.2%	28.6%	34.3%	19.0%	(616)	19.2%	17.1%	3.0%	4.6%	8.2%	1.8%	23.5%	50.0%	10.1%	(328)
	卸売業、小売業	19.4%	30.0%	34.4%	16.1%	(1096)	15.0%	13.2%	4.3%	5.2%	5.1%	1.1%	23.1%	59.6%	7.6%	(554)
	金融業、保険業	18.5%	28.4%	35.9%	17.2%	(633)	17.6%	15.5%	1.8%	5.4%	6.0%	0.6%	22.3%	56.5%	7.7%	(336)
	不動産業、物品賃貸業	23.0%	27.2%	32.6%	17.2%	(261)	16.2%	9.2%	3.8%	2.3%	6.9%	3.1%	26.9%	56.9%	13.1%	(130)
	学術研究、専門・技術サービス業	21.7%	24.9%	37.5%	15.8%	(253)	25.2%	11.9%	7.4%	5.2%	4.4%	0.7%	22.2%	63.7%	5.2%	(135)
	宿泊業、飲食サービス業	17.9%	37.9%	28.2%	15.9%	(195)	18.6%	11.6%	7.0%	4.7%	7.0%	0.0%	18.6%	58.1%	14.0%	(86)
	生活関連サービス業、娯楽業	21.1%	29.1%	35.2%	14.6%	(261)	21.2%	15.4%	4.6%	3.8%	6.2%	0.0%	22.3%	54.6%	10.8%	(130)
	教育、学習支援業	17.1%	30.9%	35.8%	16.2%	(450)	25.6%	15.4%	5.6%	4.3%	8.5%	0.9%	30.3%	53.0%	5.6%	(234)
	医療、福祉	15.0%	30.6%	35.4%	19.1%	(775)	14.7%	11.8%	2.8%	5.5%	8.3%	1.4%	27.7%	58.5%	10.4%	(422)
	複合サービス業	19.5%	26.8%	35.4%	18.3%	(82)	22.7%	9.1%	11.4%	11.4%	2.3%	0.0%	18.2%	50.0%	6.8%	(44)
	その他サービス業	16.9%	31.3%	34.4%	17.4%	(850)	18.2%	14.5%	5.0%	5.0%	4.1%	0.7%	19.3%	62.3%	8.4%	(440)
公務	17.9%	30.9%	34.7%	16.5%	(631)	24.1%	16.4%	3.1%	7.4%	8.4%	0.6%	24.5%	48.3%	11.1%	(323)	
その他	21.6%	29.1%	33.5%	15.8%	(361)	17.4%	15.7%	4.5%	6.2%	3.9%	1.1%	19.1%	52.8%	14.6%	(178)	
従業員規模	9人以下	24.7%	30.7%	30.7%	13.9%	(772)	10.2%	9.6%	1.7%	5.8%	3.5%	2.3%	21.5%	64.5%	10.5%	(344)
	10～99人	19.3%	30.9%	34.4%	15.4%	(2793)	14.5%	10.8%	2.9%	4.8%	5.7%	1.1%	23.5%	62.1%	7.8%	(1392)
	100～499人	16.8%	32.0%	35.4%	15.8%	(2325)	21.1%	15.2%	4.9%	4.9%	5.9%	0.7%	21.1%	55.8%	8.5%	(1192)
	500～999人	19.5%	30.5%	33.3%	16.7%	(956)	20.9%	17.4%	5.2%	5.9%	7.3%	1.9%	23.0%	55.2%	8.8%	(478)
	1,000人以上	19.2%	29.9%	34.5%	16.4%	(3551)	24.5%	17.0%	4.7%	6.1%	6.3%	0.9%	21.2%	54.1%	9.1%	(1805)
わからない	15.6%	27.0%	34.1%	23.3%	(601)	14.2%	13.6%	0.9%	3.2%	3.5%	1.7%	25.2%	59.7%	7.5%	(345)	
職種	管理的職業	24.8%	31.7%	31.1%	12.5%	(1958)	26.6%	15.6%	8.9%	7.4%	4.0%	1.8%	17.1%	51.5%	8.4%	(853)
	専門的・技術的職業	19.3%	30.1%	34.8%	15.7%	(2115)	25.1%	16.4%	4.1%	5.6%	6.0%	1.1%	20.3%	57.4%	7.6%	(1069)
	事務	16.8%	30.1%	34.9%	18.2%	(3003)	15.0%	13.7%	2.2%	4.3%	6.1%	0.9%	29.2%	59.2%	8.2%	(1595)
	販売	18.7%	31.0%	34.4%	16.0%	(1088)	19.2%	14.6%	5.3%	4.6%	6.2%	1.1%	22.1%	56.0%	8.2%	(548)
	サービス職業	16.6%	31.4%	33.3%	18.6%	(811)	11.9%	15.4%	4.3%	4.0%	7.4%	1.0%	22.1%	59.6%	11.4%	(421)
	保安職業	12.3%	32.1%	38.3%	17.3%	(81)	8.9%	8.9%	0.0%	6.7%	13.3%	0.0%	20.0%	51.1%	11.1%	(45)
	農林漁業	21.4%	42.9%	21.4%	14.3%	(14)	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	0.0%	(5)
	生産工程	17.0%	30.1%	37.3%	15.6%	(161)	17.8%	10.5%	1.8%	6.2%	5.3%	1.2%	17.3%	62.6%	8.2%	(562)
	輸送・機械運転	17.5%	24.0%	38.3%	20.2%	(183)	24.3%	16.8%	0.0%	1.9%	8.4%	0.9%	18.7%	43.0%	13.1%	(107)
	建設・採掘	21.1%	34.3%	28.3%	16.3%	(166)	18.9%	12.2%	1.4%	5.4%	4.1%	0.0%	8.1%	70.3%	5.4%	(74)
	運搬・清掃・包装	16.8%	31.1%	36.1%	16.0%	(244)	18.9%	13.4%	2.4%	5.5%	4.7%	2.4%	19.7%	58.3%	3.9%	(127)
その他	16.4%	28.8%	35.0%	19.7%	(274)	14.7%	14.7%	1.3%	6.7%	6.0%	0.0%	20.7%	62.0%	18.0%	(150)	
職位	一般社員	18.1%	29.7%	34.7%	17.5%	(6790)	15.7%	14.2%	2.4%	4.8%	5.8%	1.0%	24.4%	59.7%	8.7%	(3546)
	主任・係長相当	16.8%	31.8%	36.1%	15.3%	(1533)	25.5%	14.5%	4.6%	5.1%	7.9%	0.9%	20.2%	56.0%	8.5%	(787)
	課長代理相当(ライン職)	15.6%	35.5%	35.2%	13.7%	(256)	22.4%	16.0%	12.8%	5.6%	7.2%	1.6%	16.0%	47.2%	6.4%	(125)
	課長代理相当(スタッフ職)	20.2%	31.1%	35.8%	13.0%	(193)	36.2%	19.1%	7.4%	10.6%	8.5%	3.2%	19.1%	45.7%	8.5%	(94)
	課長相当(ライン職)	21.0%	27.4%	33.3%	18.2%	(609)	32.2%	16.6%	7.0%	7.6%	3.8%	1.9%	16.2%	52.9%	6.7%	(314)
	課長相当(スタッフ職)	20.6%	29.5%	35.6%	14.3%	(519)	25.5%	14.3%	6.6%	4.6%	3.9%	2.7%	21.6%	56.0%	7.7%	(259)
	部長相当(ライン職)	20.8%	36.0%	30.7%	12.6%	(342)	29.7%	12.8%	10.1%	8.8%	4.7%	0.7%	11.5%	46.6%	10.8%	(148)
	部長相当(スタッフ職)	25.1%	30.1%	33.4%	11.3%	(335)	22.0%	19.3%	6.0%	4.7%	2.7%	1.3%	12.7%	54.7%	8.7%	(150)
	支社長・事業部長相当	18.9%	43.2%	23.4%	14.4%	(111)	16.7%	11.9%	11.9%	4.8%	7.1%	2.4%	16.7%	61.9%	4.8%	(42)
役員相当	34.2%	36.5%	22.6%	6.8%	(310)	8.8%	3.3%	5.5%	11.0%	1.1%	0.0%	22.0%	54.9%	15.4%	(91)	
勤務時間制度	通常の勤務時間制度	18.6%	30.6%	34.3%	16.5%	(7623)	18.1%	13.7%	2.9%	5.3%	5.8%	1.1%	22.7%	59.8%	8.0%	(3874)
	フレックスタイム制	21.1%	32.7%	33.6%	12.6%	(1617)	24.9%	19.5%	7.8%	5.6%	5.7%	2.1%	21.7%	49.9%	9.8%	(748)
	変形労働時間制	15.4%	24.9%	40.2%	19.5%	(338)	19.8%	17.3%	2.5%	6.9%	7.4%	0.0%	24.3%	52.5%	9.4%	(202)
	交替制	15.2%	27.3%	37.2%	20.3%	(645)	16.2%	11.6%	1.9%	4.3%	5.9%	0.5%	19.9%	58.0%	13.5%	(371)
	事業場外労働のみな労働時間制	20.5%	23.3%	41.1%	15.1%	(73)	26.8%	2.4%	9.8%	2.4%	9.8%	0.0%	24.4%	56.1%	9.8%	(41)
	裁量労働制	21.5%	32.7%	29.3%	16.6%	(205)	34.0%	12.8%	18.1%	6.4%	5.3%	0.0%	16.0%	55.3%	5.3%	(94)
	管理監督者扱い	23.2%	33.5%	28.5%	14.8%	(358)	27.7%	15.5%	9.0%	4.5%	4.5%	0.6%	17.4%	51.0%	11.0%	(155)
その他	11.8%	35.3%	41.2%	11.8%	(17)	33.3%	0.0%	0.0%	0.0%	22.2%	0.0%	33.3%	44.4%	11.1%	(9)	
わからない	25.4%	23.8%	27.0%	23.8%	(122)	8.1%	17.7%	3.2%	6.5%	3.2%	0.0%	19.4%	46.8%	8.1%	(62)	

		Q49 過去1か月、睡眠によって休養が充分取れているか					Q50_1 不注意による仕事のミスをする事				Q50_2 自分がこなすべき業務を達成できないこと			
		充分取れている	まあまあ取れている	あまり取れていない	全く取れていない	(合計度数)	たびたびあった	たまにあった	ない	(合計度数)	たびたびあった	たまにあった	ない	(合計度数)
全体		14.0%	48.6%	30.5%	6.9%	(10998)	3.9%	31.7%	64.4%	(10998)	4.1%	25.0%	70.9%	(10998)
性別	男性	14.0%	49.3%	30.0%	6.8%	(7105)	4.1%	31.0%	65.0%	(7105)	4.4%	26.3%	69.3%	(7105)
	女性	14.0%	47.3%	31.5%	7.2%	(3893)	3.5%	33.0%	63.5%	(3893)	3.6%	22.5%	73.9%	(3893)
年齢層	20代	17.1%	49.4%	26.3%	7.1%	(1932)	8.2%	42.7%	49.1%	(1932)	6.4%	32.3%	61.3%	(1932)
	30代	13.6%	47.6%	30.1%	8.7%	(2395)	5.1%	36.2%	58.8%	(2395)	5.2%	28.6%	66.2%	(2395)
	40代	12.8%	47.3%	32.9%	7.0%	(2849)	3.1%	30.2%	66.7%	(2849)	4.0%	25.3%	70.6%	(2849)
	50代	12.0%	48.0%	33.1%	6.9%	(2431)	1.8%	26.4%	71.8%	(2431)	2.7%	20.5%	76.8%	(2431)
	60代	16.0%	52.7%	27.7%	3.5%	(1391)	0.9%	21.1%	78.1%	(1391)	1.8%	15.6%	82.6%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	45.5%	25.0%	11.4%	(44)	11.4%	40.9%	47.7%	(44)	9.1%	25.0%	65.9%	(44)
	建設業	14.4%	48.3%	31.5%	5.8%	(634)	5.5%	31.4%	63.1%	(634)	3.6%	23.0%	73.3%	(634)
	製造業	14.8%	49.3%	28.9%	6.9%	(2762)	3.9%	32.5%	63.6%	(2762)	4.6%	26.1%	69.3%	(2762)
	電気・ガス・熱供給・水道業	13.8%	52.9%	27.0%	6.3%	(189)	2.6%	29.6%	67.7%	(189)	4.2%	25.4%	70.4%	(189)
	情報通信業	14.6%	48.5%	30.3%	6.6%	(905)	1.9%	30.4%	67.7%	(905)	3.5%	24.9%	71.6%	(905)
	運輸業、郵便業	11.9%	48.5%	30.8%	8.8%	(616)	4.1%	31.0%	64.9%	(616)	3.2%	18.5%	78.2%	(616)
	卸売業、小売業	14.5%	48.7%	30.1%	6.7%	(1096)	3.3%	31.0%	65.7%	(1096)	3.9%	25.4%	70.7%	(1096)
	金融業、保険業	14.4%	47.1%	32.1%	6.5%	(633)	3.8%	25.9%	70.3%	(633)	4.3%	24.6%	71.1%	(633)
	不動産業、物品賃貸業	14.9%	50.6%	27.6%	6.9%	(261)	3.8%	32.6%	63.6%	(261)	3.1%	25.3%	71.6%	(261)
	学術研究、専門・技術サービス業	16.2%	45.5%	32.0%	6.3%	(253)	4.7%	28.5%	66.8%	(253)	3.6%	26.1%	70.4%	(253)
	宿泊業、飲食サービス業	15.9%	46.2%	31.3%	6.7%	(195)	5.6%	34.4%	60.0%	(195)	2.6%	29.2%	68.2%	(195)
	生活関連サービス業、娯楽業	13.8%	46.7%	36.0%	3.4%	(261)	5.0%	34.1%	60.9%	(261)	4.6%	32.2%	63.2%	(261)
	教育、学習支援業	13.3%	46.0%	33.8%	6.9%	(450)	2.7%	32.0%	65.3%	(450)	4.2%	23.8%	72.0%	(450)
	医療、福祉	9.8%	48.9%	32.8%	8.5%	(775)	4.0%	34.8%	61.2%	(775)	4.8%	26.1%	69.2%	(775)
	複合サービス業	14.6%	48.8%	29.3%	7.3%	(82)	6.1%	43.9%	50.0%	(82)	9.8%	26.8%	63.4%	(82)
その他サービス業	13.3%	48.9%	31.2%	6.6%	(850)	4.4%	29.3%	66.4%	(850)	4.1%	23.6%	72.2%	(850)	
公務	12.2%	48.5%	31.4%	7.9%	(631)	3.8%	34.2%	62.0%	(631)	3.3%	24.7%	71.9%	(631)	
その他	16.9%	48.8%	27.7%	6.6%	(361)	3.9%	32.4%	63.7%	(361)	3.9%	23.8%	72.3%	(361)	
従業員規模	9人以下	17.6%	47.8%	28.8%	5.8%	(772)	3.6%	29.1%	67.2%	(772)	3.1%	20.3%	76.6%	(772)
	10～99人	13.2%	49.9%	30.3%	6.7%	(2793)	4.2%	32.1%	63.7%	(2793)	4.1%	23.8%	72.1%	(2793)
	100～499人	12.2%	48.8%	32.3%	6.7%	(2325)	4.6%	32.9%	62.6%	(2325)	4.4%	26.6%	69.0%	(2325)
	500～999人	15.4%	47.9%	29.4%	7.3%	(956)	4.2%	32.9%	62.9%	(956)	4.5%	27.9%	67.6%	(956)
	1,000人以上	14.8%	48.8%	29.5%	6.9%	(3551)	3.1%	30.4%	66.5%	(3551)	4.3%	24.9%	70.8%	(3551)
わからない	12.3%	42.1%	35.4%	10.1%	(601)	4.0%	33.9%	62.1%	(601)	2.5%	25.5%	72.0%	(601)	
職種	管理的職業	17.7%	51.4%	25.5%	5.4%	(1958)	2.7%	21.9%	75.4%	(1958)	3.9%	25.4%	70.7%	(1958)
	専門的・技術的職業	13.7%	47.8%	30.7%	7.8%	(2115)	4.0%	32.2%	63.8%	(2115)	4.4%	27.0%	68.6%	(2115)
	事務	13.3%	48.0%	31.3%	7.4%	(3003)	3.6%	34.9%	61.5%	(3003)	3.6%	19.5%	76.9%	(3003)
	販売	14.9%	47.2%	31.2%	6.7%	(1088)	4.0%	31.3%	64.6%	(1088)	6.4%	32.6%	60.9%	(1088)
	サービス職業	11.8%	45.7%	35.1%	7.3%	(811)	5.1%	36.3%	58.7%	(811)	4.6%	30.9%	64.5%	(811)
	保安職業	7.4%	51.9%	32.1%	8.6%	(81)	2.5%	33.3%	64.2%	(81)	1.2%	16.0%	82.7%	(81)
	農林漁業	14.3%	64.3%	21.4%	-	(14)	-	42.9%	57.1%	(14)	-	28.6%	71.4%	(14)
	生産工程	12.5%	49.3%	31.1%	7.1%	(1061)	4.3%	36.3%	59.4%	(1061)	3.5%	25.1%	71.4%	(1061)
	輸送・機械運転	9.3%	48.6%	34.4%	7.7%	(183)	6.0%	32.8%	61.2%	(183)	3.3%	16.4%	80.3%	(183)
	建設・採掘	13.9%	45.2%	34.9%	6.0%	(166)	4.2%	34.9%	60.8%	(166)	4.8%	28.9%	66.3%	(166)
運搬・清掃・包装	11.1%	52.0%	29.1%	7.8%	(244)	7.0%	31.6%	61.5%	(244)	4.1%	22.1%	73.8%	(244)	
その他	12.4%	48.2%	35.0%	4.4%	(274)	3.6%	29.6%	66.8%	(274)	1.8%	25.5%	72.6%	(274)	
職位	一般社員	13.6%	47.7%	31.4%	7.2%	(6790)	4.6%	35.3%	60.1%	(6790)	4.3%	24.5%	71.2%	(6790)
	主任・係長相当	11.6%	49.4%	32.6%	6.4%	(1533)	2.5%	32.0%	65.5%	(1533)	3.5%	27.5%	69.1%	(1533)
	課長代理相当(ライン職)	12.5%	52.0%	28.1%	7.4%	(256)	3.5%	25.4%	71.1%	(256)	4.7%	30.9%	64.5%	(256)
	課長代理相当(スタッフ職)	14.5%	52.3%	26.4%	6.7%	(193)	4.1%	28.5%	67.4%	(193)	6.2%	26.9%	66.8%	(193)
	課長相当(ライン職)	14.6%	45.8%	31.7%	7.9%	(609)	2.8%	25.9%	71.3%	(609)	4.8%	27.8%	67.5%	(609)
	課長相当(スタッフ職)	14.3%	49.5%	31.4%	4.8%	(519)	2.7%	22.9%	74.4%	(519)	4.0%	25.0%	70.9%	(519)
	部長相当(ライン職)	15.8%	54.1%	22.8%	7.3%	(342)	2.6%	16.1%	81.3%	(342)	3.8%	21.3%	74.9%	(342)
	部長相当(スタッフ職)	17.3%	50.7%	25.7%	6.3%	(335)	2.1%	19.7%	78.2%	(335)	3.0%	22.1%	74.9%	(335)
支社長・事業部長相当	15.3%	57.7%	17.1%	9.9%	(111)	-	20.7%	79.3%	(111)	0.9%	22.5%	76.6%	(111)	
役員相当	26.1%	51.0%	19.7%	3.2%	(310)	2.6%	19.7%	77.7%	(310)	3.2%	18.4%	78.4%	(310)	
勤務時間制度	通常の勤務時間制度	13.5%	48.9%	30.4%	7.1%	(7623)	3.9%	32.8%	63.3%	(7623)	4.0%	24.0%	72.0%	(7623)
	フレックスタイム制	15.5%	51.2%	28.5%	4.8%	(1617)	4.3%	29.6%	66.1%	(1617)	4.6%	28.1%	67.2%	(1617)
	変形労働時間制	10.9%	43.8%	37.6%	7.7%	(338)	3.8%	31.7%	64.5%	(338)	4.4%	29.3%	66.3%	(338)
	交替制	12.2%	43.4%	37.1%	7.3%	(645)	3.7%	35.7%	60.6%	(645)	4.2%	24.5%	71.3%	(645)
	事業場外労働のみな労働時間制	12.3%	38.4%	39.7%	9.6%	(73)	5.5%	19.2%	75.3%	(73)	6.8%	27.4%	65.8%	(73)
	裁量労働制	18.0%	47.3%	28.8%	5.9%	(205)	2.0%	21.5%	76.6%	(205)	3.9%	27.3%	68.8%	(205)
	管理監督者扱い	18.7%	49.2%	24.0%	8.1%	(358)	2.5%	17.6%	79.9%	(358)	3.1%	25.7%	71.2%	(358)
その他	11.8%	41.2%	29.4%	17.6%	(17)	-	35.3%	64.7%	(17)	5.9%	11.8%	82.4%	(17)	
わからない	18.0%	41.8%	25.4%	14.8%	(122)	4.9%	32.8%	62.3%	(122)	2.5%	28.7%	68.9%	(122)	

		Q50_3 自分の仕事の効率が落ちてい ること				Q50_4 病気やケガ、体調不良を理由 に、仕事を休むこと				Q50_5 仕事のために自分自身や家庭 のこを行う時間が十分に取れないこ と			
		た び た び あ っ た	た ま に あ っ た	な い	(合 計 度 数)	た び た び あ っ た	た ま に あ っ た	な い	(合 計 度 数)	た び た び あ っ た	た ま に あ っ た	な い	(合 計 度 数)
全 体		5.8%	34.0%	60.2%	(10998)	2.7%	12.5%	84.8%	(10998)	5.5%	20.3%	74.1%	(10998)
性 別	男性	6.1%	34.4%	59.5%	(7105)	2.4%	12.7%	84.9%	(7105)	4.9%	20.3%	74.8%	(7105)
	女性	5.3%	33.3%	61.4%	(3893)	3.2%	12.0%	84.8%	(3893)	6.8%	20.4%	72.8%	(3893)
年 齢 層	20代	9.2%	38.9%	51.9%	(1932)	5.3%	16.9%	77.8%	(1932)	7.2%	22.7%	70.1%	(1932)
	30代	7.8%	37.2%	54.9%	(2395)	3.0%	14.6%	82.5%	(2395)	7.2%	22.9%	69.9%	(2395)
	40代	5.1%	35.0%	59.9%	(2849)	2.2%	12.2%	85.6%	(2849)	6.1%	20.3%	73.6%	(2849)
	50代	4.2%	29.5%	66.3%	(2431)	1.8%	9.3%	88.9%	(2431)	3.9%	19.0%	77.1%	(2431)
	60代	1.9%	27.5%	70.7%	(1391)	1.2%	8.7%	90.1%	(1391)	1.9%	15.2%	82.8%	(1391)
業 種	農林漁業、鉱業、採石業、砂利採取業	6.8%	31.8%	61.4%	(44)	6.8%	29.5%	63.6%	(44)	11.4%	20.5%	68.2%	(44)
	建設業	5.5%	29.8%	64.7%	(634)	3.0%	12.9%	84.1%	(634)	4.4%	21.5%	74.1%	(634)
	製造業	5.8%	35.1%	59.1%	(2762)	2.5%	12.9%	84.6%	(2762)	4.9%	19.3%	75.8%	(2762)
	電気・ガス・熱供給・水道業	6.3%	28.6%	65.1%	(189)	2.6%	14.3%	83.1%	(189)	4.2%	15.9%	79.9%	(189)
	情報通信業	5.9%	40.2%	53.9%	(905)	2.3%	12.5%	85.2%	(905)	4.2%	20.0%	75.8%	(905)
	運輸業、郵便業	4.4%	28.2%	67.4%	(616)	2.1%	11.4%	86.5%	(616)	6.0%	20.0%	74.0%	(616)
	卸売業、小売業	4.9%	33.4%	61.7%	(1096)	2.1%	9.7%	88.2%	(1096)	5.6%	18.3%	76.1%	(1096)
	金融業、保険業	6.6%	30.2%	63.2%	(633)	3.5%	10.7%	85.8%	(633)	4.7%	16.7%	78.5%	(633)
	不動産業、物品賃貸業	6.9%	31.8%	61.3%	(261)	3.1%	14.2%	82.8%	(261)	3.4%	18.0%	78.5%	(261)
	学術研究、専門・技術サービス業	8.3%	36.8%	54.9%	(253)	2.4%	12.6%	85.0%	(253)	6.3%	19.4%	74.3%	(253)
	宿泊業、飲食サービス業	5.6%	33.3%	61.0%	(195)	1.5%	11.3%	87.2%	(195)	7.7%	21.5%	70.8%	(195)
	生活関連サービス業、娯楽業	6.1%	38.3%	55.6%	(261)	2.7%	10.7%	86.6%	(261)	7.3%	25.3%	67.4%	(261)
	教育、学習支援業	6.2%	36.2%	57.6%	(450)	1.8%	11.3%	86.9%	(450)	8.0%	25.1%	66.9%	(450)
	医療、福祉	4.9%	36.3%	58.8%	(775)	2.2%	14.6%	83.2%	(775)	7.7%	25.2%	67.1%	(775)
	複合サービス業	13.4%	26.8%	59.8%	(82)	6.1%	15.9%	78.0%	(82)	14.6%	26.8%	58.5%	(82)
その他サービス業	6.5%	32.0%	61.5%	(850)	3.4%	12.2%	84.4%	(850)	5.2%	20.5%	74.4%	(850)	
公務	5.7%	34.2%	60.1%	(631)	4.6%	16.2%	79.2%	(631)	6.7%	20.9%	72.4%	(631)	
その他	4.7%	34.6%	60.7%	(361)	3.0%	9.1%	87.8%	(361)	4.2%	21.6%	74.2%	(361)	
従 業 員 規 模	9人以下	5.3%	29.5%	65.2%	(772)	2.5%	10.0%	87.6%	(772)	4.3%	17.6%	78.1%	(772)
	10～99人	5.5%	32.9%	61.6%	(2793)	2.1%	11.7%	86.1%	(2793)	5.5%	20.0%	74.5%	(2793)
	100～499人	6.2%	36.0%	57.8%	(2325)	3.3%	13.1%	83.6%	(2325)	6.7%	21.6%	71.7%	(2325)
	500～999人	7.4%	33.7%	58.9%	(956)	3.5%	13.8%	82.7%	(956)	5.4%	21.3%	73.2%	(956)
	1,000人以上	5.9%	34.7%	59.4%	(3551)	2.6%	12.1%	85.3%	(3551)	5.1%	19.9%	75.0%	(3551)
わからない	2.8%	34.3%	62.9%	(601)	2.8%	16.6%	80.5%	(601)	5.7%	21.6%	72.7%	(601)	
職 種	管理的職業	5.0%	33.9%	61.2%	(1958)	1.9%	12.1%	86.0%	(1958)	5.1%	20.2%	74.8%	(1958)
	専門的・技術的職業	6.6%	38.3%	55.2%	(2115)	3.2%	14.0%	82.8%	(2115)	6.0%	22.7%	71.3%	(2115)
	事務	5.8%	31.8%	62.4%	(3003)	3.1%	11.8%	85.1%	(3003)	5.1%	18.1%	76.8%	(3003)
	販売	7.5%	36.2%	56.3%	(1088)	3.1%	11.0%	85.8%	(1088)	6.3%	20.9%	72.9%	(1088)
	サービス職業	5.7%	36.5%	57.8%	(811)	3.2%	13.9%	82.9%	(811)	8.4%	23.4%	68.2%	(811)
	保安職業	4.9%	27.2%	67.9%	(81)	6.2%	8.6%	85.2%	(81)	3.7%	24.7%	71.6%	(81)
	農林漁業	-	21.4%	78.6%	(14)	7.1%	14.3%	78.6%	(14)	-	14.3%	85.7%	(14)
	生産工程	4.4%	33.1%	62.5%	(1061)	1.5%	13.3%	85.2%	(1061)	4.2%	18.7%	77.1%	(1061)
	輸送・機械運転	3.3%	26.8%	69.9%	(183)	2.7%	10.9%	86.3%	(183)	6.0%	20.8%	73.2%	(183)
	建設・採掘	7.2%	28.9%	63.9%	(166)	1.8%	11.4%	86.7%	(166)	6.0%	24.1%	69.9%	(166)
運搬・清掃・包装	5.3%	27.9%	66.8%	(244)	2.5%	13.1%	84.4%	(244)	4.1%	20.5%	75.4%	(244)	
その他	6.9%	30.3%	62.8%	(274)	1.5%	10.9%	87.6%	(274)	5.5%	19.3%	75.2%	(274)	
職 位	一般社員	6.3%	33.3%	60.3%	(6790)	2.9%	12.9%	84.1%	(6790)	5.6%	19.8%	74.6%	(6790)
	主任・係長相当	4.6%	37.6%	57.7%	(1533)	2.8%	12.8%	84.4%	(1533)	5.7%	23.4%	70.9%	(1533)
	課長代理相当（ライン職）	4.7%	39.8%	55.5%	(256)	2.7%	11.3%	85.9%	(256)	6.3%	23.4%	70.3%	(256)
	課長代理相当（スタッフ職）	10.4%	31.6%	58.0%	(193)	2.1%	15.0%	82.9%	(193)	7.8%	23.8%	68.4%	(193)
	課長相当（ライン職）	5.3%	35.8%	58.9%	(609)	2.6%	9.5%	87.8%	(609)	5.7%	23.5%	70.8%	(609)
	課長相当（スタッフ職）	5.4%	36.0%	58.6%	(519)	1.7%	13.7%	84.6%	(519)	5.8%	21.0%	73.2%	(519)
	部長相当（ライン職）	5.8%	32.2%	62.0%	(342)	2.0%	8.8%	89.2%	(342)	4.7%	18.7%	76.6%	(342)
	部長相当（スタッフ職）	3.6%	29.3%	67.2%	(335)	2.1%	10.1%	87.8%	(335)	3.6%	14.9%	81.5%	(335)
支社長・事業部長相当	1.8%	32.4%	65.8%	(111)	-	9.0%	91.0%	(111)	6.3%	18.9%	74.8%	(111)	
役員相当	3.2%	28.7%	68.1%	(310)	1.9%	11.3%	86.8%	(310)	2.3%	14.2%	83.5%	(310)	
勤 務 時 間 制 度	通常の勤務時間制度	5.5%	32.8%	61.7%	(7623)	2.6%	12.5%	84.9%	(7623)	5.3%	20.0%	74.7%	(7623)
	フレックスタイム制	7.4%	38.5%	54.1%	(1617)	3.4%	13.9%	82.7%	(1617)	5.0%	20.3%	74.6%	(1617)
	変形労働時間制	6.5%	34.9%	58.6%	(338)	2.1%	11.2%	86.7%	(338)	8.9%	22.5%	68.6%	(338)
	交替制	5.7%	34.0%	60.3%	(645)	2.3%	9.8%	87.9%	(645)	6.2%	23.6%	70.2%	(645)
	事業場外労働のみなし労働時間制	8.2%	38.4%	53.4%	(73)	1.4%	16.4%	82.2%	(73)	11.0%	19.2%	69.9%	(73)
	裁量労働制	6.3%	40.0%	53.7%	(205)	2.4%	9.3%	88.3%	(205)	8.3%	20.5%	71.2%	(205)
	管理監督者扱い	4.5%	36.0%	59.5%	(358)	1.4%	10.6%	88.0%	(358)	5.3%	19.0%	75.7%	(358)
その他	-	52.9%	47.1%	(17)	11.8%	5.9%	82.4%	(17)	11.8%	29.4%	58.8%	(17)	
わからない	3.3%	26.2%	70.5%	(122)	4.9%	20.5%	74.6%	(122)	4.1%	23.8%	72.1%	(122)	

		Q50_6 家庭やご自身の用事をしているも、仕事が気になって集中できないこと				Q50_7 家庭のことが気になって仕事に集中できないこと			
		た び た び あ っ た	た ま に あ っ た	な い	(合 計 度 数)	た び た び あ っ た	た ま に あ っ た	な い	(合 計 度 数)
全 体		3.4%	17.4%	79.2%	(10998)	2.4%	15.2%	82.4%	(10998)
性 別	男性	3.4%	17.8%	78.8%	(7105)	2.2%	16.0%	81.8%	(7105)
	女性	3.4%	16.6%	80.0%	(3893)	2.6%	13.9%	83.4%	(3893)
年 齢 層	20代	5.7%	20.1%	74.2%	(1932)	3.9%	16.3%	79.8%	(1932)
	30代	4.1%	20.4%	75.4%	(2395)	3.5%	18.5%	78.0%	(2395)
	40代	3.3%	17.6%	79.2%	(2849)	2.0%	15.8%	82.3%	(2849)
	50代	2.5%	15.3%	82.2%	(2431)	1.5%	13.7%	84.7%	(2431)
	60代	0.9%	11.6%	87.5%	(1391)	0.6%	9.7%	89.6%	(1391)
業 種	農林漁業、鉱業、採石業、砂利採取業	4.5%	29.5%	65.9%	(44)	4.5%	22.7%	72.7%	(44)
	建設業	3.3%	17.8%	78.9%	(634)	2.8%	14.7%	82.5%	(634)
	製造業	3.0%	17.2%	79.8%	(2762)	2.4%	16.5%	81.1%	(2762)
	電気・ガス・熱供給・水道業	5.3%	14.3%	80.4%	(189)	3.2%	14.8%	82.0%	(189)
	情報通信業	2.8%	16.0%	81.2%	(905)	1.4%	15.9%	82.7%	(905)
	運輸業、郵便業	3.6%	15.4%	81.0%	(616)	3.1%	10.9%	86.0%	(616)
	卸売業、小売業	3.4%	16.2%	80.4%	(1096)	1.4%	13.3%	85.3%	(1096)
	金融業、保険業	2.5%	15.6%	81.8%	(633)	1.9%	13.4%	84.7%	(633)
	不動産業、物品賃貸業	3.8%	16.9%	79.3%	(261)	3.1%	12.6%	84.3%	(261)
	学術研究、専門・技術サービス業	3.2%	19.4%	77.5%	(253)	1.6%	15.8%	82.6%	(253)
	宿泊業、飲食サービス業	4.1%	18.5%	77.4%	(195)	2.6%	15.4%	82.1%	(195)
	生活関連サービス業、娯楽業	3.1%	22.2%	74.7%	(261)	2.3%	19.9%	77.8%	(261)
	教育、学習支援業	4.0%	20.0%	76.0%	(450)	3.8%	17.3%	78.9%	(450)
	医療、福祉	4.6%	20.6%	74.7%	(775)	2.5%	17.0%	80.5%	(775)
	複合サービス業	9.8%	30.5%	59.8%	(82)	6.1%	22.0%	72.0%	(82)
	その他サービス業	3.3%	15.2%	81.5%	(850)	2.8%	14.1%	83.1%	(850)
公務	3.3%	18.2%	78.4%	(631)	2.2%	14.7%	83.0%	(631)	
その他	4.2%	16.1%	79.8%	(361)	2.8%	13.9%	83.4%	(361)	
従 業 員 規 模	9人以下	2.8%	16.2%	81.0%	(772)	1.8%	13.3%	84.8%	(772)
	10～99人	3.2%	17.0%	79.8%	(2793)	2.4%	15.1%	82.5%	(2793)
	100～499人	3.8%	18.6%	77.5%	(2325)	2.7%	15.4%	81.8%	(2325)
	500～999人	4.4%	18.2%	77.4%	(956)	2.8%	15.2%	82.0%	(956)
	1,000人以上	3.2%	16.8%	79.9%	(3551)	2.2%	15.9%	81.9%	(3551)
	わからない	3.0%	17.6%	79.4%	(601)	2.2%	14.0%	83.9%	(601)
職 種	管理的職業	2.8%	18.9%	78.2%	(1958)	2.2%	14.7%	83.0%	(1958)
	専門的・技術的職業	3.5%	19.4%	77.1%	(2115)	2.7%	17.1%	80.2%	(2115)
	事務	3.4%	14.5%	82.1%	(3003)	2.4%	13.7%	83.9%	(3003)
	販売	4.0%	18.9%	77.0%	(1088)	2.4%	15.5%	82.1%	(1088)
	サービス職業	4.6%	19.0%	76.4%	(811)	2.7%	17.6%	79.7%	(811)
	保安職業	2.5%	11.1%	86.4%	(81)	1.2%	18.5%	80.2%	(81)
	農林漁業	-	14.3%	85.7%	(14)	-	7.1%	92.9%	(14)
	生産工程	2.5%	16.3%	81.1%	(1061)	1.6%	14.8%	83.6%	(1061)
	輸送・機械運転	4.4%	17.5%	78.1%	(183)	2.2%	19.7%	78.1%	(183)
	建設・採掘	6.6%	22.3%	71.1%	(166)	2.4%	16.3%	81.3%	(166)
	運搬・清掃・包装	4.1%	13.5%	82.4%	(244)	3.7%	13.1%	83.2%	(244)
その他	2.2%	17.5%	80.3%	(274)	1.8%	13.1%	85.0%	(274)	
職 位	一般社員	3.6%	16.2%	80.2%	(6790)	2.6%	14.6%	82.8%	(6790)
	主任・係長相当	3.5%	20.5%	76.1%	(1533)	2.1%	18.7%	79.2%	(1533)
	課長代理相当（ライン職）	2.0%	20.7%	77.3%	(256)	3.1%	15.2%	81.6%	(256)
	課長代理相当（スタッフ職）	4.7%	25.9%	69.4%	(193)	2.1%	20.2%	77.7%	(193)
	課長相当（ライン職）	2.8%	20.4%	76.8%	(609)	2.1%	16.9%	81.0%	(609)
	課長相当（スタッフ職）	2.9%	20.2%	76.9%	(519)	2.5%	16.6%	80.9%	(519)
	部長相当（ライン職）	2.6%	16.1%	81.3%	(342)	1.5%	11.1%	87.4%	(342)
	部長相当（スタッフ職）	3.6%	13.7%	82.7%	(335)	1.2%	11.6%	87.2%	(335)
	支社長・事業部長相当	2.7%	20.7%	76.6%	(111)	1.8%	13.5%	84.7%	(111)
役員相当	2.9%	11.9%	85.2%	(310)	2.3%	11.9%	85.8%	(310)	
勤 務 時 間 制 度	通常の勤務時間制度	3.3%	17.0%	79.7%	(7623)	2.4%	15.0%	82.6%	(7623)
	フレックスタイム制	3.6%	18.9%	77.4%	(1617)	2.9%	16.2%	80.9%	(1617)
	変形労働時間制	4.1%	19.8%	76.0%	(338)	2.1%	16.3%	81.7%	(338)
	交替制	3.6%	16.7%	79.7%	(645)	1.6%	15.7%	82.8%	(645)
	事業場外労働のみなし労働時間制	4.1%	16.4%	79.5%	(73)	1.4%	20.5%	78.1%	(73)
	裁量労働制	4.4%	16.6%	79.0%	(205)	2.0%	12.7%	85.4%	(205)
	管理監督者扱い	2.5%	15.6%	81.8%	(358)	1.4%	13.1%	85.5%	(358)
	その他	5.9%	11.8%	82.4%	(17)	-	5.9%	94.1%	(17)
わからない	4.1%	23.8%	72.1%	(122)	1.6%	23.0%	75.4%	(122)	

		051_1 神経過敏に感じましたか						051_2 絶望的だと感じましたか					
		いつも	たいてい	ときどき	少しだけ	まったくくない	(合計度数)	いつも	たいてい	ときどき	少しだけ	まったくくない	(合計度数)
全体		3.5%	6.9%	18.5%	19.0%	52.0%	(10998)	3.3%	6.5%	14.2%	15.5%	60.4%	(10998)
性別	男性	3.3%	6.7%	17.5%	18.8%	53.6%	(7105)	3.2%	6.6%	14.1%	15.4%	60.7%	(7105)
	女性	3.9%	7.4%	20.4%	19.4%	48.9%	(3893)	3.5%	6.4%	14.4%	15.8%	59.7%	(3893)
年齢層	20代	5.3%	11.3%	21.8%	17.5%	44.0%	(1932)	6.1%	12.6%	18.7%	17.4%	45.2%	(1932)
	30代	4.6%	9.4%	20.9%	18.2%	46.9%	(2395)	4.8%	9.3%	17.7%	16.3%	51.9%	(2395)
	40代	3.4%	6.6%	18.5%	18.7%	52.8%	(2849)	2.9%	5.9%	14.5%	15.2%	61.5%	(2849)
	50代	2.3%	3.9%	16.9%	20.8%	56.1%	(2431)	1.6%	2.6%	11.6%	15.1%	69.3%	(2431)
	60代	1.4%	2.7%	12.9%	20.1%	62.8%	(1391)	0.8%	1.6%	6.3%	13.2%	78.1%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	9.1%	9.1%	22.7%	25.0%	34.1%	(44)	4.5%	11.4%	27.3%	15.9%	40.9%	(44)
	建設業	4.1%	4.7%	19.1%	18.0%	54.1%	(634)	2.1%	6.6%	14.8%	14.0%	62.5%	(634)
	製造業	2.9%	7.2%	17.0%	20.1%	52.8%	(2762)	3.1%	7.2%	13.3%	14.8%	61.7%	(2762)
	電気・ガス・熱供給・水道業	2.6%	8.5%	20.6%	21.2%	47.1%	(189)	4.2%	6.3%	13.2%	19.6%	56.6%	(189)
	情報通信業	2.8%	5.2%	17.0%	18.6%	56.5%	(905)	2.8%	4.6%	13.4%	14.5%	64.8%	(905)
	運輸業、郵便業	2.9%	7.5%	16.2%	20.9%	52.4%	(616)	2.6%	4.9%	14.4%	16.4%	61.7%	(616)
	卸売業、小売業	3.2%	7.0%	18.8%	17.3%	53.6%	(1096)	3.3%	6.1%	15.3%	15.6%	59.7%	(1096)
	金融業、保険業	3.9%	7.4%	17.4%	18.8%	52.4%	(633)	3.6%	5.7%	13.1%	15.3%	62.2%	(633)
	不動産業、物品賃貸業	6.9%	5.0%	17.2%	18.8%	52.1%	(261)	4.6%	8.8%	10.7%	13.4%	62.5%	(261)
	学術研究、専門・技術サービス業	2.8%	8.7%	16.6%	22.9%	49.0%	(253)	2.4%	5.9%	10.3%	20.2%	61.3%	(253)
	宿泊業、飲食サービス業	3.1%	7.7%	24.6%	17.4%	47.2%	(195)	5.1%	7.2%	14.9%	18.5%	54.4%	(195)
	生活関連サービス業、娯楽業	3.8%	6.1%	24.5%	19.2%	46.4%	(261)	3.8%	6.9%	20.7%	11.9%	56.7%	(261)
	教育、学習支援業	3.1%	6.7%	20.7%	16.0%	53.6%	(450)	2.2%	6.0%	14.4%	15.3%	62.0%	(450)
	医療、福祉	4.4%	8.6%	21.3%	18.3%	47.4%	(775)	4.3%	7.4%	16.6%	16.1%	55.6%	(775)
	複合サービス業	11.0%	8.5%	25.6%	13.4%	41.5%	(82)	4.9%	12.2%	14.6%	14.6%	53.7%	(82)
その他サービス業	4.5%	6.5%	19.4%	21.2%	48.5%	(850)	4.7%	6.7%	15.5%	18.6%	54.5%	(850)	
公務	2.9%	8.9%	17.4%	17.7%	53.1%	(631)	3.5%	7.6%	13.3%	14.1%	61.5%	(631)	
その他	3.9%	5.0%	20.8%	16.6%	53.7%	(361)	3.0%	4.2%	13.9%	17.2%	61.8%	(361)	
従業員規模	9人以下	4.0%	5.1%	18.8%	16.6%	55.6%	(772)	3.8%	5.4%	14.1%	14.6%	62.0%	(772)
	10～99人	3.8%	7.3%	18.8%	19.2%	50.9%	(2793)	3.1%	7.0%	14.5%	15.4%	59.9%	(2793)
	100～499人	3.6%	7.7%	18.3%	21.2%	49.2%	(2325)	3.5%	6.7%	15.0%	16.2%	58.7%	(2325)
	500～999人	4.3%	7.3%	18.4%	18.0%	52.0%	(956)	4.1%	7.2%	13.2%	16.2%	59.3%	(956)
	1,000人以上	2.9%	6.3%	17.5%	18.9%	54.4%	(3551)	2.9%	5.9%	13.0%	15.0%	63.1%	(3551)
わからない	3.5%	7.8%	24.5%	15.8%	48.4%	(601)	4.2%	7.5%	19.1%	17.0%	52.2%	(601)	
職種	管理的職業	3.2%	5.6%	15.6%	18.8%	56.8%	(1958)	2.2%	4.6%	11.5%	13.4%	68.2%	(1958)
	専門的・技術的職業	2.9%	8.1%	18.0%	18.0%	53.0%	(2115)	2.9%	7.5%	14.1%	16.0%	59.4%	(2115)
	事務	3.7%	7.1%	20.3%	19.3%	49.6%	(3003)	3.6%	6.5%	14.1%	15.7%	60.1%	(3003)
	販売	3.9%	6.8%	19.2%	19.5%	50.6%	(1088)	3.9%	7.3%	16.5%	16.0%	56.4%	(1088)
	サービス職業	5.2%	7.6%	22.9%	20.8%	43.4%	(811)	4.6%	8.0%	18.5%	17.0%	51.9%	(811)
	保安職業	3.7%	7.4%	14.8%	16.0%	58.0%	(81)	4.9%	8.6%	6.2%	16.0%	64.2%	(81)
	農林漁業	-	-	28.6%	21.4%	50.0%	(14)	7.1%	7.1%	14.3%	35.7%	35.7%	(14)
	生産工程	2.8%	7.2%	17.8%	21.0%	51.2%	(1061)	2.9%	7.1%	15.4%	15.9%	58.7%	(1061)
	輸送・機械運転	4.4%	5.5%	17.5%	17.5%	55.2%	(183)	4.4%	7.1%	12.0%	15.3%	61.2%	(183)
	建設・採掘	4.8%	4.2%	15.1%	14.5%	61.4%	(166)	4.8%	4.8%	10.8%	13.9%	65.7%	(166)
	運搬・清掃・包装	3.7%	7.4%	19.3%	15.6%	54.1%	(244)	4.5%	6.1%	18.0%	17.2%	54.1%	(244)
その他	2.9%	6.6%	14.2%	18.6%	57.7%	(274)	3.3%	4.0%	12.8%	16.4%	63.5%	(274)	
職位	一般社員	3.9%	7.6%	19.5%	19.0%	50.1%	(6790)	3.9%	7.4%	15.3%	15.9%	57.6%	(6790)
	主任・係長相当	2.8%	6.9%	19.0%	19.6%	51.7%	(1533)	2.8%	6.2%	13.5%	16.8%	60.7%	(1533)
	課長代理相当(ライン職)	3.9%	9.8%	20.3%	20.3%	45.7%	(256)	2.7%	6.3%	16.4%	17.2%	57.4%	(256)
	課長代理相当(スタッフ職)	3.6%	6.2%	17.6%	18.7%	53.9%	(193)	3.1%	7.8%	13.5%	14.5%	61.1%	(193)
	課長相当(ライン職)	3.1%	4.4%	15.9%	20.5%	56.0%	(609)	2.1%	5.4%	12.8%	13.5%	66.2%	(609)
	課長相当(スタッフ職)	2.5%	4.6%	16.4%	20.0%	56.5%	(519)	1.2%	3.9%	12.3%	16.2%	66.5%	(519)
	部長相当(ライン職)	3.5%	6.1%	15.2%	13.7%	61.4%	(342)	4.4%	4.4%	9.1%	11.1%	71.1%	(342)
	部長相当(スタッフ職)	2.4%	6.3%	14.9%	18.2%	58.2%	(335)	1.8%	4.2%	11.0%	12.8%	70.1%	(335)
	支社長・事業部長相当	2.7%	4.5%	14.4%	20.7%	57.7%	(111)	0.9%	3.6%	9.9%	16.2%	69.4%	(111)
役員相当	2.6%	3.2%	11.9%	18.7%	63.5%	(310)	2.3%	1.9%	10.0%	12.3%	73.5%	(310)	
勤務時間制度	通常の勤務時間制度	3.6%	7.2%	19.2%	18.5%	51.5%	(7623)	3.4%	6.8%	14.7%	15.3%	59.9%	(7623)
	フレックスタイム制	3.0%	7.1%	17.4%	20.2%	52.4%	(1617)	2.8%	5.9%	13.7%	16.1%	61.4%	(1617)
	変形労働時間制	4.4%	6.8%	17.8%	19.2%	51.8%	(338)	5.0%	7.4%	14.2%	17.5%	55.9%	(338)
	交替制	3.7%	5.7%	18.9%	22.9%	48.7%	(645)	3.7%	6.5%	14.7%	17.2%	57.8%	(645)
	事業場外労働のみなし労働時間制	1.4%	8.2%	13.7%	13.7%	63.0%	(73)	2.7%	1.4%	11.0%	23.3%	61.6%	(73)
	裁量労働制	3.9%	4.9%	9.3%	22.9%	59.0%	(205)	3.9%	4.4%	8.3%	16.6%	66.8%	(205)
	管理監督者扱い	3.6%	3.6%	14.0%	19.0%	59.8%	(358)	2.0%	3.9%	8.7%	12.8%	72.6%	(358)
その他	5.9%	-	11.8%	11.8%	70.6%	(17)	5.9%	-	17.6%	5.9%	70.6%	(17)	
わからない	4.9%	8.2%	24.6%	13.1%	49.2%	(122)	4.1%	11.5%	18.0%	12.3%	54.1%	(122)	

		Q51_3 そろそろ、落ち着かなく感じましたか						Q51_4 気分が沈み込んで、何が起こっても気が晴れないように感じましたか					
		いつも	たいてい	ときどき	少しだけ	まったくくない	(合計度数)	いつも	たいてい	ときどき	少しだけ	まったくくない	(合計度数)
全体		2.7%	6.5%	17.2%	20.5%	53.1%	(10998)	4.2%	7.7%	18.5%	20.0%	49.7%	(10998)
性別	男性	2.4%	6.8%	16.9%	20.0%	53.9%	(7105)	3.8%	7.6%	17.6%	19.6%	51.4%	(7105)
	女性	3.3%	6.1%	17.5%	21.3%	51.7%	(3893)	5.0%	7.9%	20.0%	20.5%	46.6%	(3893)
年齢層	20代	4.8%	12.6%	23.3%	19.9%	39.4%	(1932)	7.3%	14.0%	23.8%	17.6%	37.3%	(1932)
	30代	3.5%	9.3%	21.2%	21.2%	44.8%	(2395)	5.6%	9.9%	22.4%	19.8%	42.3%	(2395)
	40代	2.6%	5.7%	16.7%	19.4%	55.5%	(2849)	4.0%	7.2%	17.8%	18.9%	52.2%	(2849)
	50代	1.4%	2.8%	13.7%	21.6%	60.5%	(2431)	2.5%	4.0%	16.0%	22.8%	54.6%	(2431)
	60代	0.8%	1.8%	8.6%	20.2%	68.7%	(1391)	0.9%	2.6%	9.8%	20.6%	66.1%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	4.5%	6.8%	25.0%	31.8%	31.8%	(44)	4.5%	6.8%	29.5%	31.8%	27.3%	(44)
	建設業	2.7%	4.6%	17.4%	21.8%	53.6%	(634)	2.5%	7.9%	18.6%	20.7%	50.3%	(634)
	製造業	2.0%	7.4%	15.5%	20.5%	54.6%	(2762)	3.9%	8.1%	16.9%	20.1%	51.0%	(2762)
	電気・ガス・熱供給・水道業	3.7%	4.8%	18.0%	20.1%	53.4%	(189)	4.8%	7.9%	19.0%	14.8%	53.4%	(189)
	情報通信業	1.4%	5.5%	18.2%	18.1%	56.7%	(905)	3.1%	6.7%	18.0%	19.1%	53.0%	(905)
	運輸業、郵便業	1.9%	8.3%	14.8%	21.9%	53.1%	(616)	3.4%	6.5%	17.2%	21.6%	51.3%	(616)
	卸売業、小売業	2.2%	6.4%	17.3%	20.3%	53.7%	(1096)	4.2%	6.6%	18.9%	19.5%	50.8%	(1096)
	金融業、保険業	3.5%	5.8%	15.5%	21.3%	53.9%	(633)	4.4%	7.0%	18.3%	21.8%	48.5%	(633)
	不動産業、物品賃貸業	3.8%	7.3%	13.8%	16.9%	58.2%	(261)	7.3%	6.9%	13.8%	19.9%	52.1%	(261)
	学術研究、専門・技術サービス業	3.2%	4.7%	18.2%	22.5%	51.4%	(253)	4.7%	5.9%	15.0%	24.1%	50.2%	(253)
	宿泊業、飲食サービス業	2.6%	6.7%	22.6%	20.5%	47.7%	(195)	4.1%	10.3%	24.1%	17.9%	43.6%	(195)
	生活関連サービス業、娯楽業	4.2%	5.7%	18.8%	18.4%	52.9%	(261)	5.7%	8.0%	21.8%	16.1%	48.3%	(261)
	教育、学習支援業	2.4%	8.0%	17.6%	19.6%	52.4%	(450)	2.9%	8.0%	21.8%	20.2%	47.1%	(450)
	医療、福祉	4.3%	5.8%	21.4%	20.3%	48.3%	(775)	5.0%	9.0%	22.1%	19.5%	44.4%	(775)
	複合サービス業	4.9%	11.0%	22.0%	17.1%	45.1%	(82)	11.0%	6.1%	23.2%	24.4%	35.4%	(82)
その他サービス業	4.0%	6.8%	17.9%	21.9%	49.4%	(850)	4.8%	9.2%	19.3%	19.5%	47.2%	(850)	
公務	2.7%	6.8%	18.2%	18.9%	53.4%	(631)	4.9%	8.7%	17.7%	17.3%	51.3%	(631)	
その他	3.0%	4.7%	15.0%	23.8%	53.5%	(361)	4.7%	4.7%	17.2%	23.0%	50.4%	(361)	
従業員規模	9人以下	3.2%	3.4%	16.3%	19.9%	57.1%	(772)	5.1%	5.4%	16.7%	18.7%	54.1%	(772)
	10～99人	2.5%	7.0%	17.6%	19.9%	53.0%	(2793)	4.1%	8.1%	17.8%	20.6%	49.4%	(2793)
	100～499人	2.9%	7.0%	17.4%	22.0%	50.7%	(2325)	4.3%	8.4%	19.6%	20.9%	46.8%	(2325)
	500～999人	3.7%	7.6%	15.5%	21.0%	52.2%	(956)	5.5%	8.6%	17.2%	19.2%	49.5%	(956)
	1,000人以上	2.2%	6.2%	16.7%	19.9%	54.9%	(3551)	3.5%	7.0%	18.2%	19.6%	51.7%	(3551)
わからない	3.7%	7.0%	20.3%	20.0%	49.1%	(601)	5.3%	8.5%	23.0%	18.3%	44.9%	(601)	
職種	管理的職業	2.0%	5.2%	14.2%	18.6%	60.0%	(1958)	2.6%	5.3%	14.9%	18.5%	58.7%	(1958)
	専門的・技術的職業	3.0%	7.2%	18.3%	19.6%	52.0%	(2115)	3.6%	8.5%	18.9%	19.6%	49.4%	(2115)
	事務	2.7%	6.5%	16.8%	21.7%	52.3%	(3003)	4.5%	8.5%	18.7%	20.6%	47.7%	(3003)
	販売	3.1%	6.4%	20.0%	21.5%	48.9%	(1088)	5.2%	7.2%	21.1%	19.7%	46.8%	(1088)
	サービス職業	3.7%	8.6%	20.1%	21.0%	46.6%	(811)	5.7%	9.6%	23.6%	19.5%	41.7%	(811)
	保安職業	3.7%	4.9%	13.6%	18.5%	59.3%	(81)	7.4%	7.4%	8.6%	21.0%	55.6%	(81)
	農林漁業	-	-	28.6%	21.4%	50.0%	(14)	7.1%	-	21.4%	42.9%	28.6%	(14)
	生産工程	2.0%	7.0%	16.3%	20.9%	53.8%	(1061)	4.7%	7.7%	18.9%	20.8%	47.8%	(1061)
	輸送・機械運転	3.3%	7.7%	15.8%	19.7%	53.6%	(183)	6.0%	7.1%	13.1%	23.0%	50.8%	(183)
	建設・採掘	3.0%	4.8%	15.1%	19.3%	57.8%	(166)	2.4%	8.4%	17.5%	15.7%	56.0%	(166)
	運搬・清掃・包装	3.7%	9.0%	17.2%	18.0%	52.0%	(244)	4.5%	9.8%	17.2%	23.0%	45.5%	(244)
その他	2.2%	4.0%	18.2%	23.4%	52.2%	(274)	5.1%	4.0%	17.9%	21.9%	51.1%	(274)	
職位	一般社員	3.1%	7.1%	18.3%	20.9%	50.5%	(6790)	5.0%	8.7%	19.4%	20.1%	46.9%	(6790)
	主任・係長相当	2.2%	6.4%	17.9%	20.1%	53.4%	(1533)	3.3%	7.2%	21.2%	19.6%	48.7%	(1533)
	課長代理相当（ライン職）	3.1%	5.9%	19.9%	18.8%	52.3%	(256)	3.5%	7.0%	20.3%	21.9%	47.3%	(256)
	課長代理相当（スタッフ職）	3.6%	8.3%	14.0%	19.7%	54.4%	(193)	5.2%	6.7%	15.0%	16.6%	56.5%	(193)
	課長相当（ライン職）	1.8%	5.3%	14.8%	22.5%	55.7%	(609)	3.4%	5.7%	15.1%	19.2%	56.5%	(609)
	課長相当（スタッフ職）	1.0%	5.2%	14.8%	19.8%	59.2%	(519)	1.7%	5.6%	15.8%	23.3%	53.6%	(519)
	部長相当（ライン職）	2.6%	6.4%	10.5%	17.0%	63.5%	(342)	3.5%	6.4%	11.4%	17.8%	60.8%	(342)
	部長相当（スタッフ職）	0.9%	3.6%	13.1%	20.9%	61.5%	(335)	1.8%	4.5%	12.8%	20.0%	60.9%	(335)
	支社長・事業部長相当	0.9%	6.3%	9.9%	20.7%	62.2%	(111)	0.9%	3.6%	15.3%	20.7%	59.5%	(111)
役員相当	1.9%	2.6%	11.0%	14.8%	69.7%	(310)	2.3%	2.3%	11.6%	17.1%	66.8%	(310)	
勤務時間制度	通常の勤務時間制度	2.6%	6.6%	17.2%	20.5%	53.1%	(7623)	4.2%	8.0%	18.7%	19.8%	49.3%	(7623)
	フレックスタイム制	2.4%	6.9%	17.1%	20.8%	52.8%	(1617)	3.8%	7.4%	17.5%	20.3%	51.0%	(1617)
	変形労働時間制	3.3%	7.7%	16.9%	21.6%	50.6%	(338)	4.7%	8.9%	20.4%	20.7%	45.3%	(338)
	交替制	3.6%	5.9%	19.8%	20.6%	50.1%	(645)	4.8%	7.8%	21.9%	19.7%	45.9%	(645)
	事業場外労働のみなし労働時間制	1.4%	6.8%	17.8%	17.8%	56.2%	(73)	4.1%	5.5%	15.1%	17.8%	57.5%	(73)
	裁量労働制	3.9%	4.4%	12.2%	21.5%	58.0%	(205)	4.4%	3.9%	10.2%	25.4%	56.1%	(205)
	管理監督者扱い	1.7%	4.5%	13.1%	18.7%	62.0%	(358)	3.1%	3.1%	15.4%	20.1%	58.4%	(358)
その他	5.9%	5.9%	5.9%	11.8%	70.6%	(17)	11.8%	-	23.5%	11.8%	52.9%	(17)	
わからない	4.9%	9.0%	20.5%	18.9%	46.7%	(122)	5.7%	9.8%	18.0%	17.2%	49.2%	(122)	

		Q51_5 何をするのも骨折りだと感じましたか						Q51_6 自分は価値のない人間だと感じましたか					
		いつも	たいてい	ときどき	少しだけ	まったくくない	(合計度数)	いつも	たいてい	ときどき	少しだけ	まったくくない	(合計度数)
全体		3.4%	7.0%	16.9%	18.9%	53.7%	(10998)	4.5%	6.8%	14.9%	16.5%	57.2%	(10998)
性別	男性	3.2%	6.9%	17.2%	19.0%	53.7%	(7105)	4.1%	6.3%	15.0%	16.5%	58.1%	(7105)
	女性	3.9%	7.3%	16.5%	18.7%	53.7%	(3893)	5.3%	7.7%	14.8%	16.6%	55.6%	(3893)
年齢層	20代	5.6%	11.5%	21.4%	16.6%	44.9%	(1932)	8.1%	13.1%	20.5%	16.0%	42.2%	(1932)
	30代	4.2%	9.7%	20.2%	18.1%	47.8%	(2395)	6.5%	9.0%	17.6%	17.7%	49.2%	(2395)
	40代	3.7%	6.7%	16.7%	17.9%	55.1%	(2849)	4.1%	6.1%	15.0%	16.7%	58.1%	(2849)
	50代	1.9%	4.1%	14.6%	21.7%	57.8%	(2431)	2.6%	3.3%	12.2%	17.0%	65.0%	(2431)
	60代	1.0%	2.1%	9.8%	20.8%	66.3%	(1391)	0.6%	1.6%	7.3%	13.9%	76.5%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	9.1%	9.1%	27.3%	15.9%	38.6%	(44)	9.1%	13.6%	18.2%	15.9%	43.2%	(44)
	建設業	3.2%	6.6%	15.8%	19.6%	54.9%	(634)	2.4%	6.0%	15.1%	16.7%	59.8%	(634)
	製造業	3.4%	7.6%	16.8%	18.5%	53.6%	(2762)	5.4%	6.8%	14.5%	16.0%	57.3%	(2762)
	電気・ガス・熱供給・水道業	2.1%	6.9%	13.8%	20.6%	56.6%	(189)	4.2%	8.5%	15.3%	14.3%	57.7%	(189)
	情報通信業	2.8%	5.2%	17.1%	17.8%	57.1%	(905)	3.1%	5.5%	14.0%	16.7%	60.7%	(905)
	運輸業、郵便業	3.1%	6.3%	16.7%	19.5%	54.4%	(616)	3.4%	6.3%	15.9%	17.2%	57.1%	(616)
	卸売業、小売業	3.4%	6.7%	15.9%	19.0%	55.1%	(1096)	4.4%	6.5%	14.2%	16.7%	58.2%	(1096)
	金融業、保険業	3.2%	6.5%	15.8%	20.7%	53.9%	(633)	3.6%	6.5%	13.9%	15.2%	60.8%	(633)
	不動産業、物品賃貸業	5.4%	8.0%	14.9%	17.2%	54.4%	(261)	5.4%	8.8%	8.4%	17.6%	59.8%	(261)
	学術研究、専門・技術サービス業	2.4%	7.5%	15.0%	17.4%	57.7%	(253)	5.1%	4.0%	15.0%	19.0%	56.9%	(253)
	宿泊業、飲食サービス業	4.1%	8.2%	20.0%	17.9%	49.7%	(195)	6.2%	7.7%	17.9%	18.5%	49.7%	(195)
	生活関連サービス業、娯楽業	1.9%	5.7%	20.7%	17.6%	54.0%	(261)	5.0%	5.4%	16.5%	18.4%	54.8%	(261)
	教育、学習支援業	2.0%	8.4%	18.0%	18.4%	53.1%	(450)	3.1%	8.4%	13.8%	15.6%	59.1%	(450)
	医療、福祉	4.1%	7.6%	19.7%	17.9%	50.6%	(775)	5.2%	8.1%	18.1%	17.2%	51.5%	(775)
	複合サービス業	8.5%	7.3%	19.5%	25.6%	39.0%	(82)	11.0%	8.5%	15.9%	17.1%	47.6%	(82)
	その他サービス業	4.2%	6.8%	17.6%	20.4%	50.9%	(850)	5.5%	7.8%	15.8%	17.4%	53.5%	(850)
公務	3.3%	8.7%	17.0%	19.2%	51.8%	(631)	4.1%	6.5%	16.5%	15.8%	57.1%	(631)	
その他	3.6%	4.7%	14.4%	19.7%	57.6%	(361)	4.4%	5.5%	13.6%	15.5%	60.9%	(361)	
従業員規模	9人以下	3.8%	5.6%	14.9%	17.1%	58.7%	(772)	6.5%	4.5%	12.3%	16.5%	60.2%	(772)
	10～99人	3.3%	7.3%	16.8%	19.3%	53.3%	(2793)	4.7%	7.2%	15.3%	16.0%	56.9%	(2793)
	100～499人	3.6%	7.6%	17.6%	19.8%	51.5%	(2325)	4.5%	7.2%	15.9%	17.9%	54.5%	(2325)
	500～999人	4.7%	8.7%	14.5%	18.7%	53.3%	(956)	5.0%	7.5%	14.4%	17.5%	55.5%	(956)
	1,000人以上	2.8%	6.4%	16.8%	18.9%	55.0%	(3551)	3.6%	6.4%	13.9%	15.9%	60.3%	(3551)
わからない	3.8%	7.0%	22.5%	16.5%	50.2%	(601)	6.3%	7.5%	19.8%	16.1%	50.2%	(601)	
職種	管理的職業	2.6%	5.1%	13.8%	17.3%	61.2%	(1958)	1.8%	4.4%	11.7%	15.4%	66.6%	(1958)
	専門的・技術的職業	2.6%	8.3%	16.9%	18.8%	53.4%	(2115)	4.1%	6.8%	15.6%	16.2%	57.4%	(2115)
	事務	3.5%	7.1%	17.3%	19.4%	52.6%	(3003)	5.6%	7.1%	15.2%	16.7%	55.5%	(3003)
	販売	3.6%	8.3%	18.8%	19.3%	50.0%	(1088)	4.5%	8.2%	14.7%	18.0%	54.6%	(1088)
	サービス職業	4.7%	8.1%	21.0%	18.9%	47.3%	(811)	5.1%	8.9%	19.1%	17.5%	49.4%	(811)
	保安職業	6.2%	9.9%	11.1%	19.8%	53.1%	(81)	4.9%	4.9%	13.6%	13.6%	63.0%	(81)
	農林漁業	-	-	21.4%	28.6%	50.0%	(14)	7.1%	7.1%	28.6%	14.3%	42.9%	(14)
	生産工程	4.1%	6.4%	17.8%	20.0%	51.6%	(1061)	6.5%	7.5%	15.6%	16.5%	53.9%	(1061)
	輸送・機械運転	5.5%	6.6%	16.4%	18.0%	53.6%	(183)	6.0%	7.7%	11.5%	21.3%	53.6%	(183)
	建設・採掘	5.4%	6.6%	13.3%	14.5%	60.2%	(166)	3.0%	7.8%	13.3%	13.3%	62.7%	(166)
	運搬・清掃・包装	4.9%	7.4%	16.4%	20.9%	50.4%	(244)	5.7%	6.6%	18.9%	18.4%	50.4%	(244)
その他	1.8%	4.4%	17.2%	21.2%	55.5%	(274)	5.8%	4.7%	16.1%	15.3%	58.0%	(274)	
職位	一般社員	3.8%	7.9%	17.8%	18.9%	51.7%	(6790)	5.7%	7.8%	16.1%	17.0%	53.4%	(6790)
	主任・係長相当	3.2%	6.2%	18.9%	19.3%	52.4%	(1533)	3.7%	6.8%	14.4%	17.2%	57.9%	(1533)
	課長代理相当(ライン職)	3.5%	5.9%	17.6%	22.7%	50.4%	(256)	2.3%	5.9%	19.1%	17.6%	55.1%	(256)
	課長代理相当(スタッフ職)	3.6%	10.4%	15.0%	19.2%	51.8%	(193)	2.6%	5.2%	15.5%	16.6%	60.1%	(193)
	課長相当(ライン職)	2.5%	5.7%	13.1%	21.0%	57.6%	(609)	2.6%	4.3%	12.3%	16.4%	64.4%	(609)
	課長相当(スタッフ職)	2.3%	4.8%	15.0%	17.3%	60.5%	(519)	1.0%	4.4%	12.5%	16.2%	65.9%	(519)
	部長相当(ライン職)	2.6%	6.1%	12.3%	17.0%	62.0%	(342)	2.3%	3.2%	9.9%	11.7%	72.8%	(342)
	部長相当(スタッフ職)	1.2%	5.4%	13.7%	18.5%	61.2%	(335)	1.2%	3.6%	11.6%	13.7%	69.9%	(335)
	支社長・事業部長相当	-	2.7%	16.2%	21.6%	59.5%	(111)	0.9%	2.7%	12.6%	15.3%	68.5%	(111)
役員相当	3.2%	2.3%	10.0%	15.2%	69.4%	(310)	3.2%	3.5%	8.1%	11.9%	73.2%	(310)	
勤務時間制度	通常の勤務時間制度	3.4%	7.3%	17.1%	18.8%	53.5%	(7623)	4.8%	7.1%	15.5%	16.4%	56.2%	(7623)
	フレックスタイム制	3.2%	6.6%	17.1%	19.9%	53.3%	(1617)	3.3%	6.6%	14.2%	16.0%	59.9%	(1617)
	変形労働時間制	3.8%	7.7%	18.3%	21.0%	49.1%	(338)	6.5%	6.8%	12.4%	20.7%	53.6%	(338)
	交替制	4.2%	6.4%	19.5%	18.8%	51.2%	(645)	5.6%	7.3%	15.5%	17.7%	54.0%	(645)
	事業場外労働のみなし労働時間制	2.7%	6.8%	11.0%	13.7%	65.8%	(73)	2.7%	4.1%	5.5%	19.2%	68.5%	(73)
	裁量労働制	2.9%	3.9%	11.7%	22.0%	59.5%	(205)	2.9%	2.0%	11.7%	17.6%	65.9%	(205)
	管理監督者扱い	2.2%	5.3%	12.3%	17.0%	63.1%	(358)	2.0%	2.8%	9.5%	15.1%	70.7%	(358)
	その他	5.9%	5.9%	17.6%	11.8%	58.8%	(17)	5.9%	-	17.6%	23.5%	52.9%	(17)
わからない	5.7%	11.5%	16.4%	13.9%	52.5%	(122)	4.9%	9.0%	20.5%	13.9%	51.6%	(122)	

		Q52 ワーク・ライフ・バランスを保つために心がけていること														
		仕事を かけない 必要以上 に手	上司の 指示でも 、場合 によつて はやり過 ぎす	中休みの 休憩（昼 休み・	所定の休 憩（昼休 み・	自分の仕 事が終わ った	ら早々に 帰る	取る 所定の休 日はきつ ちり	的に事 の合間を みて積極 的に年次 有給休暇 を積み取 る	もメリッ クや電話 がなくて 休みの日 に仕事関 係の	先や仕事 関係の人 と勤務	考えない （退社	職場を離 れたら（	その他	特にな い	（合計 度数）
全体		32.4%	18.8%	34.1%	41.6%	43.3%	25.1%	10.9%	21.9%	23.7%	0.2%	21.2%	(10998)			
性別	男性	32.5%	20.0%	32.6%	38.3%	41.3%	24.3%	10.6%	20.3%	22.4%	0.1%	23.3%	(7105)			
	女性	32.2%	16.8%	37.0%	47.6%	46.8%	26.6%	11.4%	24.9%	26.1%	0.3%	17.4%	(3893)			
年齢層	20代	36.1%	20.7%	35.9%	38.3%	38.4%	19.3%	12.0%	21.9%	22.0%	0.2%	20.8%	(1932)			
	30代	34.5%	22.1%	33.2%	38.9%	40.0%	23.8%	12.0%	20.8%	21.4%	0.0%	21.8%	(2395)			
	40代	31.7%	19.4%	33.5%	40.3%	42.5%	23.9%	10.8%	23.0%	24.3%	0.1%	21.1%	(2849)			
	50代	29.4%	16.0%	32.7%	44.0%	45.8%	27.3%	9.7%	22.2%	24.1%	0.4%	21.3%	(2431)			
	60代	29.9%	14.5%	37.0%	49.0%	52.9%	33.9%	9.4%	21.3%	28.5%	0.1%	20.8%	(1391)			
業種	農林漁業、鉱業、採石業、砂利採取業	34.1%	18.2%	43.2%	43.2%	31.8%	27.3%	9.1%	13.6%	25.0%	0.0%	22.7%	(44)			
	建設業	30.3%	18.8%	36.6%	39.1%	38.5%	21.9%	7.7%	19.9%	23.3%	0.0%	24.0%	(634)			
	製造業	32.7%	19.7%	35.7%	41.6%	44.5%	26.6%	11.9%	22.1%	25.1%	0.1%	20.6%	(2762)			
	電気・ガス・熱供給・水道業	37.6%	21.2%	37.6%	45.0%	46.0%	31.7%	10.6%	22.8%	22.2%	0.0%	15.9%	(189)			
	情報通信業	34.9%	19.2%	37.6%	38.1%	46.7%	27.6%	15.4%	22.0%	21.7%	0.1%	21.7%	(905)			
	運輸業、郵便業	35.9%	20.3%	36.2%	45.1%	42.9%	20.8%	9.1%	21.3%	25.8%	0.3%	19.2%	(616)			
	卸売業、小売業	29.3%	19.5%	32.4%	42.3%	42.2%	19.1%	11.7%	20.8%	22.6%	0.3%	22.2%	(1096)			
	金融業、保険業	33.8%	19.3%	34.4%	43.0%	43.3%	29.4%	9.6%	22.1%	25.8%	0.0%	19.1%	(633)			
	不動産業、物品賃貸業	31.4%	19.9%	30.3%	38.3%	46.0%	19.2%	11.5%	22.6%	22.2%	0.0%	23.8%	(261)			
	学術研究、専門・技術サービス業	30.0%	19.4%	34.8%	41.1%	44.3%	26.1%	12.3%	26.1%	24.9%	0.4%	24.9%	(253)			
	宿泊業、飲食サービス業	26.2%	24.1%	24.6%	37.4%	36.4%	13.8%	9.7%	22.6%	22.1%	1.0%	25.6%	(195)			
	生活関連サービス業、娯楽業	31.0%	16.5%	36.0%	40.2%	47.1%	23.8%	11.5%	23.8%	25.7%	0.0%	16.5%	(271)			
	教育、学習支援業	35.1%	16.2%	20.7%	43.8%	39.6%	24.4%	12.0%	25.1%	22.4%	0.2%	20.0%	(450)			
	医療、福祉	29.8%	15.1%	28.1%	40.6%	39.7%	19.6%	6.3%	24.3%	21.7%	0.0%	21.5%	(775)			
複合サービス業	26.8%	15.9%	28.0%	34.1%	32.9%	20.7%	7.3%	20.7%	26.8%	0.0%	23.2%	(82)				
その他サービス業	30.2%	15.9%	33.2%	40.6%	42.0%	23.8%	10.7%	22.5%	20.7%	0.2%	25.2%	(850)				
公務	36.9%	19.8%	38.7%	45.0%	47.2%	36.5%	8.4%	16.5%	23.9%	0.0%	20.3%	(631)				
その他	32.1%	19.4%	39.1%	44.6%	46.3%	34.6%	12.5%	24.1%	28.5%	1.1%	16.3%	(361)				
従業員規模	9人以下	26.9%	13.3%	28.0%	36.7%	38.9%	12.8%	7.3%	19.0%	20.3%	0.4%	30.3%	(772)			
	10～99人	30.1%	17.7%	31.1%	39.3%	39.7%	19.3%	8.3%	22.5%	22.6%	0.1%	24.5%	(2793)			
	100～499人	34.1%	20.2%	34.5%	43.3%	43.3%	25.6%	11.7%	22.6%	24.7%	0.3%	18.2%	(2325)			
	500～999人	31.4%	21.9%	36.5%	42.7%	45.4%	26.7%	13.0%	23.4%	23.0%	0.1%	18.8%	(956)			
	1,000人以上	35.7%	20.8%	37.8%	43.8%	48.0%	33.0%	13.4%	21.7%	25.4%	0.1%	17.1%	(3551)			
わからない	25.0%	9.2%	29.1%	36.6%	33.8%	16.6%	6.2%	19.8%	20.8%	0.0%	34.6%	(601)				
職種	管理的職業	31.9%	21.1%	29.0%	37.4%	43.6%	28.7%	11.2%	18.8%	20.2%	0.2%	21.0%	(1958)			
	専門的・技術的職業	34.6%	20.7%	34.2%	40.4%	43.3%	26.6%	12.9%	21.4%	21.7%	0.1%	20.0%	(2115)			
	事務	34.6%	17.1%	39.1%	47.6%	47.1%	29.0%	10.6%	24.3%	27.7%	0.1%	19.0%	(3003)			
	販売	30.8%	20.8%	30.0%	37.2%	41.4%	17.8%	14.0%	20.5%	19.5%	0.2%	21.4%	(1088)			
	サービス職業	28.7%	17.4%	28.7%	39.6%	39.6%	17.0%	8.6%	23.2%	22.8%	0.1%	24.0%	(811)			
	保安職業	30.9%	19.8%	38.3%	49.4%	44.4%	28.4%	7.4%	18.5%	25.9%	0.0%	22.2%	(81)			
	農林漁業	21.4%	7.1%	35.7%	57.1%	21.4%	7.1%	14.3%	14.3%	28.6%	0.0%	35.7%	(14)			
	生産工程	28.8%	17.1%	35.8%	39.1%	38.8%	22.0%	7.7%	23.1%	26.5%	0.1%	25.5%	(1061)			
	輸送・機械運転	36.6%	19.7%	38.8%	42.1%	36.6%	20.2%	6.6%	23.0%	25.7%	0.0%	18.6%	(183)			
	建設・採掘	27.7%	18.1%	35.5%	33.7%	28.9%	12.7%	10.2%	18.1%	24.7%	0.6%	34.3%	(166)			
	運搬・清掃・包装	32.0%	13.5%	33.6%	43.4%	39.3%	15.6%	7.0%	19.7%	25.0%	0.4%	27.5%	(244)			
その他	25.2%	15.7%	36.5%	46.7%	51.5%	28.8%	9.9%	25.2%	27.0%	0.7%	18.2%	(274)				
職位	一般社員	32.8%	17.0%	35.2%	42.7%	42.2%	22.9%	10.3%	22.8%	24.9%	0.1%	22.2%	(6790)			
	主任・係長相当	33.4%	23.3%	36.7%	41.7%	46.8%	30.1%	12.5%	21.7%	24.1%	0.1%	16.7%	(1533)			
	課長代理相当（ライン職）	32.0%	25.0%	31.6%	42.2%	43.8%	27.0%	10.5%	20.3%	23.8%	0.0%	18.8%	(256)			
	課長代理相当（スタッフ職）	29.0%	21.8%	33.7%	49.2%	48.7%	28.5%	14.0%	25.4%	25.9%	0.0%	15.5%	(193)			
	課長相当（ライン職）	32.2%	23.3%	29.2%	36.1%	44.7%	27.9%	13.1%	21.3%	18.6%	0.5%	20.2%	(609)			
	課長相当（スタッフ職）	29.1%	20.4%	32.4%	39.7%	44.1%	31.0%	11.0%	21.0%	21.2%	0.2%	20.8%	(519)			
	部長相当（ライン職）	32.7%	21.6%	28.7%	36.0%	42.4%	32.7%	10.2%	19.6%	15.8%	0.3%	21.6%	(342)			
	部長相当（スタッフ職）	32.2%	23.0%	30.7%	35.8%	44.8%	26.0%	13.1%	19.4%	22.7%	0.0%	21.5%	(335)			
支社長・事業部長相当	34.2%	15.3%	28.8%	41.4%	47.7%	26.1%	9.9%	18.0%	24.3%	0.0%	18.9%	(111)				
役員相当	24.8%	11.3%	25.5%	37.7%	40.0%	19.7%	7.1%	12.9%	18.4%	0.6%	30.6%	(310)				
勤務時間制度	通常の勤務時間制度	31.7%	17.5%	33.7%	41.8%	42.6%	23.4%	9.6%	21.7%	23.8%	0.1%	22.2%	(7623)			
	フレックスタイム制	36.9%	22.3%	38.6%	41.2%	48.3%	33.1%	16.9%	22.8%	22.6%	0.2%	15.7%	(1617)			
	変形労働時間制	31.7%	20.4%	34.6%	42.3%	39.6%	21.6%	10.9%	22.8%	25.4%	0.9%	19.8%	(338)			
	交替制	31.6%	19.2%	36.0%	45.9%	45.0%	23.7%	6.7%	25.3%	29.1%	0.2%	19.8%	(645)			
	事業場外労働のみなし労働時間制	37.0%	32.9%	34.2%	46.6%	47.9%	30.1%	15.1%	16.4%	19.2%	0.0%	19.2%	(73)			
	裁量労働制	33.2%	24.9%	29.3%	33.2%	37.1%	26.3%	17.1%	20.0%	21.0%	0.0%	20.0%	(205)			
	管理監督者扱い	34.1%	25.7%	30.2%	41.9%	48.0%	33.8%	16.5%	24.9%	26.3%	0.0%	17.0%	(358)			
その他	35.3%	29.4%	47.1%	47.1%	58.8%	47.1%	11.8%	11.8%	35.3%	0.0%	11.8%	(17)				
わからない	8.2%	7.4%	8.2%	14.8%	9.0%	4.9%	3.3%	8.2%	2.5%	0.8%	63.1%	(122)				

		Q53_1 私は、日常生活の困難や問題の解決策を見つけることができる							Q53_2 私は、人生で生じる困難や問題のいくつかは、向き合い、取り組む価値があると思う								
		全くあてはまらない	ほとんどあてはまらない	あまりあてはまらない	どちらともいえない	少しあてはまる	だいたいあてはまる	非常によくあてはまる	(合計度数)	全くあてはまらない	ほとんどあてはまらない	あまりあてはまらない	どちらともいえない	少しあてはまる	だいたいあてはまる	非常によくあてはまる	(合計度数)
全体		4.0%	6.8%	14.4%	33.3%	20.4%	17.5%	3.5%	(10998)	3.8%	7.1%	13.0%	34.7%	21.5%	15.9%	3.9%	(10998)
性別	男性	4.0%	7.1%	14.3%	34.4%	19.1%	17.6%	3.6%	(7105)	3.9%	7.0%	13.3%	35.8%	20.1%	15.9%	4.0%	(7105)
	女性	4.1%	6.4%	14.6%	31.4%	22.9%	17.3%	3.3%	(3893)	3.7%	7.3%	12.5%	32.5%	24.1%	16.1%	3.8%	(3893)
年齢層	20代	5.8%	11.5%	22.1%	31.1%	18.1%	9.1%	2.3%	(1932)	5.9%	13.0%	19.6%	28.8%	19.6%	10.1%	3.0%	(1932)
	30代	5.6%	8.9%	18.5%	31.0%	18.9%	13.7%	3.5%	(2395)	5.2%	9.1%	16.6%	32.3%	19.7%	13.2%	3.9%	(2395)
	40代	4.0%	6.3%	12.7%	35.9%	21.4%	15.8%	4.0%	(2849)	3.5%	6.3%	12.4%	37.0%	22.4%	14.0%	4.4%	(2849)
	50代	2.7%	4.1%	10.6%	36.4%	21.6%	21.5%	3.1%	(2431)	2.6%	3.8%	8.8%	40.4%	22.3%	18.5%	3.6%	(2431)
	60代	1.3%	2.8%	6.8%	30.0%	22.3%	32.2%	4.6%	(1391)	1.3%	2.9%	6.3%	32.1%	24.4%	28.2%	4.7%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	13.6%	9.1%	9.1%	34.1%	11.4%	15.9%	6.8%	(44)	2.3%	13.6%	13.6%	38.6%	4.5%	18.2%	9.1%	(44)
	建設業	4.3%	5.4%	14.0%	38.5%	17.0%	18.1%	2.7%	(634)	3.8%	6.3%	12.9%	37.1%	21.5%	16.1%	2.4%	(634)
	製造業	3.8%	8.1%	13.6%	33.7%	20.1%	17.8%	3.0%	(2762)	3.5%	7.7%	13.4%	35.5%	20.4%	16.1%	3.4%	(2762)
	電気・ガス・熱供給・水道業	6.3%	7.4%	15.9%	30.7%	16.9%	19.0%	3.7%	(189)	5.8%	9.5%	11.1%	32.8%	21.7%	16.9%	2.1%	(189)
	情報通信業	2.8%	4.8%	13.5%	33.8%	23.2%	18.3%	3.6%	(905)	3.3%	5.0%	11.5%	34.7%	23.9%	17.2%	4.4%	(905)
	運輸業、郵便業	5.7%	6.7%	15.4%	34.4%	19.5%	14.6%	3.7%	(616)	5.4%	7.3%	12.8%	35.4%	21.9%	13.0%	4.2%	(616)
	卸売業、小売業	4.1%	5.1%	14.1%	34.9%	19.8%	18.2%	3.8%	(1096)	3.5%	6.8%	11.4%	36.4%	21.0%	16.7%	4.2%	(1096)
	金融業、保険業	4.3%	6.3%	13.6%	31.9%	23.5%	16.4%	3.9%	(633)	3.9%	5.4%	12.0%	35.5%	22.7%	15.8%	4.6%	(633)
	不動産業、物品賃貸業	5.0%	6.1%	14.2%	28.7%	24.1%	19.2%	2.7%	(261)	4.2%	8.4%	11.5%	33.3%	21.1%	18.0%	3.4%	(261)
	学術研究、専門・技術サービス業	2.0%	7.1%	12.6%	32.4%	22.5%	19.4%	4.0%	(253)	1.6%	7.1%	10.3%	32.8%	22.1%	20.9%	5.1%	(253)
	宿泊業、飲食サービス業	4.6%	6.7%	21.5%	29.2%	17.4%	15.9%	4.6%	(195)	3.1%	10.3%	16.9%	26.2%	21.5%	15.4%	6.7%	(195)
	生活関連サービス業、娯楽業	2.3%	7.3%	17.2%	30.3%	21.5%	18.0%	3.4%	(261)	2.3%	6.9%	15.3%	32.2%	22.6%	16.1%	4.6%	(261)
	教育、学習支援業	3.1%	5.6%	12.2%	34.2%	19.3%	21.8%	3.8%	(450)	3.3%	5.3%	10.7%	35.6%	23.8%	17.3%	4.0%	(450)
	医療、福祉	3.6%	7.5%	18.1%	31.9%	20.6%	15.0%	3.4%	(775)	3.4%	9.3%	16.3%	32.4%	21.2%	13.4%	4.1%	(775)
複合サービス業	8.5%	6.1%	22.0%	26.8%	19.5%	14.6%	2.4%	(82)	8.5%	3.7%	17.1%	41.5%	20.7%	7.3%	1.2%	(82)	
その他サービス業	4.4%	7.4%	14.6%	32.1%	21.3%	15.9%	4.4%	(850)	5.3%	6.2%	13.5%	32.6%	22.4%	15.9%	4.1%	(850)	
公務	4.1%	8.4%	14.6%	34.4%	19.5%	17.1%	1.9%	(631)	4.0%	8.9%	15.2%	34.1%	20.8%	14.7%	2.4%	(631)	
その他	4.4%	7.8%	12.2%	30.7%	20.8%	18.6%	5.5%	(361)	4.7%	5.8%	10.8%	33.2%	21.9%	16.6%	6.9%	(361)	
従業員規模	9人以下	4.5%	5.3%	14.5%	34.7%	21.8%	16.6%	2.6%	(772)	4.4%	5.3%	13.3%	36.1%	23.6%	13.9%	3.4%	(772)
	10～99人	4.0%	6.4%	15.0%	36.0%	18.5%	16.9%	3.2%	(2793)	3.6%	7.1%	13.3%	37.1%	20.4%	15.2%	3.3%	(2793)
	100～499人	4.5%	7.0%	13.4%	33.5%	22.1%	16.6%	3.0%	(2325)	3.7%	7.5%	12.1%	34.8%	22.4%	16.3%	3.1%	(2325)
	500～999人	3.7%	8.2%	15.2%	31.0%	21.0%	17.7%	3.3%	(956)	4.1%	6.5%	13.5%	31.9%	23.3%	16.9%	3.8%	(956)
	1,000人以上	3.2%	6.8%	14.0%	30.1%	21.3%	20.5%	4.2%	(3551)	3.5%	7.1%	12.5%	31.9%	22.0%	17.9%	5.2%	(3551)
わからない	6.7%	8.8%	17.1%	41.6%	15.5%	6.8%	3.5%	(601)	6.2%	9.2%	16.6%	41.9%	15.1%	7.5%	3.5%	(601)	
職種	管理的職業	3.1%	5.6%	9.4%	27.6%	22.1%	27.2%	5.1%	(1958)	3.0%	4.8%	9.3%	30.3%	22.4%	24.9%	5.3%	(1958)
	専門的・技術的職業	3.2%	6.6%	13.0%	34.1%	20.7%	19.1%	3.2%	(2115)	3.6%	6.5%	12.7%	34.7%	22.2%	16.5%	3.8%	(2115)
	事務	3.9%	6.7%	14.7%	33.9%	21.8%	15.9%	3.1%	(3003)	3.9%	7.2%	12.6%	36.4%	22.1%	14.5%	3.3%	(3003)
	販売	4.8%	6.8%	16.7%	31.7%	22.2%	14.2%	3.6%	(1088)	3.4%	8.5%	13.9%	32.1%	22.9%	14.2%	5.1%	(1088)
	サービス職業	3.8%	7.6%	20.7%	33.5%	17.8%	12.7%	3.8%	(811)	3.3%	9.5%	15.8%	35.1%	20.0%	12.3%	3.9%	(811)
	保安職業	6.2%	11.1%	16.0%	29.6%	23.5%	12.3%	1.2%	(81)	4.9%	8.6%	18.5%	30.9%	18.5%	13.6%	4.9%	(81)
	農林漁業	-	14.3%	14.3%	35.7%	7.1%	28.6%	-	(14)	-	14.3%	7.1%	42.9%	7.1%	28.6%	-	(14)
	生産工程	5.2%	9.0%	18.0%	38.5%	16.2%	11.0%	2.1%	(1061)	5.0%	8.8%	16.7%	39.0%	18.5%	9.7%	2.4%	(1061)
	輸送・機械運転	7.1%	10.9%	17.5%	30.1%	18.0%	14.8%	1.6%	(183)	6.6%	15.3%	11.5%	33.9%	19.7%	8.7%	4.4%	(183)
	建設・採掘	5.4%	3.6%	14.5%	45.2%	12.0%	15.1%	4.2%	(166)	4.8%	4.8%	16.3%	37.3%	21.7%	10.2%	4.8%	(166)
運搬・清掃・包装	7.4%	5.3%	17.2%	41.8%	15.6%	9.4%	3.3%	(244)	6.6%	5.7%	18.4%	41.4%	14.3%	11.9%	1.6%	(244)	
その他	5.1%	7.3%	10.6%	36.1%	20.4%	16.8%	3.6%	(274)	5.5%	5.5%	12.8%	32.5%	23.7%	16.1%	4.0%	(274)	
職位	一般社員	4.7%	7.7%	16.8%	35.2%	19.4%	13.2%	3.0%	(6790)	4.6%	8.1%	14.9%	35.9%	20.6%	12.5%	3.5%	(6790)
	主任・係長相当	2.6%	5.6%	13.1%	32.4%	21.8%	21.1%	3.4%	(1533)	2.7%	6.5%	12.1%	33.7%	24.0%	16.9%	4.2%	(1533)
	課長代理相当(ライン職)	2.7%	7.8%	11.3%	28.5%	26.6%	21.5%	1.6%	(256)	2.3%	7.0%	10.5%	32.0%	27.3%	18.4%	2.3%	(256)
	課長代理相当(スタッフ職)	1.6%	5.2%	8.8%	32.6%	20.7%	24.4%	6.7%	(193)	0.5%	5.2%	6.2%	38.3%	20.7%	21.2%	7.8%	(193)
	課長相当(ライン職)	3.8%	5.1%	12.0%	30.5%	23.2%	22.5%	3.0%	(609)	3.1%	6.4%	11.5%	33.5%	19.4%	22.5%	3.6%	(609)
	課長相当(スタッフ職)	3.5%	5.8%	8.3%	31.0%	22.7%	24.1%	4.6%	(519)	2.9%	4.6%	7.3%	34.9%	25.0%	20.6%	4.6%	(519)
	部長相当(ライン職)	2.3%	5.3%	6.1%	25.4%	22.8%	32.5%	5.6%	(342)	1.8%	3.2%	7.9%	28.7%	22.5%	30.7%	5.3%	(342)
	部長相当(スタッフ職)	2.4%	5.7%	8.7%	29.9%	21.2%	26.3%	6.0%	(335)	2.7%	5.7%	6.6%	31.3%	23.6%	24.5%	5.7%	(335)
	支社長・事業部長相当	3.6%	2.7%	5.4%	23.4%	23.4%	34.2%	7.2%	(111)	2.7%	1.8%	4.5%	27.0%	29.7%	25.2%	9.0%	(111)
役員相当	2.9%	4.8%	7.4%	26.1%	17.7%	33.9%	7.1%	(310)	3.9%	3.5%	9.7%	26.8%	18.1%	32.3%	5.8%	(310)	
勤務時間制度	通常の勤務時間制度	4.2%	7.0%	15.1%	34.8%	20.1%	15.9%	2.8%	(7623)	4.0%	7.6%	13.1%	35.9%	21.5%	14.7%	3.2%	(7623)
	フレックスタイム制	2.8%	7.5%	12.4%	28.4%	22.4%	21.2%	5.1%	(1617)	2.9%	6.7%	11.9%	31.5%	21.6%	19.7%	5.6%	(1617)
	変形労働時間制	3.6%	7.4%	17.2%	28.7%	19.8%	18.3%	5.3%	(338)	3.6%	8.6%	14.5%	34.9%	18.6%	14.5%	5.3%	(338)
	交替制	4.7%	6.2%	15.3%	36.7%	20.9%	13.2%	2.9%	(645)	4.5%	5.7%	16.3%	34.7%	22.0%	13.2%	3.6%	(645)
	事業場外労働のみなし労働時間制	-	8.2%	9.6%	30.1%	16.4%	28.8%	6.8%	(73)	-	5.5%	9.6%	28.8%	23.3%	26.0%	6.8%	(73)
	裁量労働制	3.4%	4.4%	6.8%	33.2%	19.0%	29.8%	3.4%	(205)	2.9%	2.0%	9.3%	29.8%	25.9%	24.4%	5.9%	(205)
	管理監督者扱い	3.1%	2.5%	7.5%	22.6%	22.9%	34.1%	7.3%	(358)	2.8%	2.0%	8.7%	26.0%	24.9%	28.2%	7.5%	(358)
その他	-	11.8%	23.5%	5.9%	35.3%	23.5%	-	(17)	-	5.9%	23.5%	23.5%	29.4%	17.6%	-	(17)	
わからない	11.5%	4.1%	18.0%	41.8%	7.4%	10.7%	6.6%	(122)	9.8%	8.2%	18.9%	40.2%	9.8%	6.6%	6.6%	(122)	

		Q53_3 私は、日常生活に困難や問題を理解したり、予測したりできる								Q54_1 職業や収入のせいで、周囲から見下されていると感じる				
		全くあてはまらない	ほとんどあてはまらない	あまりあてはまらない	どちらともいえない	少しあてはまる	だいたいあてはまる	非常によくあてはまる	(合計度数)	あてはまる	少しあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		4.2%	7.4%	15.3%	36.8%	20.8%	12.6%	3.1%	(10998)	4.6%	16.8%	38.4%	40.2%	(10998)
性別	男性	4.2%	7.3%	15.1%	38.1%	19.6%	12.6%	3.1%	(7105)	4.7%	17.5%	39.1%	38.6%	(7105)
	女性	4.3%	7.5%	15.5%	34.3%	22.9%	12.6%	3.0%	(3893)	4.3%	15.5%	37.1%	43.1%	(3893)
年齢層	20代	6.2%	13.0%	21.3%	32.2%	17.7%	7.5%	2.0%	(1932)	6.0%	21.6%	38.4%	34.1%	(1932)
	30代	5.5%	8.9%	19.0%	33.7%	18.7%	10.8%	3.4%	(2395)	6.1%	20.9%	37.0%	35.9%	(2395)
	40代	4.0%	6.6%	14.4%	39.6%	21.4%	10.8%	3.2%	(2849)	4.9%	16.0%	38.8%	40.3%	(2849)
	50代	3.0%	4.7%	11.6%	41.1%	21.6%	15.0%	3.0%	(2431)	3.4%	13.7%	40.5%	42.4%	(2431)
	60代	1.7%	3.1%	8.8%	34.9%	25.6%	22.3%	3.7%	(1391)	1.4%	9.9%	36.4%	52.2%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	6.8%	6.8%	11.4%	36.4%	15.9%	13.6%	9.1%	(44)	9.1%	11.4%	47.7%	31.8%	(44)
	建設業	4.9%	5.8%	15.0%	37.2%	21.3%	12.9%	2.8%	(634)	4.7%	14.8%	41.8%	38.6%	(634)
	製造業	3.8%	8.5%	14.9%	38.2%	19.6%	12.3%	2.8%	(2762)	4.5%	17.0%	39.9%	38.6%	(2762)
	電気・ガス・熱供給・水道業	5.3%	7.9%	14.8%	34.4%	17.5%	17.5%	2.6%	(189)	4.8%	16.9%	40.2%	38.1%	(189)
	情報通信業	3.1%	5.7%	14.7%	38.8%	22.7%	11.7%	3.3%	(905)	3.2%	15.4%	37.5%	44.0%	(905)
	運輸業、郵便業	6.3%	7.1%	15.4%	37.3%	19.6%	10.7%	3.4%	(616)	5.2%	19.5%	36.0%	39.3%	(616)
	卸売業、小売業	3.6%	6.8%	15.2%	37.7%	20.5%	13.4%	2.6%	(1096)	4.1%	16.7%	37.1%	42.1%	(1096)
	金融業、保険業	4.6%	6.3%	14.8%	36.8%	22.0%	12.3%	3.2%	(633)	4.4%	14.4%	37.3%	43.9%	(633)
	不動産業、物品賃貸業	5.0%	5.0%	16.9%	31.8%	24.9%	13.8%	2.7%	(261)	4.6%	16.9%	36.8%	41.8%	(261)
	学術研究、専門・技術サービス業	2.4%	5.5%	11.5%	36.8%	26.5%	13.8%	3.6%	(253)	1.6%	16.2%	37.2%	45.1%	(253)
	宿泊業、飲食サービス業	4.6%	7.2%	20.0%	32.3%	17.9%	12.8%	5.1%	(195)	7.7%	22.1%	33.8%	36.4%	(195)
	生活関連サービス業、娯楽業	2.3%	10.0%	12.3%	38.7%	21.8%	11.9%	3.1%	(261)	3.8%	16.9%	42.1%	37.2%	(261)
	教育、学習支援業	3.3%	6.7%	12.9%	36.9%	20.4%	17.8%	2.0%	(450)	4.0%	15.1%	36.0%	44.9%	(450)
	医療、福祉	4.5%	7.2%	19.1%	33.3%	21.5%	10.8%	3.5%	(775)	4.9%	18.2%	39.4%	37.5%	(775)
	複合サービス業	4.9%	7.3%	22.0%	36.6%	15.9%	11.0%	2.4%	(82)	3.7%	31.7%	25.6%	39.0%	(82)
その他サービス業	5.4%	6.5%	16.6%	34.8%	20.7%	12.1%	3.9%	(850)	6.8%	18.1%	39.6%	35.4%	(850)	
公務	4.1%	10.5%	15.8%	35.2%	20.4%	12.2%	1.7%	(631)	4.6%	15.8%	35.2%	44.4%	(631)	
その他	5.0%	8.6%	11.4%	36.3%	21.1%	13.0%	4.7%	(361)	4.7%	14.4%	39.3%	41.6%	(361)	
従業員規模	9人以下	5.4%	6.2%	14.1%	38.0%	22.5%	10.9%	2.8%	(772)	4.1%	12.6%	40.4%	42.9%	(772)
	10～99人	4.3%	7.5%	15.4%	38.3%	19.8%	12.2%	2.5%	(2793)	4.7%	18.2%	39.3%	37.8%	(2793)
	100～499人	4.2%	6.8%	15.4%	37.4%	21.4%	12.2%	2.7%	(2325)	4.3%	18.7%	40.0%	36.9%	(2325)
	500～999人	4.2%	6.7%	15.8%	36.8%	19.2%	14.1%	3.1%	(956)	5.3%	17.4%	38.0%	39.3%	(956)
	1,000人以上	3.5%	7.6%	14.7%	33.9%	22.3%	14.4%	3.6%	(3551)	4.3%	15.2%	35.3%	45.1%	(3551)
わからない	6.7%	10.5%	18.0%	42.3%	14.0%	5.0%	3.7%	(601)	6.2%	16.6%	44.3%	32.9%	(601)	
職種	管理的職業	3.2%	5.4%	10.3%	33.7%	22.6%	20.8%	4.1%	(1958)	2.9%	11.9%	34.9%	50.3%	(1958)
	専門的・技術的職業	3.6%	6.9%	14.1%	37.1%	22.3%	13.1%	2.8%	(2115)	3.6%	18.2%	37.2%	41.1%	(2115)
	事務	4.2%	7.7%	15.5%	37.5%	20.9%	11.2%	3.0%	(3003)	5.2%	16.1%	39.7%	39.1%	(3003)
	販売	4.3%	7.1%	17.8%	35.0%	23.0%	10.2%	2.6%	(1088)	4.9%	16.8%	40.5%	37.8%	(1088)
	サービス職業	4.2%	7.8%	20.5%	37.6%	17.8%	8.9%	3.3%	(811)	5.8%	20.3%	39.0%	34.9%	(811)
	保安職業	4.9%	12.3%	14.8%	35.8%	17.3%	13.6%	1.2%	(81)	4.9%	19.8%	44.4%	30.9%	(81)
	農林漁業	-	7.1%	14.3%	42.9%	14.3%	21.4%	-	(14)	-	14.3%	64.3%	21.4%	(14)
	生産工程	5.0%	10.3%	18.7%	39.5%	16.8%	7.9%	1.9%	(1061)	5.7%	19.2%	41.7%	33.5%	(1061)
	輸送・機械運転	7.1%	14.2%	15.8%	31.7%	17.5%	10.9%	2.7%	(183)	8.2%	19.1%	40.4%	32.2%	(183)
	建設・採掘	6.6%	4.8%	14.5%	40.4%	18.7%	10.8%	4.2%	(166)	5.4%	16.3%	42.2%	36.1%	(166)
運搬・清掃・包装	7.0%	7.4%	20.5%	41.0%	11.9%	10.7%	1.6%	(244)	5.3%	29.1%	36.5%	29.1%	(244)	
その他	6.9%	5.8%	13.5%	39.4%	22.3%	6.9%	5.1%	(274)	5.8%	16.4%	31.0%	46.7%	(274)	
職位	一般社員	5.1%	8.4%	17.5%	37.9%	19.0%	9.3%	2.8%	(6790)	5.0%	19.1%	39.5%	36.4%	(6790)
	主任・係長相当	2.5%	6.9%	14.0%	34.4%	24.7%	14.3%	3.2%	(1533)	4.7%	15.8%	38.4%	41.1%	(1533)
	課長代理相当(ライン職)	2.3%	8.2%	12.9%	32.4%	26.2%	17.2%	0.8%	(256)	5.1%	18.4%	39.8%	36.7%	(256)
	課長代理相当(スタッフ職)	1.0%	4.1%	10.9%	36.3%	22.3%	19.2%	6.2%	(193)	3.6%	11.4%	38.3%	46.6%	(193)
	課長相当(ライン職)	4.1%	6.6%	13.0%	37.1%	20.7%	16.1%	2.5%	(609)	4.1%	10.5%	36.3%	49.1%	(609)
	課長相当(スタッフ職)	2.9%	5.2%	10.0%	38.3%	22.4%	17.9%	3.3%	(519)	2.7%	12.5%	37.8%	47.0%	(519)
	部長相当(ライン職)	1.8%	2.3%	8.5%	34.8%	26.6%	21.1%	5.0%	(342)	2.9%	10.8%	34.2%	52.0%	(342)
	部長相当(スタッフ職)	2.4%	4.5%	9.9%	35.2%	24.5%	19.4%	4.2%	(335)	4.2%	10.1%	34.9%	50.7%	(335)
支社長・事業部長相当	2.7%	4.5%	4.5%	30.6%	27.0%	26.1%	4.5%	(111)	1.8%	9.9%	36.0%	52.3%	(111)	
役員相当	4.2%	3.9%	7.1%	30.3%	18.4%	30.6%	5.5%	(310)	2.9%	8.1%	28.1%	61.0%	(310)	
勤務時間制度	通常の勤務時間制度	4.4%	7.9%	15.7%	37.4%	20.8%	11.3%	2.5%	(7623)	4.6%	17.4%	39.3%	38.7%	(7623)
	フレックスタイム制	3.3%	6.6%	13.4%	34.9%	22.0%	15.6%	4.1%	(1617)	3.9%	15.8%	37.3%	43.0%	(1617)
	変形労働時間制	3.3%	9.2%	17.8%	34.9%	17.5%	11.8%	5.6%	(338)	5.3%	18.3%	38.8%	37.6%	(338)
	交替制	5.4%	5.9%	17.2%	39.2%	19.2%	10.2%	2.8%	(645)	5.6%	19.2%	37.8%	37.4%	(645)
	事業場外労働のみなし労働時間制	-	9.6%	8.2%	35.6%	20.5%	23.3%	2.7%	(73)	2.7%	20.5%	34.2%	42.5%	(73)
	裁量労働制	2.9%	3.9%	10.7%	33.7%	23.9%	22.4%	2.4%	(205)	3.9%	8.8%	31.2%	56.1%	(205)
	管理監督者扱い	3.1%	1.4%	10.1%	29.6%	23.2%	25.4%	7.3%	(358)	3.6%	5.9%	31.6%	58.9%	(358)
その他	-	11.8%	41.2%	11.8%	23.5%	11.8%	-	(17)	11.8%	5.9%	47.1%	35.3%	(17)	
わからない	10.7%	6.6%	19.7%	43.4%	5.7%	8.2%	5.7%	(122)	8.2%	17.2%	35.2%	39.3%	(122)	

		Q54_2 自分の考え方は、周りに理解されることが多い					Q54_3 自宅は気の休まる場所である					Q54_4 他人が自分をどのように評価しているか気になる				
		あてはまる	少しあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	少しあてはまる	あまりあてはまらない	あてはまらない	(合計度数)	あてはまる	少しあてはまる	あまりあてはまらない	あてはまらない	(合計度数)
全体		6.5%	24.7%	44.5%	24.4%	(10998)	42.4%	28.6%	19.8%	9.2%	(10998)	10.0%	33.4%	37.3%	19.2%	(10998)
性別	男性	6.8%	26.1%	44.1%	23.0%	(7105)	38.6%	29.8%	22.0%	9.6%	(7105)	8.8%	32.3%	38.7%	20.2%	(7105)
	女性	5.9%	22.0%	45.2%	26.8%	(3893)	49.2%	26.4%	16.0%	8.4%	(3893)	12.2%	35.5%	34.9%	17.4%	(3893)
年齢層	20代	8.2%	28.0%	42.1%	21.7%	(1932)	38.5%	29.6%	23.3%	8.6%	(1932)	17.7%	37.6%	32.5%	12.3%	(1932)
	30代	8.7%	27.7%	42.0%	21.6%	(2395)	38.2%	29.5%	22.8%	9.5%	(2395)	13.0%	35.4%	35.4%	16.2%	(2395)
	40代	6.7%	23.8%	45.9%	23.6%	(2849)	41.0%	28.1%	20.6%	10.4%	(2849)	8.8%	33.3%	36.8%	21.1%	(2849)
	50代	4.9%	23.2%	46.3%	25.6%	(2431)	45.5%	29.6%	16.9%	8.0%	(2431)	5.8%	30.8%	42.0%	21.4%	(2431)
	60代	2.8%	19.1%	46.0%	32.1%	(1391)	52.3%	24.9%	13.6%	9.2%	(1391)	3.9%	29.3%	40.5%	26.3%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	13.6%	22.7%	45.5%	18.2%	(44)	25.0%	36.4%	27.3%	11.4%	(44)	4.5%	38.6%	40.9%	15.9%	(44)
	建設業	5.4%	22.4%	47.5%	24.8%	(634)	39.6%	30.1%	21.9%	8.4%	(634)	8.5%	32.8%	40.1%	18.6%	(634)
	製造業	6.2%	26.2%	43.9%	23.7%	(2762)	40.3%	29.1%	21.8%	8.8%	(2762)	8.8%	33.9%	38.8%	18.5%	(2762)
	電気・ガス・熱供給・水道業	5.3%	22.2%	43.9%	28.6%	(189)	40.7%	24.3%	21.7%	13.2%	(189)	7.9%	34.4%	36.0%	21.7%	(189)
	情報通信業	5.6%	23.9%	45.6%	24.9%	(905)	42.9%	31.6%	15.9%	9.6%	(905)	8.8%	32.8%	37.8%	20.6%	(905)
	運輸業、郵便業	6.8%	27.3%	44.0%	21.9%	(616)	40.6%	31.2%	19.3%	8.9%	(616)	11.4%	34.6%	33.9%	20.1%	(616)
	卸売業、小売業	6.2%	23.8%	43.2%	26.8%	(1096)	44.3%	25.7%	19.3%	10.7%	(1096)	10.2%	32.3%	37.0%	20.5%	(1096)
	金融業、保険業	6.2%	22.0%	45.8%	26.1%	(633)	45.5%	25.8%	19.7%	9.0%	(633)	10.7%	31.8%	35.9%	18.8%	(633)
	不動産業、物品賃貸業	5.4%	28.0%	40.2%	26.4%	(261)	46.7%	29.5%	16.1%	7.7%	(261)	9.2%	30.3%	40.2%	20.3%	(261)
	学術研究、専門・技術サービス業	5.5%	22.9%	51.4%	20.2%	(253)	45.1%	28.9%	17.4%	8.7%	(253)	7.9%	36.4%	37.2%	18.6%	(253)
	宿泊業、飲食サービス業	11.3%	25.6%	41.0%	22.1%	(195)	44.6%	30.3%	15.9%	9.2%	(195)	11.8%	40.0%	28.7%	19.5%	(195)
	生活関連サービス業、娯楽業	6.1%	30.3%	39.8%	23.8%	(261)	49.8%	26.1%	16.5%	7.7%	(261)	13.4%	31.8%	36.0%	18.8%	(261)
	教育、学習支援業	6.7%	20.0%	44.7%	28.7%	(450)	47.1%	27.8%	17.6%	7.6%	(450)	12.0%	35.8%	34.7%	17.6%	(450)
	医療、福祉	7.7%	25.0%	44.3%	23.0%	(775)	40.3%	29.8%	19.6%	10.3%	(775)	14.3%	34.2%	34.8%	16.6%	(775)
複合サービス業	7.3%	29.3%	41.5%	22.0%	(82)	37.8%	32.9%	20.7%	8.5%	(82)	4.9%	35.4%	45.1%	14.6%	(82)	
その他サービス業	7.1%	24.7%	46.2%	22.0%	(850)	41.5%	27.6%	21.8%	9.1%	(850)	8.6%	31.6%	40.5%	19.3%	(850)	
公務	7.0%	23.8%	43.9%	25.4%	(631)	43.3%	28.2%	20.0%	8.6%	(631)	10.8%	33.1%	35.0%	21.1%	(631)	
その他	7.8%	23.3%	44.3%	24.7%	(361)	45.2%	25.8%	19.1%	10.0%	(361)	12.7%	28.5%	37.4%	21.3%	(361)	
従業員規模	9人以下	7.3%	20.9%	47.5%	24.4%	(772)	44.9%	27.8%	18.0%	9.2%	(772)	8.9%	28.6%	40.3%	22.2%	(772)
	10～99人	7.1%	25.0%	44.1%	23.7%	(2793)	41.9%	28.2%	20.9%	9.0%	(2793)	9.5%	33.4%	37.4%	19.7%	(2793)
	100～499人	6.0%	26.5%	46.2%	21.3%	(2325)	41.2%	30.8%	19.2%	8.8%	(2325)	11.1%	34.2%	36.8%	18.0%	(2325)
	500～999人	6.4%	26.9%	40.7%	26.0%	(956)	41.1%	28.3%	20.2%	10.4%	(956)	11.2%	33.4%	36.3%	19.1%	(956)
	1,000人以上	6.1%	23.3%	43.9%	26.8%	(3551)	44.5%	27.8%	18.9%	8.9%	(3551)	9.5%	34.3%	37.2%	19.0%	(3551)
わからない	7.3%	25.6%	44.9%	22.1%	(601)	35.3%	28.5%	24.6%	11.6%	(601)	10.8%	31.8%	38.1%	19.3%	(601)	
職種	管理的職業	4.1%	21.0%	44.0%	30.9%	(1958)	43.2%	28.2%	18.3%	10.3%	(1958)	6.8%	32.1%	38.0%	23.1%	(1958)
	専門的・技術的職業	6.3%	25.9%	44.7%	23.1%	(2115)	40.4%	29.6%	21.5%	8.5%	(2115)	9.5%	34.0%	38.1%	18.4%	(2115)
	事務	6.7%	23.5%	46.0%	23.8%	(3003)	45.1%	28.3%	17.9%	8.7%	(3003)	10.7%	35.1%	36.7%	17.5%	(3003)
	販売	6.4%	24.1%	46.0%	23.4%	(1088)	41.9%	27.5%	21.1%	9.5%	(1088)	12.0%	35.2%	34.9%	17.8%	(1088)
	サービス職業	8.3%	29.8%	40.0%	21.9%	(811)	41.6%	28.9%	20.5%	9.1%	(811)	12.1%	34.5%	36.4%	17.0%	(811)
	保安職業	6.2%	27.2%	46.9%	19.8%	(81)	42.0%	23.5%	27.2%	7.4%	(81)	16.0%	24.7%	42.0%	17.3%	(81)
	農林漁業	7.1%	14.3%	57.1%	21.4%	(14)	35.7%	28.6%	35.7%	-	(14)	7.1%	21.4%	57.1%	14.3%	(14)
	生産工程	7.3%	27.6%	44.0%	21.1%	(1061)	40.0%	27.4%	22.9%	9.7%	(1061)	10.4%	29.7%	40.4%	19.5%	(1061)
	輸送・機械運転	9.3%	27.3%	42.1%	21.3%	(183)	34.4%	31.7%	24.6%	9.3%	(183)	9.8%	37.2%	35.5%	17.5%	(183)
	建設・採掘	9.6%	22.3%	44.6%	23.5%	(166)	41.0%	26.5%	22.3%	10.2%	(166)	7.2%	27.7%	38.0%	27.1%	(166)
運搬・清掃・包装	9.4%	29.1%	43.4%	18.0%	(244)	41.0%	32.0%	18.0%	9.0%	(244)	9.0%	32.4%	37.7%	20.9%	(244)	
その他	9.1%	25.9%	38.7%	26.3%	(274)	44.2%	32.5%	13.1%	10.2%	(274)	15.7%	29.2%	32.5%	22.6%	(274)	
職位	一般社員	7.3%	25.7%	44.6%	22.4%	(6790)	42.0%	28.1%	20.6%	9.3%	(6790)	11.1%	33.6%	36.7%	18.5%	(6790)
	主任・係長相当	5.7%	26.0%	44.6%	23.7%	(1533)	42.1%	30.7%	19.7%	7.6%	(1533)	11.0%	34.2%	38.1%	16.7%	(1533)
	課長代理相当(ライン職)	5.9%	27.3%	46.5%	20.3%	(256)	35.9%	32.8%	24.2%	7.0%	(256)	5.5%	34.8%	42.2%	17.6%	(256)
	課長代理相当(スタッフ職)	4.7%	23.8%	42.0%	29.5%	(193)	46.1%	29.5%	15.5%	8.8%	(193)	7.8%	31.6%	36.3%	24.4%	(193)
	課長相当(ライン職)	6.1%	24.5%	42.9%	26.6%	(609)	44.3%	26.3%	19.0%	10.3%	(609)	6.7%	35.8%	36.1%	21.3%	(609)
	課長相当(スタッフ職)	4.2%	21.0%	46.4%	28.3%	(519)	43.5%	29.1%	18.7%	8.7%	(519)	5.8%	32.4%	41.2%	20.6%	(519)
	部長相当(ライン職)	6.1%	17.8%	44.2%	31.9%	(342)	45.6%	29.2%	14.6%	10.5%	(342)	7.3%	31.0%	38.0%	23.7%	(342)
	部長相当(スタッフ職)	5.1%	17.3%	43.3%	34.3%	(335)	43.6%	29.6%	17.3%	9.6%	(335)	8.1%	29.9%	39.1%	23.0%	(335)
支社長・事業部長相当	1.8%	21.6%	44.1%	32.4%	(111)	45.0%	27.0%	14.4%	13.5%	(111)	7.2%	39.6%	31.5%	21.6%	(111)	
役員相当	3.9%	15.8%	42.3%	38.1%	(310)	44.5%	26.8%	16.5%	12.3%	(310)	5.8%	26.8%	39.4%	28.1%	(310)	
勤務時間制度	通常の勤務時間制度	6.6%	24.6%	44.9%	23.8%	(7623)	42.5%	28.2%	20.5%	8.8%	(7623)	10.1%	33.5%	37.6%	18.8%	(7623)
	フレックスタイム制	5.4%	25.4%	44.5%	24.7%	(1617)	41.2%	30.6%	18.9%	9.3%	(1617)	8.5%	34.1%	38.4%	19.0%	(1617)
	変形労働時間制	7.4%	27.2%	42.3%	23.1%	(338)	39.6%	28.4%	22.2%	9.8%	(338)	14.5%	31.1%	37.0%	17.5%	(338)
	交替制	7.8%	27.6%	41.7%	22.9%	(645)	42.8%	28.7%	17.7%	10.9%	(645)	12.7%	33.0%	33.6%	20.6%	(645)
	事業場外労働のみな労働時間制	5.5%	27.4%	38.4%	28.8%	(73)	39.7%	31.5%	16.4%	12.3%	(73)	8.2%	34.2%	37.0%	20.5%	(73)
	裁量労働制	6.8%	17.6%	47.3%	28.3%	(205)	47.3%	30.2%	14.1%	8.3%	(205)	6.8%	38.5%	35.1%	19.5%	(205)
	管理監督者扱い	5.3%	18.7%	43.6%	32.4%	(358)	48.3%	29.6%	12.0%	10.1%	(358)	7.5%	33.0%	33.0%	26.5%	(358)
その他	5.9%	17.6%	64.7%	11.8%	(17)	64.7%	17.6%	11.8%	5.9%	(17)	23.5%	29.4%	41.2%	5.9%	(17)	
わからない	7.4%	22.1%	37.7%	32.8%	(122)	26.2%	18.9%	33.6%	21.3%	(122)	9.0%	22.1%	43.4%	25.4%	(122)	

		Q55 健康のためにしていること						Q56 週に何日お酒を飲むか							
		の規則正しく朝食をとる朝・昼・夕	野菜類・果物を食べる	うすにすらすらをためないよ	週2日程度以上の運動(60分×30分)	定期的な汗をかく(60分)	がけを十分とる(60分)	過剰に注意し、睡眠・休養を十分とる(60分)	(合計度数)	毎日飲む	週に3日以上飲む	週1、2日程度飲む	月に1、2、3日飲む	ほとんど飲まない	た以前飲んでいなかったがやめ
全体		66.3%	70.2%	64.4%	32.6%	64.3%	(10998)	18.6%	11.8%	16.5%	10.7%	13.2%	2.9%	26.3%	(10998)
性別	男性	64.9%	66.7%	63.5%	35.5%	62.5%	(7105)	22.4%	13.9%	17.6%	9.7%	11.7%	2.4%	22.3%	(7105)
	女性	68.9%	76.7%	66.2%	27.2%	67.6%	(3893)	11.8%	8.0%	14.5%	12.4%	16.0%	3.8%	33.5%	(3893)
年齢層	20代	59.0%	61.7%	59.5%	31.5%	65.1%	(1932)	6.4%	9.2%	17.2%	18.0%	18.3%	3.0%	28.0%	(1932)
	30代	61.3%	65.4%	59.7%	33.5%	61.3%	(2395)	13.8%	11.3%	18.3%	12.4%	13.7%	3.4%	27.1%	(2395)
	40代	64.7%	69.6%	63.4%	31.2%	63.3%	(2849)	20.3%	12.2%	16.7%	8.6%	13.0%	2.4%	26.9%	(2849)
	50代	71.7%	76.2%	66.8%	32.5%	64.1%	(2431)	25.8%	12.2%	15.1%	8.3%	10.5%	2.7%	25.5%	(2431)
	60代	79.2%	81.4%	77.7%	35.2%	70.9%	(1391)	28.2%	14.8%	14.5%	5.9%	10.8%	3.0%	22.8%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	72.7%	70.5%	63.6%	40.9%	75.0%	(44)	15.9%	15.9%	22.7%	9.1%	6.8%	-	29.5%	(44)
	建設業	69.9%	68.6%	64.5%	30.0%	64.5%	(634)	24.6%	12.8%	16.6%	8.0%	9.9%	2.4%	25.7%	(634)
	製造業	70.4%	69.8%	64.3%	35.1%	64.5%	(2762)	18.5%	11.7%	18.0%	10.1%	13.3%	2.6%	25.9%	(2762)
	電気・ガス・熱供給・水道業	61.9%	67.2%	67.7%	37.0%	65.1%	(189)	19.6%	12.7%	15.9%	9.0%	13.2%	3.7%	25.9%	(189)
	情報通信業	65.0%	70.4%	64.5%	34.0%	64.4%	(905)	18.3%	12.4%	16.1%	11.8%	13.1%	2.5%	25.6%	(905)
	運輸業、郵便業	59.7%	68.5%	64.3%	32.1%	64.8%	(616)	20.0%	13.8%	16.2%	10.6%	14.1%	2.9%	22.4%	(616)
	卸売業、小売業	61.7%	67.5%	61.2%	27.9%	63.0%	(1096)	21.3%	10.9%	17.3%	11.5%	13.0%	2.4%	23.6%	(1096)
	金融業、保険業	70.3%	78.2%	68.1%	33.8%	67.3%	(633)	16.1%	11.8%	17.5%	10.6%	13.7%	3.0%	27.2%	(633)
	不動産業、物品賃貸業	60.2%	69.7%	65.1%	30.3%	57.9%	(261)	23.0%	13.8%	16.1%	11.5%	12.3%	1.9%	21.5%	(261)
	学術研究、専門・技術サービス業	66.4%	75.1%	68.4%	34.4%	71.9%	(253)	15.8%	13.8%	15.8%	10.7%	15.0%	3.2%	25.7%	(253)
	宿泊業、飲食サービス業	49.2%	63.6%	59.5%	25.6%	56.9%	(195)	19.5%	12.3%	19.0%	8.2%	13.8%	3.1%	24.1%	(195)
	生活関連サービス業、娯楽業	50.2%	67.0%	64.8%	29.5%	57.5%	(261)	15.7%	13.4%	13.4%	10.3%	14.2%	5.0%	28.0%	(261)
	教育、学習支援業	74.0%	79.3%	68.4%	33.1%	68.2%	(450)	19.6%	11.3%	14.7%	11.8%	12.2%	2.9%	27.6%	(450)
	医療、福祉	66.5%	70.2%	60.9%	26.8%	62.8%	(775)	14.8%	8.4%	12.9%	12.6%	14.5%	3.5%	33.3%	(775)
	複合サービス業	72.0%	70.7%	57.3%	35.4%	61.0%	(82)	14.6%	12.2%	14.6%	13.4%	11.0%	3.7%	30.5%	(82)
その他サービス業	60.5%	65.8%	62.4%	32.2%	63.1%	(850)	20.0%	12.8%	13.9%	10.2%	12.6%	4.1%	26.4%	(850)	
公務	73.2%	72.7%	68.6%	38.2%	66.2%	(631)	12.5%	11.7%	18.9%	11.1%	14.6%	2.5%	28.7%	(631)	
その他	68.4%	72.3%	68.7%	31.3%	65.1%	(361)	19.9%	8.9%	16.1%	10.5%	15.0%	2.5%	27.1%	(361)	
従業員規模	9人以下	66.3%	70.3%	66.7%	28.9%	64.4%	(772)	19.3%	10.0%	14.8%	10.5%	12.7%	3.4%	29.4%	(772)
	10～99人	67.3%	69.0%	61.7%	31.0%	63.9%	(2793)	20.3%	10.9%	15.9%	8.8%	13.4%	2.9%	27.8%	(2793)
	100～499人	64.6%	70.6%	63.6%	33.8%	62.8%	(2325)	19.1%	12.4%	17.1%	11.6%	12.7%	2.9%	24.2%	(2325)
	500～999人	67.6%	70.6%	67.3%	34.5%	66.5%	(956)	17.8%	12.1%	19.2%	12.1%	11.4%	3.0%	24.3%	(956)
	1,000人以上	68.5%	72.9%	67.7%	35.0%	66.5%	(3551)	18.4%	13.6%	17.2%	11.3%	13.6%	2.5%	23.5%	(3551)
わからない	53.9%	57.9%	54.1%	22.1%	54.7%	(601)	10.8%	5.0%	11.3%	9.8%	16.5%	3.7%	42.9%	(601)	
職種	管理的職業	71.3%	76.5%	70.5%	41.4%	67.7%	(1958)	30.4%	15.7%	16.3%	8.1%	10.2%	1.9%	17.4%	(1958)
	専門的・技術的職業	69.0%	71.3%	64.3%	35.3%	63.3%	(2115)	16.5%	12.8%	18.3%	12.2%	13.3%	3.0%	23.9%	(2115)
	事務	70.0%	74.2%	65.4%	28.4%	66.7%	(3003)	13.2%	9.4%	16.2%	11.8%	15.6%	3.0%	30.8%	(3003)
	販売	56.0%	62.4%	61.7%	32.4%	60.1%	(1088)	21.1%	12.6%	17.1%	11.8%	12.9%	2.8%	21.7%	(1088)
	サービス職業	56.0%	63.3%	60.8%	25.9%	59.7%	(811)	16.5%	9.6%	15.3%	11.2%	12.5%	3.8%	31.1%	(811)
	保安職業	63.0%	70.4%	70.4%	37.0%	75.3%	(81)	13.6%	18.5%	13.6%	7.4%	9.9%	4.9%	32.1%	(81)
	農林漁業	78.6%	85.7%	71.4%	50.0%	64.3%	(14)	28.6%	7.1%	21.4%	14.3%	7.1%	7.1%	14.3%	(14)
	生産工程	64.9%	63.0%	59.2%	30.2%	62.3%	(1061)	16.2%	8.5%	15.3%	10.0%	13.8%	3.5%	32.8%	(1061)
	輸送・機械運転	52.5%	63.9%	61.7%	28.4%	62.8%	(183)	20.8%	16.9%	12.6%	7.1%	16.9%	2.7%	23.0%	(183)
	建設・採掘	62.7%	56.6%	59.6%	33.7%	53.6%	(166)	20.5%	16.9%	21.7%	7.2%	3.6%	1.2%	28.9%	(166)
運搬・清掃・包装	53.3%	58.6%	54.9%	29.1%	63.1%	(244)	17.6%	13.1%	14.8%	7.0%	13.9%	2.5%	31.1%	(244)	
その他	71.5%	75.5%	65.0%	25.9%	64.2%	(274)	16.1%	9.1%	15.0%	9.9%	14.2%	2.9%	32.8%	(274)	
職位	一般社員	64.4%	68.2%	62.2%	29.4%	63.7%	(6790)	14.2%	9.9%	15.5%	11.8%	14.4%	3.2%	31.0%	(6790)
	主任・係長相当	67.1%	71.3%	65.8%	34.2%	64.9%	(1533)	19.8%	13.2%	19.8%	9.1%	13.6%	2.8%	21.7%	(1533)
	課長代理相当(ライン職)	72.7%	71.9%	66.0%	39.5%	65.6%	(256)	23.4%	14.1%	19.9%	10.9%	9.4%	2.7%	19.5%	(256)
	課長代理相当(スタッフ職)	68.9%	76.2%	67.9%	34.2%	64.8%	(193)	22.3%	16.1%	23.3%	10.9%	14.0%	1.6%	11.9%	(193)
	課長相当(ライン職)	70.0%	73.6%	67.5%	37.4%	62.6%	(609)	26.4%	15.6%	17.7%	7.7%	11.7%	2.0%	18.9%	(609)
	課長相当(スタッフ職)	69.6%	74.8%	67.2%	37.0%	61.1%	(519)	27.2%	16.2%	18.1%	9.8%	9.1%	1.5%	18.1%	(519)
	部長相当(ライン職)	71.9%	77.2%	72.8%	44.4%	66.1%	(342)	33.9%	18.4%	17.3%	7.0%	7.9%	2.3%	13.2%	(342)
	部長相当(スタッフ職)	71.0%	72.8%	70.1%	38.8%	69.0%	(335)	35.8%	16.1%	12.8%	6.9%	11.0%	1.2%	16.1%	(335)
支社長・事業部長相当	64.9%	80.2%	75.7%	42.3%	71.2%	(111)	28.8%	12.6%	18.0%	11.7%	9.9%	1.8%	17.1%	(111)	
役員相当	75.8%	76.1%	73.5%	46.1%	72.3%	(310)	34.2%	14.8%	12.9%	9.0%	7.4%	2.9%	18.7%	(310)	
勤務時間制度	通常の勤務時間制度	67.8%	70.1%	64.0%	31.7%	64.4%	(7623)	18.4%	10.5%	16.6%	10.7%	13.3%	3.0%	27.5%	(7623)
	フレックスタイム制	69.3%	73.1%	68.3%	37.3%	66.9%	(1617)	20.1%	15.7%	18.7%	10.0%	13.2%	2.1%	20.2%	(1617)
	変形労働時間制	55.6%	68.0%	60.7%	26.0%	59.2%	(338)	21.3%	9.5%	15.1%	10.1%	16.3%	3.8%	24.0%	(338)
	交替制	49.8%	61.6%	60.6%	31.0%	61.1%	(645)	12.7%	13.6%	13.8%	13.0%	13.2%	2.9%	30.7%	(645)
	事業場外労働のみなし労働時間制	52.1%	67.1%	69.9%	35.6%	56.2%	(73)	27.4%	5.5%	17.8%	9.6%	8.2%	5.5%	26.0%	(73)
	裁量労働制	71.7%	78.5%	68.3%	34.6%	67.8%	(205)	17.6%	20.0%	14.6%	7.3%	14.6%	3.9%	22.0%	(205)
	管理監督者扱い	68.2%	81.0%	70.4%	37.2%	68.4%	(358)	26.0%	18.2%	14.8%	10.6%	12.8%	1.4%	16.2%	(358)
その他	52.9%	62.4%	76.5%	17.6%	64.7%	(17)	17.6%	23.5%	17.6%	-	17.6%	-	23.5%	(17)	
わからない	45.9%	46.7%	43.4%	30.3%	43.4%	(122)	13.9%	5.7%	9.8%	10.7%	4.1%	4.1%	51.6%	(122)	

		Q56SQ 1日あたりのお酒の量（清酒に換算した酒量）							Q57 喫煙習慣				
		満1合（180ml）未満	m1合以上2合（360ml）未満	m2合以上3合（540ml）未満	m3合以上4合（720ml）未満	m4合以上5合（900ml）未満	上5合（900ml）以上	（合計度数）	毎日吸う	ときどき吸う日がある	月以上吸っていたが1か月前以上吸っていない	吸わない・吸えない	（合計度数）
全体		29.6%	36.5%	20.6%	7.6%	2.2%	3.6%	(6336)	22.9%	2.8%	14.5%	59.8%	(10998)
性別	男性	24.9%	36.9%	22.8%	8.7%	2.5%	4.2%	(4519)	28.1%	3.3%	17.9%	50.8%	(7105)
	女性	41.2%	35.5%	15.0%	4.8%	1.4%	2.1%	(1817)	13.4%	1.8%	8.4%	76.3%	(3893)
年齢層	20代	34.0%	36.6%	18.0%	6.0%	1.8%	3.5%	(981)	12.5%	5.1%	6.4%	75.9%	(1932)
	30代	25.9%	39.2%	20.9%	7.9%	2.4%	3.7%	(1335)	21.5%	3.8%	10.4%	64.3%	(2395)
	40代	28.8%	35.6%	20.3%	8.0%	2.8%	4.5%	(1647)	26.9%	2.1%	15.0%	56.1%	(2849)
	50代	29.3%	35.9%	20.9%	8.1%	2.5%	3.3%	(1491)	26.4%	1.4%	19.9%	52.4%	(2431)
	60代	32.2%	34.7%	22.8%	7.0%	0.8%	2.5%	(882)	25.4%	1.5%	22.8%	50.3%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	32.1%	25.0%	35.7%	3.6%	-	3.6%	(28)	27.3%	6.8%	9.1%	56.8%	(44)
	建設業	27.5%	37.9%	22.6%	5.1%	2.8%	4.1%	(393)	29.8%	3.0%	16.9%	50.3%	(634)
	製造業	30.2%	37.0%	20.3%	7.5%	2.2%	2.9%	(1610)	22.5%	2.5%	15.1%	59.8%	(2762)
	電気・ガス・熱供給・水道業	25.9%	33.3%	21.3%	13.9%	2.8%	2.8%	(108)	19.0%	4.2%	16.9%	59.8%	(189)
	情報通信業	28.4%	35.4%	21.3%	8.7%	3.2%	3.0%	(531)	21.1%	2.9%	15.9%	60.1%	(905)
	運輸業、郵便業	27.9%	37.8%	20.6%	7.8%	2.1%	3.8%	(373)	31.2%	1.9%	15.1%	51.8%	(616)
	卸売業、小売業	30.4%	36.1%	19.6%	7.3%	2.2%	4.3%	(668)	25.6%	2.5%	15.3%	56.6%	(1096)
	金融業、保険業	32.1%	39.4%	16.9%	8.2%	1.4%	2.0%	(355)	18.5%	2.8%	12.5%	66.2%	(633)
	不動産業、物品賃貸業	20.2%	33.9%	22.0%	11.9%	6.5%	5.4%	(168)	30.7%	1.5%	16.1%	51.7%	(261)
	学術研究、専門・技術サービス業	28.9%	39.4%	20.4%	7.7%	-	3.5%	(142)	22.1%	2.8%	11.9%	63.2%	(253)
	宿泊業、飲食サービス業	27.8%	34.8%	15.7%	8.7%	2.6%	10.4%	(115)	32.8%	3.1%	12.3%	51.8%	(195)
	生活関連サービス業、娯楽業	18.8%	46.4%	21.7%	7.2%	2.2%	3.6%	(138)	27.6%	5.7%	12.6%	54.0%	(261)
	教育、学習支援業	35.3%	37.2%	16.3%	6.6%	1.2%	3.5%	(258)	15.1%	2.4%	10.4%	72.0%	(450)
	医療、福祉	32.5%	36.5%	20.4%	5.6%	1.9%	3.2%	(378)	16.5%	2.3%	14.1%	67.1%	(775)
	複合サービス業	33.3%	37.8%	22.2%	4.4%	-	2.2%	(45)	25.6%	8.5%	11.0%	54.9%	(82)
その他サービス業	28.1%	34.5%	24.8%	7.4%	1.2%	3.9%	(484)	25.3%	3.1%	15.1%	56.6%	(850)	
公務	36.0%	31.6%	19.9%	7.6%	2.0%	2.9%	(342)	13.8%	2.9%	13.0%	70.4%	(631)	
その他	25.5%	35.0%	21.0%	8.5%	3.0%	7.0%	(200)	24.1%	2.8%	13.9%	59.3%	(361)	
従業員規模	9人以下	30.6%	36.3%	21.1%	4.5%	2.6%	4.8%	(421)	24.2%	2.3%	16.3%	57.1%	(772)
	10～99人	30.2%	35.5%	21.5%	6.5%	2.2%	4.1%	(1561)	24.5%	2.9%	16.2%	56.5%	(2793)
	100～499人	28.2%	37.5%	20.8%	8.0%	2.1%	3.4%	(1399)	24.4%	3.0%	14.5%	58.1%	(2325)
	500～999人	28.5%	39.6%	18.3%	8.2%	1.7%	3.8%	(586)	22.7%	2.8%	13.9%	60.6%	(956)
	1,000人以上	29.5%	35.7%	20.7%	8.6%	2.3%	3.2%	(2147)	22.1%	2.9%	13.8%	61.2%	(3551)
わからない	35.6%	36.0%	16.2%	6.8%	2.3%	3.2%	(222)	13.1%	1.3%	10.0%	75.5%	(601)	
職種	管理的職業	25.1%	35.3%	24.1%	8.6%	2.5%	4.3%	(1381)	30.9%	2.9%	20.2%	46.0%	(1958)
	専門的・技術的職業	31.4%	34.8%	21.4%	7.2%	1.9%	3.3%	(1264)	20.0%	3.6%	12.9%	63.6%	(2115)
	事務	35.3%	38.8%	16.6%	5.4%	1.3%	2.6%	(1520)	15.5%	2.3%	9.7%	72.6%	(3003)
	販売	25.8%	38.6%	18.9%	8.4%	3.8%	4.4%	(681)	28.5%	2.6%	16.3%	52.7%	(1088)
	サービス職業	26.7%	36.5%	21.5%	9.8%	1.9%	3.5%	(427)	21.6%	3.5%	15.3%	59.7%	(811)
	保安職業	25.6%	23.3%	23.3%	11.6%	4.7%	11.6%	(43)	18.5%	7.4%	30.9%	43.2%	(81)
	農林漁業	40.0%	30.0%	30.0%	-	-	-	(10)	21.4%	-	21.4%	57.1%	(14)
	生産工程	30.8%	36.4%	20.6%	6.6%	2.6%	3.0%	(530)	25.3%	2.5%	14.9%	57.3%	(1061)
	輸送・機械運転	18.1%	31.4%	32.4%	13.3%	1.9%	2.9%	(105)	31.1%	2.7%	20.2%	45.9%	(183)
	建設・採掘	26.4%	40.0%	20.0%	9.1%	0.9%	3.6%	(110)	38.0%	2.4%	18.7%	41.0%	(166)
運搬・清掃・包装	26.6%	38.3%	17.2%	7.8%	5.5%	4.7%	(128)	32.8%	1.2%	18.4%	47.5%	(244)	
その他	32.1%	31.4%	19.7%	10.2%	1.5%	5.1%	(137)	20.1%	1.5%	14.2%	64.2%	(274)	
職位	一般社員	32.8%	36.9%	17.9%	7.1%	2.0%	3.3%	(3490)	19.2%	2.6%	11.9%	66.3%	(6790)
	主任・係長相当	26.8%	37.1%	22.7%	8.0%	2.2%	3.3%	(949)	24.7%	2.9%	16.4%	56.0%	(1533)
	課長代理相当（ライン職）	26.3%	32.0%	27.4%	10.3%	1.1%	2.9%	(175)	26.6%	3.9%	16.8%	52.7%	(256)
	課長代理相当（スタッフ職）	29.3%	32.9%	25.7%	6.4%	4.3%	1.4%	(140)	26.9%	4.1%	16.6%	52.3%	(193)
	課長相当（ライン職）	22.6%	37.7%	25.1%	9.5%	1.5%	3.6%	(411)	32.2%	3.8%	17.9%	46.1%	(609)
	課長相当（スタッフ職）	28.4%	34.1%	18.1%	9.2%	3.5%	6.8%	(370)	27.9%	3.9%	20.6%	47.6%	(519)
	部長相当（ライン職）	22.9%	36.6%	26.3%	7.6%	3.1%	3.4%	(262)	31.0%	2.3%	23.4%	43.3%	(342)
	部長相当（スタッフ職）	21.3%	38.3%	27.9%	5.4%	2.9%	4.2%	(240)	37.9%	1.8%	21.8%	38.5%	(335)
	支社長・事業部長相当	31.6%	40.5%	17.7%	6.3%	-	3.8%	(79)	33.3%	2.7%	20.7%	43.2%	(111)
役員相当	25.5%	30.5%	26.4%	8.2%	3.6%	5.9%	(220)	34.5%	1.9%	21.9%	41.6%	(310)	
勤務時間制度	通常の勤務時間制度	30.8%	36.2%	20.1%	7.2%	1.9%	3.7%	(4287)	22.2%	2.6%	14.3%	60.9%	(7623)
	フレックスタイム制	27.3%	37.8%	19.7%	8.9%	3.3%	3.1%	(1043)	22.4%	3.5%	14.3%	59.7%	(1617)
	変形労働時間制	20.6%	37.0%	24.9%	4.8%	4.8%	7.9%	(189)	26.9%	4.4%	15.7%	53.0%	(338)
	交替制	30.3%	34.1%	22.7%	8.2%	2.0%	2.6%	(343)	25.4%	2.2%	14.7%	57.7%	(645)
	事業場外労働のみなし労働時間制	18.2%	40.9%	27.3%	11.4%	-	2.3%	(44)	32.9%	-	17.8%	49.3%	(73)
	裁量労働制	25.4%	40.2%	26.2%	5.7%	0.8%	1.6%	(122)	22.0%	1.5%	14.6%	62.0%	(205)
	管理監督者扱い	27.7%	34.5%	21.7%	10.0%	2.0%	4.0%	(249)	32.1%	2.8%	19.8%	45.3%	(358)
その他	10.0%	40.0%	30.0%	20.0%	-	-	(10)	17.6%	5.9%	5.9%	70.6%	(17)	
わからない	32.7%	38.8%	18.4%	4.1%	2.0%	4.1%	(49)	18.9%	2.5%	11.5%	67.2%	(122)	

		Q58_1 仕事全般に関する満足度					Q58_2 生活全般に関する満足度				
		満足	やや満足	やや不満	不満	(合計度数)	満足	やや満足	やや不満	不満	(合計度数)
全体		9.6%	44.2%	31.2%	15.0%	(10998)	12.6%	51.6%	27.2%	8.6%	(10998)
性別	男性	9.6%	43.7%	31.6%	15.1%	(7105)	12.5%	51.3%	27.6%	8.7%	(7105)
	女性	9.5%	45.3%	30.3%	15.0%	(3893)	12.9%	52.1%	26.4%	8.6%	(3893)
年齢層	20代	9.4%	42.8%	31.6%	16.2%	(1932)	14.0%	53.0%	25.6%	7.4%	(1932)
	30代	9.1%	41.8%	33.7%	15.4%	(2395)	12.0%	49.2%	28.7%	10.0%	(2395)
	40代	7.9%	42.6%	32.9%	16.6%	(2849)	10.2%	49.9%	30.3%	9.5%	(2849)
	50代	9.3%	45.7%	29.7%	15.3%	(2431)	11.6%	52.2%	27.1%	9.1%	(2431)
	60代	14.5%	51.1%	25.1%	9.3%	(1391)	18.4%	56.1%	20.1%	5.4%	(1391)
業種	農林漁業、鉱業、採石業、砂利採取業	25.0%	45.5%	18.2%	11.4%	(44)	22.7%	47.7%	25.0%	4.5%	(44)
	建設業	12.0%	47.8%	27.0%	13.2%	(634)	12.5%	55.8%	23.5%	8.2%	(634)
	製造業	9.8%	42.2%	33.0%	15.0%	(2762)	12.5%	51.9%	28.2%	7.4%	(2762)
	電気・ガス・熱供給・水道業	11.1%	46.0%	30.2%	12.7%	(189)	16.4%	49.2%	27.0%	7.4%	(189)
	情報通信業	8.8%	47.0%	30.8%	13.4%	(905)	13.1%	50.7%	27.1%	9.1%	(905)
	運輸業、郵便業	7.3%	41.6%	33.3%	17.9%	(616)	10.6%	47.2%	30.4%	11.9%	(616)
	卸売業、小売業	8.3%	44.5%	31.2%	16.0%	(1096)	11.1%	50.7%	29.4%	8.8%	(1096)
	金融業、保険業	9.8%	45.8%	29.2%	15.2%	(633)	16.6%	52.0%	23.7%	7.7%	(633)
	不動産業、物品賃貸業	11.1%	40.6%	34.5%	13.8%	(261)	12.6%	47.1%	30.3%	10.0%	(261)
	学術研究、専門・技術サービス業	9.9%	45.8%	28.9%	15.4%	(253)	9.9%	55.7%	24.9%	9.5%	(253)
	宿泊業、飲食サービス業	7.7%	42.6%	31.8%	17.9%	(195)	7.7%	50.3%	29.7%	12.3%	(195)
	生活関連サービス業、娯楽業	8.8%	41.8%	33.0%	16.5%	(261)	11.9%	52.5%	28.4%	7.3%	(261)
	教育、学習支援業	13.3%	47.6%	26.7%	12.4%	(450)	17.6%	51.6%	25.3%	5.6%	(450)
	医療、福祉	7.9%	42.3%	35.1%	14.7%	(775)	11.7%	50.7%	27.5%	10.1%	(775)
複合サービス業	11.0%	37.8%	31.7%	19.5%	(82)	18.3%	42.7%	29.3%	9.8%	(82)	
その他サービス業	7.3%	42.7%	33.5%	16.5%	(850)	8.8%	52.0%	29.6%	9.5%	(850)	
公務	10.5%	50.2%	23.6%	15.7%	(631)	14.3%	56.4%	20.4%	8.9%	(631)	
その他	12.5%	45.4%	29.1%	13.0%	(361)	15.8%	49.9%	24.4%	10.0%	(361)	
従業員規模	9人以下	9.8%	45.9%	30.3%	14.0%	(772)	11.4%	51.4%	28.1%	9.1%	(772)
	10～99人	8.9%	43.6%	32.2%	15.4%	(2793)	11.6%	48.8%	30.4%	9.2%	(2793)
	100～499人	8.4%	42.1%	32.8%	16.7%	(2325)	11.4%	51.6%	27.6%	9.5%	(2325)
	500～999人	10.0%	44.9%	31.0%	14.1%	(956)	12.7%	52.1%	27.7%	7.5%	(956)
	1,000人以上	11.2%	47.1%	28.2%	13.5%	(3551)	15.3%	54.9%	22.9%	7.0%	(3551)
わからない	6.5%	35.9%	38.8%	18.8%	(601)	8.0%	44.6%	33.4%	14.0%	(601)	
職種	管理的職業	15.6%	49.4%	25.4%	9.7%	(1958)	18.9%	54.2%	21.3%	5.6%	(1958)
	専門的・技術的職業	9.8%	46.3%	30.3%	13.6%	(2115)	12.9%	53.8%	25.6%	7.7%	(2115)
	事務	8.4%	44.5%	30.6%	16.6%	(3003)	11.6%	52.0%	27.1%	9.4%	(3003)
	販売	7.6%	44.5%	31.3%	16.5%	(1088)	10.8%	52.8%	28.5%	7.8%	(1088)
	サービス職業	6.8%	39.0%	36.5%	17.8%	(811)	9.5%	47.1%	30.5%	12.9%	(811)
	保安職業	6.2%	39.5%	37.0%	17.3%	(81)	4.9%	51.9%	32.1%	11.1%	(81)
	農林漁業	-	71.4%	21.4%	7.1%	(14)	14.3%	71.4%	14.3%	-	(14)
	生産工程	7.4%	36.6%	39.1%	16.9%	(1061)	9.9%	46.8%	34.9%	8.4%	(1061)
	輸送・機械運転	7.1%	40.4%	37.2%	15.3%	(183)	12.0%	41.5%	33.3%	13.1%	(183)
	建設・採掘	9.0%	37.3%	38.0%	15.7%	(166)	7.8%	50.0%	32.5%	9.6%	(166)
運搬・清掃・包装	6.1%	32.4%	35.2%	26.2%	(244)	7.0%	45.1%	30.7%	17.2%	(244)	
その他	8.4%	50.7%	25.2%	15.7%	(274)	14.6%	50.0%	25.2%	10.2%	(274)	
職位	一般社員	7.6%	42.0%	33.6%	16.8%	(6790)	10.8%	49.7%	29.4%	10.0%	(6790)
	主任・係長相当	9.6%	45.7%	29.5%	15.3%	(1533)	13.2%	53.8%	25.8%	7.2%	(1533)
	課長代理相当(ライン職)	10.2%	52.0%	27.0%	10.9%	(256)	13.3%	57.4%	23.4%	5.9%	(256)
	課長代理相当(スタッフ職)	9.8%	47.7%	32.6%	9.8%	(193)	15.5%	51.8%	27.5%	5.2%	(193)
	課長相当(ライン職)	10.8%	49.9%	26.8%	12.5%	(609)	14.9%	55.8%	22.7%	6.6%	(609)
	課長相当(スタッフ職)	11.8%	47.4%	28.3%	12.5%	(519)	11.6%	58.6%	24.9%	5.0%	(519)
	部長相当(ライン職)	16.1%	53.8%	21.3%	8.8%	(342)	16.1%	60.2%	16.7%	7.0%	(342)
	部長相当(スタッフ職)	17.9%	44.5%	27.2%	10.4%	(335)	19.7%	51.9%	22.4%	6.0%	(335)
	支社長・事業部長相当	19.8%	50.5%	24.3%	5.4%	(111)	28.8%	42.3%	23.4%	5.4%	(111)
役員相当	25.2%	49.4%	18.4%	7.1%	(310)	26.8%	49.0%	18.4%	5.8%	(310)	
勤務時間制度	通常の勤務時間制度	8.9%	43.9%	31.6%	15.6%	(7623)	12.0%	50.8%	28.2%	9.0%	(7623)
	フレックスタイム制	10.6%	49.8%	28.0%	11.7%	(1617)	13.7%	58.5%	21.9%	5.9%	(1617)
	変形労働時間制	6.5%	41.1%	36.7%	15.7%	(338)	11.5%	45.9%	33.4%	9.2%	(338)
	交替制	8.2%	36.1%	36.7%	18.9%	(645)	11.3%	45.9%	30.4%	12.4%	(645)
	事業場外労働のみなし労働時間制	11.0%	42.5%	26.0%	20.5%	(73)	15.1%	50.7%	28.8%	5.5%	(73)
	裁量労働制	13.2%	46.3%	26.3%	14.1%	(205)	14.6%	57.1%	20.5%	7.8%	(205)
	管理監督者扱い	20.4%	47.2%	22.3%	10.1%	(358)	20.9%	54.2%	19.3%	5.6%	(358)
その他	11.8%	47.1%	35.3%	5.9%	(17)	29.4%	41.2%	11.8%	17.6%	(17)	
わからない	12.3%	34.4%	36.1%	17.2%	(122)	16.4%	38.5%	32.8%	12.3%	(122)	

		059_1 私の人生には生きがいがある					059_2 私の人生には希望がある							
		あてはまる	どちらかというどあて	どちらともいえない	どちらかというどあて	あてはまらない	(合計度数)	あてはまる	はまる	どちらかというどあて	どちらともいえない	どちらかというどあて	あてはまらない	(合計度数)
全体		13.8%	33.9%	32.9%	11.1%	8.3%	(10998)	11.9%	30.4%	36.2%	12.4%	9.1%	(10998)	
性別	男性	13.2%	33.7%	34.3%	10.8%	8.0%	(7105)	11.4%	30.4%	37.3%	12.3%	8.7%	(7105)	
	女性	14.9%	34.2%	30.3%	11.7%	9.0%	(3893)	12.7%	30.3%	34.3%	12.6%	10.0%	(3893)	
年齢層	20代	15.9%	36.0%	29.6%	10.6%	7.9%	(1932)	15.0%	33.6%	31.6%	10.9%	9.0%	(1932)	
	30代	16.5%	32.7%	30.0%	10.9%	9.9%	(2395)	13.9%	30.4%	32.9%	12.8%	10.1%	(2395)	
	40代	12.3%	31.9%	34.6%	11.6%	9.6%	(2849)	10.3%	28.6%	37.4%	12.9%	10.8%	(2849)	
	50代	11.2%	32.6%	35.8%	12.1%	8.2%	(2431)	9.9%	27.2%	40.5%	13.5%	8.9%	(2431)	
	60代	13.8%	39.2%	33.7%	9.3%	4.0%	(1391)	10.8%	34.9%	38.4%	11.0%	5.0%	(1391)	
業種	農林漁業、鉱業、採石業、砂利採取業	22.7%	29.5%	31.8%	13.6%	2.3%	(44)	22.7%	31.8%	31.8%	11.4%	2.3%	(44)	
	建設業	12.9%	35.3%	32.3%	11.7%	7.7%	(634)	10.3%	31.4%	38.0%	11.8%	8.5%	(634)	
	製造業	13.3%	33.2%	34.8%	11.3%	7.4%	(2762)	10.8%	30.0%	38.2%	12.4%	8.6%	(2762)	
	電気・ガス・熱供給・水道業	14.8%	31.7%	37.0%	10.1%	6.3%	(189)	14.3%	29.6%	38.6%	11.1%	6.3%	(189)	
	情報通信業	11.9%	32.9%	33.9%	12.4%	8.8%	(905)	11.0%	29.8%	37.6%	13.0%	8.5%	(905)	
	運輸業、郵便業	13.0%	31.2%	36.0%	11.7%	8.1%	(616)	11.5%	26.5%	38.3%	13.6%	10.1%	(616)	
	卸売業、小売業	11.3%	33.6%	33.7%	12.7%	8.8%	(1096)	11.2%	29.0%	35.9%	13.4%	10.4%	(1096)	
	金融業、保険業	16.4%	37.9%	25.4%	10.4%	9.8%	(633)	14.4%	33.3%	29.2%	12.2%	10.9%	(633)	
	不動産業、物品賃貸業	14.6%	30.3%	30.7%	13.8%	10.7%	(261)	12.6%	29.5%	33.7%	13.0%	11.1%	(261)	
	学術研究、専門・技術サービス業	13.0%	34.8%	36.8%	10.7%	4.7%	(253)	9.1%	30.8%	41.1%	13.0%	5.9%	(253)	
	宿泊業、飲食サービス業	16.9%	29.2%	37.9%	6.7%	9.2%	(195)	11.8%	30.8%	37.4%	10.8%	9.2%	(195)	
	生活関連サービス業、娯楽業	13.8%	34.9%	34.9%	9.6%	6.9%	(261)	12.6%	30.3%	36.4%	13.4%	7.3%	(261)	
	教育、学習支援業	20.7%	41.8%	22.7%	9.1%	5.8%	(450)	16.9%	37.3%	30.7%	8.2%	6.9%	(450)	
	医療、福祉	15.0%	33.0%	32.4%	9.8%	9.8%	(775)	13.8%	27.5%	35.2%	13.0%	10.5%	(775)	
複合サービス業	14.6%	34.1%	28.0%	12.2%	11.0%	(82)	12.2%	29.3%	31.7%	14.6%	12.2%	(82)		
その他サービス業	12.6%	32.0%	33.1%	11.4%	10.9%	(850)	10.0%	29.1%	37.6%	12.7%	10.6%	(850)		
公務	14.6%	37.6%	31.1%	9.2%	7.6%	(631)	12.7%	37.2%	32.2%	10.0%	7.9%	(631)		
その他	15.5%	32.4%	32.1%	10.5%	9.4%	(361)	14.4%	27.1%	34.9%	13.6%	10.0%	(361)		
従業員規模	9人以下	12.0%	33.3%	33.7%	11.8%	9.2%	(772)	11.0%	28.4%	37.4%	12.2%	11.0%	(772)	
	10～99人	13.1%	32.0%	33.5%	12.2%	9.2%	(2793)	11.1%	27.7%	38.2%	13.0%	10.0%	(2793)	
	100～499人	12.4%	34.0%	33.7%	11.6%	8.3%	(2325)	10.2%	30.4%	36.9%	13.1%	9.4%	(2325)	
	500～999人	13.6%	34.0%	33.9%	10.4%	8.2%	(956)	11.3%	30.0%	37.2%	12.7%	8.8%	(956)	
	1,000人以上	16.5%	36.9%	30.0%	9.7%	6.8%	(3551)	14.4%	34.4%	32.7%	11.2%	7.3%	(3551)	
わからない	9.0%	24.8%	41.3%	12.3%	12.6%	(601)	9.0%	21.8%	41.9%	13.8%	13.5%	(601)		
職種	管理的職業	18.4%	38.6%	30.0%	8.8%	4.1%	(1958)	16.4%	35.4%	34.4%	8.8%	5.0%	(1958)	
	専門的・技術的職業	15.0%	35.4%	32.2%	10.2%	7.2%	(2115)	12.5%	31.9%	35.9%	12.2%	7.4%	(2115)	
	事務	11.7%	32.2%	33.2%	12.9%	10.0%	(3003)	9.9%	28.9%	36.4%	14.0%	10.8%	(3003)	
	販売	14.6%	35.4%	31.1%	11.0%	7.9%	(1088)	14.0%	31.3%	34.1%	12.0%	8.6%	(1088)	
	サービス職業	13.2%	30.1%	35.4%	10.4%	11.0%	(811)	11.2%	28.0%	36.5%	13.3%	11.0%	(811)	
	保安職業	11.1%	29.6%	35.8%	9.9%	13.6%	(81)	9.9%	25.9%	33.3%	19.8%	11.1%	(81)	
	農林漁業	21.4%	21.4%	28.6%	28.6%	-	(14)	21.4%	35.7%	21.4%	14.3%	7.1%	(14)	
	生産工程	10.1%	30.7%	38.1%	11.6%	9.5%	(1061)	7.6%	25.9%	41.7%	12.6%	12.2%	(1061)	
	輸送・機械運転	14.2%	36.6%	29.0%	12.0%	8.2%	(183)	12.0%	26.8%	37.2%	14.2%	9.8%	(183)	
	建設・採掘	11.4%	32.5%	31.3%	13.9%	10.8%	(166)	10.2%	27.1%	36.1%	14.5%	12.0%	(166)	
運搬・清掃・包装	10.2%	25.0%	39.8%	12.3%	12.7%	(244)	7.4%	24.2%	40.6%	12.7%	15.2%	(244)		
その他	12.8%	32.8%	31.0%	12.0%	11.3%	(274)	11.3%	29.2%	33.6%	15.0%	10.9%	(274)		
職位	一般社員	12.2%	31.8%	33.4%	12.5%	10.1%	(6790)	10.3%	28.1%	36.4%	13.8%	11.3%	(6790)	
	主任・係長相当	15.1%	35.6%	33.4%	8.8%	7.1%	(1533)	13.2%	32.4%	35.9%	11.2%	7.2%	(1533)	
	課長代理相当(ライン職)	14.1%	37.9%	32.0%	12.1%	3.9%	(256)	13.3%	36.7%	32.8%	13.7%	3.5%	(256)	
	課長代理相当(スタッフ職)	14.5%	35.8%	36.3%	5.7%	7.8%	(193)	13.0%	34.7%	39.4%	6.7%	6.2%	(193)	
	課長相当(ライン職)	14.4%	37.6%	33.5%	9.4%	5.1%	(609)	13.3%	33.7%	38.8%	9.5%	4.8%	(609)	
	課長相当(スタッフ職)	14.8%	36.4%	33.7%	11.6%	3.5%	(519)	11.2%	34.1%	38.7%	12.1%	3.9%	(519)	
	部長相当(ライン職)	18.7%	44.2%	25.1%	6.1%	5.8%	(342)	15.5%	40.9%	31.9%	5.6%	6.1%	(342)	
	部長相当(スタッフ職)	20.9%	34.6%	31.0%	9.9%	3.6%	(335)	17.9%	29.6%	35.8%	11.6%	5.1%	(335)	
支社長・事業部長相当	20.7%	42.3%	28.8%	4.5%	3.6%	(111)	19.8%	41.4%	28.8%	3.6%	6.3%	(111)		
役員相当	23.9%	39.0%	27.1%	7.1%	2.9%	(310)	22.3%	33.9%	32.6%	6.8%	4.5%	(310)		
勤務時間制度	通常の勤務時間制度	13.1%	33.3%	33.2%	11.5%	8.8%	(7623)	11.3%	29.6%	36.5%	12.9%	9.6%	(7623)	
	フレックスタイム制	15.5%	38.3%	31.1%	9.5%	5.5%	(1617)	13.2%	35.3%	35.9%	9.8%	5.8%	(1617)	
	変形労働時間制	10.1%	32.2%	34.6%	14.5%	8.6%	(338)	10.4%	26.0%	35.5%	17.5%	10.7%	(338)	
	交替制	13.2%	29.9%	35.0%	10.2%	11.6%	(645)	11.0%	26.7%	36.6%	13.0%	12.7%	(645)	
	事業場外労働のみなし労働時間制	21.9%	27.4%	34.2%	9.6%	6.8%	(73)	16.4%	27.4%	38.4%	11.0%	6.8%	(73)	
	裁量労働制	18.0%	37.1%	32.7%	7.3%	4.9%	(205)	16.1%	37.1%	32.2%	9.8%	4.9%	(205)	
	管理監督者扱い	20.4%	37.2%	27.1%	10.9%	4.5%	(358)	17.3%	33.0%	32.4%	10.6%	6.7%	(358)	
その他	11.8%	29.4%	29.4%	23.5%	5.9%	(17)	17.6%	11.8%	29.4%	23.5%	17.6%	(17)		
わからない	18.0%	25.4%	35.2%	6.6%	14.8%	(122)	13.9%	26.2%	38.5%	6.6%	14.8%	(122)		