47. Adoption of Variable Working Hour System and De Facto Working Hour System (by Enterprise Size)
変形労働時間制及びみなし労働時間制の採用状況（企業規模別）

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

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

	2012		2013		2014		Size of enterprise 企業規模							
							1,000 employees or more 1,000人以上		300-999 employees 300-999人		100-299 employees 100-299人		30-99 employees 30-99人	
Total 合計	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)
Enterprises that have adopted a variable working hour system[1)] 変形労働時間制を採用している企業[1)]	51.3	(48.4)	51.1	(46.7)	55.6	(48.6)	70.9	(45.7)	66.0	(50.7)	59.7	(51.1)	53.2	(48.8)
Variable working hour system on a yearly basis 1年単位の変形労働時間制	33.3	(22.8)	32.3	(21.3)	35.4	(23.3)	21.0	(9.3)	31.6	(23.1)	37.5	(33.7)	35.5	(34.3)
Variable working hour system on a monthly basis 1ヵ月単位の変形労働時間制	15.8	(17.8)	16.6	(17.4)	17.9	(16.9)	40.6	(21.6)	29.3	(19.2)	18.4	(13.1)	16.1	(11.8)
Flexible working hour system on a daily basis フレックスタイム制	5.2	(7.8)	5.0	(7.9)	5.3	(8.3)	27.7	(14.8)	16.0	(8.5)	7.3	(4.3)	3.2	(2.4)
Enterprises that have not adopted a variable working hour system 変形労働時間制を採用していない企業	48.7	(51.6)	48.9	(53.3)	44.4	(51.4)	29.1	(54.3)	34.0	(49.3)	40.3	(48.9)	46.8	(51.2)

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

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

	2012		2013		2014		Size of enterprise 企業規模							
							1,000 employees or more 1,000人以上		300-999 employees 300-999人		100-299 employees 100-299人		30-99 employees 30-99人	
All enterprises 全企業	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)	100.0	(100.0)
Enterprises that have adopted a de facto working hour system みなし労働時間制を採用している企業（M.A.）	11.9	(8.5)	10.8	(8.1)	13.3	(8.1)	24.8	(9.9)	21.8	(8.9)	14.5	(8.2)	11.9	(5.1)
De facto working hour system for work outside the place of business うち、事業場外労働のみなし労働時間制	10.4	(7.1)	9.2	(6.6)	11.3	(6.9)	17.9	(7.9)	18.8	(8.0)	12.8	(7.3)	10.1	(4.3)
Discretionary working system for professional work[1)] 専門業務型裁量労働制	2.3	(1.1)	2.2	(1.2)	3.1	(1.0)	7.2	(1.4)	4.0	(0.8)	3.0	(0.9)	2.9	(0.8)
Discretionary working system for planning work[2)] 企画業務型裁量労働制	0.7	(0.3)	0.8	(0.3)	0.8	(0.2)	4.7	(0.5)	1.5	(0.1)	0.4	(0.0)	0.7	(0.0)
Enterprises that have not adopted a de facto working hour system みなし労働時間制を採用していない企業	88.1	(91.5)	89.2	(91.9)	86.7	(91.9)	75.2	(90.1)	78.2	(91.1)	85.5	(91.8)	88.1	(94.9)

Source: Ministry of Health, Labour and Welfare, ***General Survey on Wages and Working Conditions 2014***