

		Q5 所定の始業時刻より遅く出勤したり、所定の終業時刻よりも早く退社した場合のペナルティ（複数回答）								
		れ上司から口頭で注意さ	減給されたり早退した分だけ	分を科される	働を考ける	ら外される（管理職を	下場合によつては職位を	その他	特にペナルティはない	（合計度数）
全体		17.3%	12.1%	5.8%	13.8%	4.1%	1.0%	64.6%	(2226)	
性別	男性	16.8%	11.6%	6.0%	13.8%	4.3%	0.7%	64.9%	(1772)	
	女性	19.4%	14.1%	5.1%	13.9%	3.1%	2.2%	63.2%	(454)	
年齢層	20代	28.6%	21.4%	17.9%	25.0%	10.7%	3.6%	39.3%	(28)	
	30代	27.7%	19.5%	7.9%	17.5%	7.5%	0.3%	54.1%	(292)	
	40代	20.3%	14.6%	5.4%	14.9%	4.9%	0.8%	59.8%	(649)	
	50代	15.5%	10.2%	5.6%	13.4%	2.9%	1.0%	67.5%	(695)	
	60代	10.0%	7.1%	5.0%	10.7%	2.5%	1.6%	73.1%	(562)	
業種	農林漁業、鉱業、採石業、砂利採取業	45.5%	18.2%	-	9.1%	9.1%	-	54.5%	(11)	
	建設業	12.8%	7.2%	5.6%	10.0%	2.8%	-	75.0%	(180)	
	製造業	16.0%	13.2%	5.7%	13.9%	4.7%	0.9%	65.4%	(575)	
	電気・ガス・熱供給・水道業	18.5%	7.4%	7.4%	11.1%	7.4%	-	74.1%	(27)	
	情報通信業	13.9%	11.4%	4.0%	11.4%	3.5%	1.5%	69.2%	(201)	
	運輸業、郵便業	13.3%	8.9%	10.0%	17.8%	4.4%	-	65.6%	(90)	
	卸売業、小売業	18.9%	12.5%	3.0%	15.8%	2.6%	0.8%	60.8%	(265)	
	金融業、保険業	26.4%	13.2%	9.4%	18.9%	5.7%	1.9%	52.8%	(159)	
	不動産業、物品賃貸業	23.9%	11.4%	5.7%	10.2%	4.5%	-	67.0%	(88)	
	学術研究、専門・技術サービス業	12.7%	19.0%	3.2%	15.9%	1.6%	-	65.1%	(63)	
	宿泊業、飲食サービス業	22.0%	7.3%	4.9%	9.8%	4.9%	-	70.7%	(41)	
	生活関連サービス業、娯楽業	23.9%	28.3%	4.3%	15.2%	8.7%	-	54.3%	(46)	
	教育、学習支援業	13.3%	8.3%	1.7%	8.3%	3.3%	1.7%	73.3%	(60)	
	医療、福祉	20.0%	19.0%	7.0%	14.0%	4.0%	-	55.0%	(100)	
複合サービス業	30.8%	15.4%	15.4%	15.4%	7.7%	-	53.8%	(13)		
その他サービス業	14.5%	10.1%	5.0%	15.6%	2.2%	2.8%	66.5%	(179)		
公務	19.4%	8.3%	38.9%	19.4%	13.9%	5.6%	38.9%	(36)		
その他	15.2%	6.5%	1.1%	9.8%	2.2%	2.2%	69.6%	(92)		
従業員規模	9人以下	13.7%	3.0%	1.2%	3.0%	1.2%	-	81.5%	(168)	
	10～99人	15.9%	10.3%	2.8%	8.2%	3.1%	0.9%	69.1%	(573)	
	100～499人	15.4%	17.3%	5.7%	16.9%	4.5%	1.2%	58.5%	(492)	
	500～999人	24.2%	17.0%	6.2%	24.7%	4.6%	1.5%	53.6%	(194)	
	1,000人以上	18.3%	10.9%	9.0%	15.8%	5.1%	1.0%	64.2%	(786)	
わからない	30.8%	7.7%	7.7%	7.7%	-	7.7%	53.8%	(13)		
職種	管理的職業	17.2%	11.6%	6.1%	13.8%	4.4%	1.0%	65.3%	(1645)	
	専門的・技術的職業	17.5%	13.5%	6.3%	17.0%	3.6%	0.9%	61.9%	(223)	
	事務	13.5%	9.9%	5.4%	12.6%	2.7%	2.7%	65.8%	(111)	
	販売	23.5%	15.4%	2.9%	12.5%	1.5%	-	58.1%	(136)	
	サービス職業	14.3%	8.6%	5.7%	8.6%	-	-	71.4%	(35)	
	保安職業	33.3%	-	-	33.3%	-	-	33.3%	(3)	
	農林漁業	-	-	-	-	-	-	-	-	
	生産工程	11.8%	20.6%	2.9%	5.9%	8.8%	-	64.7%	(34)	
	輸送・機械運転	-	25.0%	25.0%	-	25.0%	-	50.0%	(4)	
	建設・採掘	22.2%	16.7%	5.6%	22.2%	-	-	61.1%	(18)	
	運搬・清掃・包装	33.3%	-	-	33.3%	-	-	66.7%	(3)	
その他	7.1%	21.4%	7.1%	7.1%	7.1%	7.1%	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）	19.4%	16.4%	8.4%	17.2%	5.4%	0.8%	58.1%	(609)	
	課長相当（スタッフ職）	20.4%	15.2%	4.2%	13.9%	3.5%	0.8%	60.7%	(519)	
	部長相当（ライン職）	15.5%	11.7%	8.8%	14.0%	4.7%	1.5%	63.2%	(342)	
	部長相当（スタッフ職）	17.6%	7.2%	4.5%	13.7%	2.7%	0.9%	68.7%	(335)	
支社長・事業部長相当	18.0%	9.9%	8.1%	13.5%	5.4%	0.9%	66.7%	(111)		
役員相当	9.4%	4.8%	1.0%	7.1%	2.9%	1.6%	80.0%	(310)		
勤務時間制度	通常の勤務時間制度	19.9%	12.8%	6.5%	13.9%	3.7%	0.7%	60.7%	(1192)	
	フレックスタイム制	16.0%	12.3%	6.5%	14.3%	5.4%	1.9%	65.4%	(462)	
	変形労働時間制	21.1%	11.8%	6.6%	21.1%	2.6%	-	56.6%	(76)	
	交替制	21.1%	18.4%	10.5%	28.9%	10.5%	-	39.5%	(38)	
	事業場外労働のみなし労働時間制	22.7%	36.4%	4.5%	31.8%	4.5%	-	50.0%	(22)	
	裁量労働制	7.1%	7.1%	1.2%	8.2%	2.4%	2.4%	80.0%	(85)	
	管理監督者扱い	11.8%	8.4%	3.4%	10.6%	3.7%	0.9%	78.0%	(322)	
その他	33.3%	33.3%	-	-	-	-	66.7%	(3)		
わからない	-	3.8%	-	3.8%	3.8%	3.8%	84.6%	(26)		

		Q25Q0 年次有給休暇を取りにくい理由								Q26 労働組合の有無				
		同僚の迷惑になるから	仕が量が多いから	いれにくいから	休むと取れないから	周囲の取りが取れないから	に会社や上司が年休取得を促さないから	査定や人事考課に影響する(可能性がある)	その他	(合計度数)	ある	ない	わからない	(合計度数)
全体		40.2%	39.7%	34.2%	20.8%	21.6%	6.8%	4.7%	(3626)	41.6%	44.0%	14.4%	(10998)	
性別	男性	39.3%	43.7%	34.2%	19.3%	20.6%	7.5%	4.0%	(2295)	44.7%	44.4%	10.9%	(7105)	
	女性	41.7%	32.7%	34.3%	23.6%	23.2%	5.7%	5.9%	(1331)	36.0%	43.3%	20.7%	(3893)	
年齢層	20代	42.5%	39.1%	31.5%	27.0%	24.5%	9.4%	5.3%	(588)	43.0%	27.5%	29.5%	(1932)	
	30代	41.0%	41.2%	31.2%	23.4%	21.5%	8.5%	3.9%	(871)	41.7%	39.7%	18.6%	(2395)	
	40代	40.6%	42.3%	33.8%	20.7%	22.9%	6.1%	4.4%	(1013)	39.4%	49.8%	10.8%	(2849)	
	50代	38.1%	39.9%	40.1%	16.5%	19.5%	5.5%	5.3%	(780)	44.1%	48.5%	7.4%	(2431)	
	60代	38.2%	29.7%	34.5%	14.4%	17.9%	3.5%	4.8%	(374)	39.5%	54.9%	5.5%	(1391)	
業種	農林漁業、鉱業、採石業、砂利採取業	42.9%	14.3%	28.6%	7.1%	0.0%	14.3%	-	(14)	31.8%	45.5%	22.7%	(44)	
	建設業	31.3%	37.0%	33.0%	22.6%	27.8%	10.9%	2.2%	(230)	27.0%	61.7%	11.4%	(634)	
	製造業	39.9%	45.4%	33.7%	20.5%	20.3%	9.2%	2.4%	(808)	51.8%	36.2%	12.0%	(2762)	
	電気・ガス・熱供給・水道業	45.8%	56.3%	37.5%	18.8%	10.4%	10.4%	2.1%	(48)	57.1%	29.6%	13.2%	(189)	
	情報通信業	29.5%	47.1%	37.4%	19.8%	17.2%	8.4%	4.4%	(227)	39.6%	46.0%	14.5%	(905)	
	運輸業、郵便業	43.3%	34.9%	26.0%	19.5%	22.8%	4.7%	10.7%	(215)	53.1%	33.0%	14.0%	(616)	
	卸売業、小売業	41.4%	33.3%	40.5%	22.0%	25.0%	5.1%	6.5%	(432)	31.7%	52.7%	15.6%	(1096)	
	金融業、保険業	36.2%	40.1%	31.6%	27.0%	23.7%	7.2%	4.6%	(152)	62.2%	27.0%	10.7%	(633)	
	不動産業、物品賃貸業	37.5%	27.1%	33.3%	18.8%	29.2%	2.1%	4.2%	(96)	18.0%	68.2%	13.8%	(261)	
	学術研究、専門・技術サービス業	28.2%	36.6%	42.3%	29.6%	39.4%	5.6%	5.6%	(71)	24.1%	62.8%	13.0%	(253)	
	宿泊業、飲食サービス業	37.8%	34.7%	36.7%	30.6%	19.4%	6.1%	5.1%	(98)	30.3%	52.3%	17.4%	(195)	
	生活関連サービス業、娯楽業	41.5%	29.8%	35.1%	19.1%	20.2%	4.3%	4.3%	(94)	27.6%	48.3%	24.1%	(261)	
	教育、学習支援業	52.5%	47.5%	41.0%	23.0%	12.0%	5.5%	4.4%	(183)	46.9%	37.6%	15.6%	(450)	
	医療、福祉	51.6%	34.1%	30.7%	19.2%	20.6%	4.0%	5.4%	(349)	23.5%	54.8%	21.7%	(775)	
複合サービス業	51.6%	38.7%	25.8%	25.8%	29.0%	9.7%	6.5%	(31)	47.6%	37.8%	14.6%	(82)		
その他サービス業	34.6%	33.3%	29.5%	16.3%	24.0%	7.1%	4.8%	(312)	25.2%	57.3%	17.5%	(850)		
公務	44.0%	54.8%	36.9%	21.4%	15.5%	6.5%	5.4%	(168)	68.1%	23.6%	8.2%	(631)		
その他	36.7%	43.9%	32.7%	14.3%	19.4%	3.1%	6.1%	(98)	30.2%	51.0%	18.8%	(361)		
従業員規模	9人以下	34.2%	22.2%	39.0%	16.5%	24.9%	3.9%	8.7%	(333)	5.8%	81.1%	13.1%	(772)	
	10~99人	42.5%	37.1%	34.6%	21.6%	23.5%	6.2%	4.5%	(1136)	15.1%	68.9%	16.1%	(2793)	
	100~499人	40.2%	42.3%	33.8%	21.9%	21.9%	8.2%	2.6%	(777)	36.0%	49.9%	14.0%	(2325)	
	500~999人	37.9%	42.5%	33.7%	23.9%	20.0%	6.3%	4.2%	(285)	48.7%	38.4%	12.9%	(956)	
	1,000人以上	39.5%	48.5%	35.0%	19.5%	18.4%	6.6%	4.8%	(880)	73.2%	18.3%	8.5%	(3551)	
わからない	43.3%	31.2%	23.7%	21.4%	20.0%	11.2%	7.0%	(215)	34.4%	19.5%	46.1%	(601)		
職種	管理的職業	28.8%	47.3%	39.0%	12.9%	21.8%	5.0%	1.8%	(541)	43.9%	52.0%	4.1%	(1958)	
	専門的・技術的職業	39.1%	51.3%	36.8%	22.3%	19.4%	7.9%	4.0%	(649)	48.1%	40.0%	11.8%	(2115)	
	事務	42.8%	32.3%	34.6%	24.3%	23.8%	7.3%	4.6%	(888)	41.9%	42.0%	16.2%	(3003)	
	販売	36.0%	38.0%	34.4%	21.4%	24.0%	6.6%	5.6%	(392)	40.1%	44.8%	15.2%	(1088)	
	サービス職業	47.5%	31.7%	30.1%	23.6%	20.5%	6.2%	6.5%	(385)	26.4%	47.5%	26.1%	(811)	
	保安職業	28.1%	34.4%	34.4%	12.5%	21.9%	6.3%	9.4%	(32)	14.8%	75.3%	9.9%	(81)	
	農林漁業	75.0%	-	25.0%	-	-	-	-	(4)	21.4%	57.1%	21.4%	(14)	
	生産工程	48.3%	43.2%	29.8%	21.1%	17.7%	7.5%	3.1%	(389)	42.6%	38.0%	19.4%	(1061)	
	輸送・機械運転	41.4%	20.0%	22.9%	17.1%	21.4%	2.9%	20.0%	(70)	54.1%	33.9%	12.0%	(183)	
	建設・採掘	39.2%	39.2%	41.8%	22.8%	25.3%	8.9%	2.5%	(79)	21.1%	63.9%	15.1%	(166)	
	運搬・清掃・包装	36.2%	33.3%	26.7%	14.3%	23.8%	11.4%	5.7%	(105)	32.4%	40.6%	27.0%	(244)	
その他	50.0%	35.9%	30.4%	20.7%	19.6%	2.2%	8.7%	(92)	40.5%	38.7%	20.8%	(274)		
職位	一般社員	43.3%	34.6%	31.0%	23.5%	22.0%	6.9%	5.3%	(2333)	38.8%	40.7%	20.4%	(6790)	
	主任・係長相当	42.1%	49.6%	39.3%	18.6%	19.2%	7.0%	5.0%	(516)	50.6%	43.2%	6.2%	(1533)	
	課長代理相当(ライン職)	34.4%	53.3%	40.0%	16.7%	16.7%	5.6%	3.3%	(90)	54.7%	41.0%	4.3%	(256)	
	課長代理相当(スタッフ職)	34.1%	48.8%	36.6%	19.5%	17.1%	9.8%	4.9%	(41)	57.0%	37.8%	5.2%	(193)	
	課長相当(ライン職)	32.7%	49.5%	44.1%	12.9%	24.8%	6.9%	1.0%	(202)	48.4%	47.5%	4.1%	(609)	
	課長相当(スタッフ職)	29.6%	43.7%	40.1%	16.9%	25.4%	7.7%	1.4%	(142)	45.9%	51.6%	2.5%	(519)	
	部長相当(ライン職)	27.3%	51.5%	34.3%	14.1%	22.2%	5.1%	1.0%	(99)	46.2%	49.1%	4.7%	(342)	
	部長相当(スタッフ職)	22.5%	47.1%	45.1%	10.8%	22.5%	4.9%	2.9%	(102)	38.5%	59.4%	2.1%	(335)	
	支社長・事業部長相当	24.2%	45.5%	51.5%	15.2%	21.2%	6.1%	6.1%	(33)	27.0%	69.4%	3.6%	(111)	
役員相当	27.9%	47.1%	30.9%	11.8%	14.7%	4.4%	5.9%	(68)	20.0%	76.5%	3.5%	(310)		
勤務時間制度	通常の勤務時間制度	41.2%	37.8%	33.9%	21.3%	22.1%	6.5%	4.3%	(2610)	37.1%	47.2%	15.7%	(7623)	
	フレックスタイム制	32.4%	57.0%	41.8%	17.8%	20.1%	8.3%	2.3%	(349)	59.4%	33.1%	7.4%	(1617)	
	変形労働時間制	46.6%	40.6%	32.3%	22.6%	16.5%	3.0%	7.5%	(133)	46.7%	42.0%	11.2%	(338)	
	交替制	50.0%	32.5%	27.7%	25.2%	21.2%	4.4%	9.5%	(274)	42.8%	36.9%	20.3%	(645)	
	事業場外労働のみなし労働時間制	43.5%	47.8%	47.8%	17.4%	30.4%	17.4%	4.3%	(23)	37.0%	49.3%	13.7%	(73)	
	裁量労働制	20.3%	59.4%	37.5%	23.4%	23.4%	6.3%	4.7%	(64)	57.6%	35.6%	6.8%	(205)	
	管理監督者扱い	26.6%	52.1%	47.9%	13.8%	19.1%	5.3%	5.3%	(94)	49.4%	48.3%	2.2%	(358)	
その他	50.0%	16.7%	16.7%	-	16.7%	-	50.0%	(6)	41.2%	29.4%	29.4%	(17)		
わからない	26.0%	16.4%	13.7%	11.0%	17.8%	27.4%	0.0%	(73)	18.9%	33.6%	47.5%	(122)		

		Q37B3 在宅勤務時の不安（複数回答）																												
		上司や同僚とコミュニケーションを取ること	ないこと	実際に働いた時間がい	えな	同僚の仕事の進捗が見	ないこと	仕事を十分に任されてい	ないこと	に行わ	自分の人事評価が適切	自分の仕事の能力が高	ま	自分の仕事の能力が高	係を維持すること	チームワークや信頼関	業務上の情報を自宅で	管理すること	在宅勤務で支出した費	用を	在宅勤務で支出した費	と	えな	会社に出勤しないこと	その他	不安に感じたことはな	特	に	ない	(合計度数)
全体		35.7%	12.1%	28.5%	5.8%	9.3%	9.7%	21.0%	14.7%	15.4%	28.5%	1.1%	23.4%	100.0%	(2375)															
性別	男性	36.2%	12.3%	30.0%	5.2%	9.8%	9.3%	23.1%	15.1%	13.4%	26.1%	0.7%	24.2%	100.0%	(1494)															
	女性	34.7%	11.7%	26.0%	6.8%	8.5%	10.4%	17.4%	14.1%	18.8%	32.5%	1.9%	21.9%	100.0%	(881)															
年齢層	20代	41.7%	13.7%	22.7%	9.0%	12.8%	15.7%	18.1%	13.4%	14.6%	29.2%	0.3%	20.1%	100.0%	(343)															
	30代	39.2%	14.7%	32.2%	7.6%	10.3%	10.5%	19.7%	16.1%	19.1%	28.4%	1.2%	19.1%	100.0%	(497)															
	40代	36.9%	13.1%	31.3%	5.8%	10.8%	10.8%	23.3%	15.4%	19.2%	28.0%	1.3%	20.9%	100.0%	(604)															
	50代	32.4%	9.3%	26.2%	3.9%	7.4%	6.6%	21.5%	11.8%	12.0%	28.0%	1.4%	27.7%	100.0%	(592)															
	60代	27.7%	9.7%	28.0%	2.9%	5.3%	6.2%	20.6%	18.0%	10.0%	29.5%	1.2%	29.8%	100.0%	(339)															
業種	農林漁業、鉱業、採石業、砂利採取業	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	100.0%	-	-	100.0%	(2)															
	建設業	37.1%	12.4%	23.7%	8.2%	8.2%	10.3%	20.6%	17.5%	14.4%	32.0%	1.0%	19.6%	100.0%	(97)															
	製造業	39.2%	12.5%	32.4%	5.9%	10.5%	9.7%	24.4%	13.2%	16.8%	28.1%	0.6%	20.0%	100.0%	(630)															
	電気・ガス・熱供給・水道業	32.5%	7.5%	30.0%	2.5%	17.5%	5.0%	15.0%	20.0%	20.0%	27.5%	2.5%	20.0%	100.0%	(40)															
	情報通信業	38.7%	10.8%	30.2%	6.0%	8.3%	9.8%	23.4%	12.8%	16.1%	21.1%	1.0%	25.4%	100.0%	(398)															
	運輸業、郵便業	34.3%	19.4%	37.3%	6.0%	13.4%	9.0%	19.4%	23.9%	11.9%	32.8%	-	22.4%	100.0%	(67)															
	卸売業、小売業	33.7%	10.5%	26.0%	2.8%	6.6%	9.9%	16.6%	16.0%	13.3%	28.2%	2.2%	24.9%	100.0%	(181)															
	金融業、保険業	34.8%	9.1%	29.3%	3.5%	8.1%	5.6%	17.2%	13.1%	11.1%	32.3%	1.5%	26.3%	100.0%	(198)															
	不動産業、物品賃貸業	29.7%	17.2%	23.4%	9.4%	4.7%	12.5%	18.8%	10.9%	20.3%	35.9%	1.6%	21.9%	100.0%	(64)															
	学術研究、専門・技術サービス業	26.4%	13.8%	23.0%	6.9%	12.6%	11.5%	16.1%	17.2%	19.5%	28.7%	-	35.6%	100.0%	(87)															
	宿泊業、飲食サービス業	20.0%	5.0%	5.0%	10.0%	10.0%	10.0%	25.0%	5.0%	20.0%	20.0%	5.0%	35.0%	100.0%	(20)															
	生活関連サービス業、娯楽業	35.1%	10.8%	27.0%	2.7%	13.5%	10.8%	21.6%	13.5%	13.5%	27.0%	2.7%	18.9%	100.0%	(37)															
	教育、学習支援業	26.6%	13.8%	22.9%	5.5%	6.4%	9.2%	14.7%	18.3%	9.2%	31.2%	-	30.3%	100.0%	(109)															
	医療、福祉	27.6%	31.0%	34.5%	6.9%	13.8%	10.3%	27.6%	24.1%	31.0%	34.5%	-	27.6%	100.0%	(29)															
複合サービス業	41.7%	25.0%	25.0%	16.7%	8.3%	8.3%	25.0%	25.0%	16.7%	8.3%	16.7%	16.7%	100.0%	(12)																
その他サービス業	37.5%	10.1%	25.0%	6.5%	9.5%	10.7%	21.4%	16.7%	18.5%	31.5%	1.8%	19.0%	100.0%	(168)																
公務	31.0%	14.7%	20.2%	3.9%	7.0%	11.6%	14.7%	13.2%	10.9%	38.8%	-	19.4%	100.0%	(129)																
その他	36.4%	7.5%	32.7%	8.4%	11.2%	11.2%	24.3%	15.0%	13.1%	22.4%	1.9%	28.0%	100.0%	(107)																
従業員規模	9人以下	34.1%	15.9%	14.6%	6.1%	9.8%	12.2%	8.5%	14.6%	12.2%	35.4%	1.2%	32.9%	100.0%	(82)															
	10～99人	30.1%	13.8%	27.1%	5.1%	7.6%	9.5%	20.1%	17.1%	15.7%	25.5%	1.4%	25.7%	100.0%	(369)															
	100～499人	36.5%	12.2%	30.6%	5.6%	11.3%	9.4%	17.2%	15.5%	14.4%	28.5%	0.5%	22.1%	100.0%	(425)															
	500～999人	38.6%	14.1%	30.7%	7.9%	7.9%	12.0%	25.7%	14.5%	14.9%	31.1%	0.4%	24.1%	100.0%	(241)															
	1,000人以上	37.6%	10.6%	29.3%	5.7%	9.7%	8.9%	23.0%	13.9%	15.9%	28.8%	1.4%	21.6%	100.0%	(1185)															
わからない	19.2%	15.1%	19.2%	4.1%	5.5%	16.4%	12.3%	12.3%	17.8%	21.9%	2.7%	34.2%	100.0%	(73)																
職種	管理的職業	37.2%	11.0%	37.0%	3.7%	5.2%	5.7%	28.7%	16.4%	11.5%	23.9%	1.0%	23.2%	100.0%	(616)															
	専門的・技術的職業	36.0%	13.7%	28.8%	5.2%	10.6%	10.0%	18.5%	13.0%	16.4%	25.6%	1.4%	25.1%	100.0%	(633)															
	事務	34.4%	9.7%	22.0%	6.8%	10.2%	10.5%	16.8%	15.5%	17.8%	35.8%	0.4%	22.2%	100.0%	(703)															
	販売	38.8%	16.9%	26.3%	7.5%	11.8%	12.5%	22.4%	13.3%	14.9%	30.2%	3.1%	19.2%	100.0%	(255)															
	サービス職業	27.3%	11.4%	20.5%	11.4%	11.4%	13.6%	15.9%	9.1%	11.4%	18.2%	-	29.5%	100.0%	(44)															
	保安職業	25.0%	25.0%	25.0%	-	-	-	25.0%	25.0%	50.0%	-	-	-	100.0%	(4)															
	農林漁業	-	-	-	-	-	-	-	-	-	-	-	-	-	0															
	生産工程	30.6%	19.4%	44.4%	19.4%	22.2%	19.4%	22.2%	13.9%	22.2%	33.3%	-	19.4%	100.0%	(36)															
	輸送・機械運転	15.4%	15.4%	15.4%	7.7%	15.4%	23.1%	23.1%	15.4%	23.1%	15.4%	-	46.2%	100.0%	(13)															
	建設・採掘	25.0%	12.5%	12.5%	-	-	12.5%	12.5%	-	12.5%	-	-	37.5%	100.0%	(8)															
	運搬・清掃・包装	33.3%	33.3%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	-	50.0%	100.0%	(6)															
その他	33.3%	5.3%	26.3%	-	8.8%	15.8%	15.8%	19.3%	15.8%	22.8%	1.8%	28.1%	100.0%	(57)																
職位	一般社員	34.3%	12.1%	23.0%	7.2%	10.0%	12.5%	16.0%	14.1%	17.0%	29.4%	1.4%	24.9%	100.0%	(1172)															
	主任・係長相当	38.1%	16.1%	32.4%	6.0%	12.3%	10.6%	20.7%	12.5%	15.5%	31.1%	0.5%	18.3%	100.0%	(367)															
	課長代理相当（ライン職）	43.0%	7.6%	27.8%	7.6%	7.6%	1.3%	21.5%	12.7%	7.6%	22.8%	3.8%	17.7%	100.0%	(79)															
	課長代理相当（スタッフ職）	34.8%	7.2%	33.3%	2.9%	11.6%	8.7%	23.2%	21.7%	20.3%	36.2%	2.9%	20.3%	100.0%	(69)															
	課長相当（ライン職）	35.7%	10.1%	37.7%	4.0%	9.0%	7.0%	31.2%	19.6%	15.6%	24.1%	-	19.6%	100.0%	(199)															
	課長相当（スタッフ職）	42.3%	13.7%	36.3%	3.3%	7.1%	2.7%	28.0%	12.6%	16.5%	24.7%	1.1%	21.4%	100.0%	(182)															
	部長相当（ライン職）	34.5%	10.9%	34.5%	1.8%	4.5%	5.5%	31.8%	14.5%	9.1%	28.2%	-	26.4%	100.0%	(110)															
	部長相当（スタッフ職）	33.0%	11.0%	34.9%	2.8%	5.5%	10.1%	28.4%	18.3%	14.7%	27.5%	1.8%	24.8%	100.0%	(109)															
	支社長・事業部長相当	19.2%	11.5%	38.5%	7.7%	7.7%	3.8%	42.3%	34.6%	7.7%	26.9%	-	30.8%	100.0%	(26)															
役員相当	32.3%	4.8%	25.8%	3.2%	3.2%	3.2%	19.4%	11.3%	1.6%	21.0%	-	41.9%	100.0%	(62)																
勤務時間制度	通常の勤務時間制度	35.0%	13.6%	25.8%	6.2%	9.8%	10.4%	18.6%	16.2%	14.6%	27.9%	1.1%	23.9%	100.0%	(1265)															
	フレックスタイム制	38.1%	9.7%	31.7%	5.8%	9.4%	8.6%	23.9%	13.6%	16.9%	30.8%	0.8%	22.0%	100.0%	(756)															
	変形労働時間制	28.9%	18.4%	21.1%	7.9%	7.9%	10.5%	18.4%	13.2%	5.3%	23.7%	-	23.7%	100.0%	(38)															
	交替制	27.3%	18.2%	36.4%	4.5%	13.6%	18.2%	9.1%	22.7%	18.2%	18.2%	-	31.8%	100.0%	(22)															
	事業場外労働のみなし労働時間制	41.4%	24.1%	31.0%	3.4%	-	24.1%	20.7%	6.9%	6.9%	31.0%	6.9%	13.8%	100.0%	(29)															
	裁量労働制	34.9%	12.8%	34.9%	3.7%	10.1%	10.1%	22.9%	8.3%	23.9%	26.6%	0.9%	22.9%	100.0%	(109)															
	管理監督者扱い	31.8%	6.6%	31.8%	3.3%	6.6%	5.3%	27.2%	13.2%	11.9%	24.5%	2.0%	27.2%	100.0%	(151)															
	その他	-	-	-	-	-	-	-	-	-	-	50.0%	50.0%	100.0%	(2)															
わからない	33.3%	-	-	-	-	-	33.3%	33.3%	33.3%	66.7%	-	-	100.0%	(3)																

		Q40 過去6か月の間（2020年5月～現在）の仕事に関連した出来事の有無（「あった」の％）															
		残業が1か月で80時間を超えたこと	病気やケガをしたこと	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した	業務に重大な事故を起した
全体		7.4%	2.9%	1.8%	2.2%	2.3%	3.9%	8.3%	1.9%	8.1%	14.8%	5.5%	5.3%	2.4%	(10998)		
性別	男性	8.6%	3.1%	2.2%	2.6%	2.3%	3.6%	8.1%	1.8%	7.9%	14.6%	6.1%	5.9%	1.7%	(7105)		
	女性	5.2%	2.5%	1.1%	1.5%	2.3%	4.3%	8.6%	2.0%	8.5%	15.2%	4.5%	4.3%	3.6%	(3893)		
年齢層	20代	7.5%	4.9%	3.6%	4.0%	3.4%	5.2%	10.5%	4.3%	10.9%	17.7%	7.0%	7.5%	2.4%	(1932)		
	30代	9.9%	2.6%	2.1%	2.5%	2.5%	3.7%	7.7%	1.8%	9.1%	17.3%	5.9%	6.3%	2.0%	(2395)		
	40代	7.8%	2.8%	1.5%	1.9%	2.0%	3.8%	8.5%	1.7%	8.1%	14.8%	5.9%	5.4%	2.5%	(2849)		
	50代	5.4%	2.1%	1.1%	1.4%	1.9%	3.4%	8.1%	0.9%	6.7%	13.3%	4.3%	4.2%	2.7%	(2431)		
	60代	5.4%	2.2%	0.6%	1.1%	1.7%	3.3%	5.8%	0.6%	5.0%	9.3%	4.3%	2.5%	2.3%	(1391)		
業種	農林漁業、鉱業、採石業、砂利採取業	18.2%	9.1%	13.6%	13.6%	9.1%	6.8%	13.6%	4.5%	22.7%	27.3%	11.4%	11.4%	2.3%	(44)		
	建設業	9.9%	3.3%	2.7%	3.3%	3.9%	4.4%	9.1%	3.5%	7.7%	11.5%	6.2%	4.9%	1.7%	(634)		
	製造業	5.8%	2.3%	1.4%	1.8%	2.0%	3.5%	7.8%	1.7%	7.2%	13.5%	3.7%	5.3%	2.1%	(2762)		
	電気・ガス・熱供給・水道業	4.8%	3.2%	2.1%	3.2%	2.6%	5.3%	8.5%	4.2%	9.0%	14.3%	3.2%	6.3%	1.1%	(189)		
	情報通信業	7.1%	2.1%	1.3%	1.7%	1.9%	2.2%	6.2%	0.8%	6.0%	16.7%	4.5%	5.0%	2.7%	(905)		
	運輸業、郵便業	7.6%	2.3%	1.6%	1.6%	0.6%	4.4%	7.3%	1.5%	7.1%	15.1%	5.5%	5.0%	1.5%	(616)		
	卸売業、小売業	6.4%	3.1%	1.4%	2.5%	2.4%	3.6%	8.3%	1.2%	8.9%	14.2%	7.6%	4.5%	2.4%	(1096)		
	金融業、保険業	7.9%	1.7%	1.9%	1.9%	2.2%	3.2%	8.4%	1.4%	8.5%	14.4%	7.0%	7.7%	3.6%	(633)		
	不動産業、物品賃貸業	7.7%	3.4%	3.1%	2.7%	1.9%	3.8%	6.1%	3.8%	5.4%	12.3%	5.7%	4.6%	1.5%	(261)		
	学術研究、専門・技術サービス業	11.5%	1.2%	0.8%	2.4%	1.2%	3.2%	7.1%	2.0%	7.1%	15.0%	5.5%	4.7%	2.8%	(253)		
	宿泊業、飲食サービス業	7.2%	3.1%	2.1%	2.6%	3.1%	4.6%	14.4%	2.6%	8.7%	16.9%	5.1%	5.1%	3.1%	(195)		
	生活関連サービス業、娯楽業	6.1%	4.2%	2.7%	1.9%	2.7%	5.4%	10.3%	2.7%	8.4%	22.6%	9.6%	7.3%	1.5%	(261)		
	教育、学習支援業	14.0%	3.8%	2.4%	1.6%	2.0%	3.6%	8.4%	1.7%	8.0%	17.1%	5.6%	4.2%	2.0%	(450)		
	医療、福祉	4.5%	3.9%	1.7%	1.7%	2.8%	5.2%	9.4%	2.1%	9.8%	17.4%	5.3%	3.9%	3.4%	(775)		
複合サービス業	23.2%	12.2%	9.8%	11.0%	13.4%	15.9%	20.7%	12.2%	19.5%	19.5%	18.3%	14.6%	6.1%	(82)			
その他サービス業	7.6%	2.7%	1.8%	2.6%	2.7%	3.4%	9.3%	1.9%	8.5%	13.6%	5.8%	5.2%	2.5%	(850)			
公務	10.1%	3.8%	2.1%	1.9%	2.1%	4.4%	7.0%	1.9%	11.1%	16.2%	6.5%	6.3%	2.1%	(631)			
その他	4.7%	2.5%	0.6%	2.2%	1.4%	3.0%	7.8%	1.1%	7.5%	12.5%	5.5%	5.5%	3.9%	(361)			
従業員規模	9人以下	5.6%	2.5%	1.7%	2.3%	1.9%	4.4%	8.9%	1.6%	4.9%	9.2%	5.3%	3.2%	3.4%	(772)		
	10～99人	7.5%	3.0%	1.7%	2.3%	2.6%	4.7%	9.8%	2.1%	7.9%	14.6%	5.5%	5.1%	2.4%	(2793)		
	100～499人	7.4%	3.5%	1.8%	2.4%	2.5%	3.7%	8.7%	2.2%	8.4%	16.4%	5.7%	5.7%	2.6%	(2325)		
	500～999人	8.8%	3.1%	2.4%	3.5%	2.9%	4.0%	7.4%	2.5%	9.5%	16.8%	6.0%	6.8%	1.6%	(956)		
	1,000人以上	7.8%	2.5%	1.9%	1.9%	2.1%	3.3%	7.1%	1.5%	8.3%	14.9%	5.6%	5.5%	2.3%	(3551)		
	わからない	4.5%	2.3%	0.8%	0.8%	1.2%	3.0%	6.5%	1.3%	8.8%	13.1%	4.5%	4.3%	2.0%	(601)		
職種	管理的職業	12.3%	3.2%	2.1%	2.5%	2.6%	3.0%	6.6%	1.6%	8.2%	14.4%	6.7%	5.1%	1.9%	(1958)		
	専門的・技術的職業	9.7%	3.4%	2.6%	3.0%	2.8%	3.9%	8.6%	2.4%	8.5%	15.2%	4.9%	6.1%	1.7%	(2115)		
	事務	4.5%	2.0%	1.1%	1.5%	1.9%	4.1%	7.9%	1.7%	7.4%	13.6%	3.7%	3.7%	2.7%	(3003)		
	販売	7.8%	3.4%	2.6%	2.6%	2.7%	4.6%	9.4%	2.1%	8.1%	15.7%	11.7%	10.0%	3.6%	(1088)		
	サービス職業	5.5%	4.3%	1.8%	2.1%	3.0%	4.2%	9.6%	3.1%	10.6%	17.1%	8.0%	4.9%	3.5%	(811)		
	保安職業	9.9%	4.9%	-	1.2%	2.5%	1.2%	9.9%	1.2%	7.4%	12.3%	3.7%	4.9%	2.5%	(81)		
	農林漁業	-	14.3%	7.1%	7.1%	-	-	-	-	-	-	-	-	-	(14)		
	生産工程	2.6%	1.8%	0.7%	1.7%	1.0%	3.3%	9.0%	1.0%	7.3%	15.4%	2.2%	4.1%	1.9%	(1061)		
	輸送・機械運転	5.5%	3.3%	3.3%	3.3%	1.6%	5.5%	9.8%	3.3%	9.3%	14.8%	7.7%	6.0%	0.5%	(183)		
	建設・採掘	12.7%	3.6%	2.4%	4.8%	3.0%	4.2%	12.0%	1.8%	10.8%	13.3%	6.0%	9.6%	1.8%	(166)		
	運搬・清掃・包装	7.8%	3.3%	2.5%	2.0%	2.5%	4.9%	6.6%	1.6%	7.0%	12.7%	3.7%	4.9%	1.2%	(244)		
その他	5.5%	1.8%	0.7%	0.7%	1.8%	4.4%	8.4%	1.1%	8.0%	20.1%	4.0%	4.4%	4.4%	(274)			
職位	一般社員	4.9%	2.8%	1.7%	2.1%	2.3%	4.2%	8.6%	2.0%	7.9%	14.6%	4.6%	5.0%	2.5%	(6790)		
	主任・係長相当	9.3%	2.9%	1.7%	2.3%	1.9%	3.3%	8.4%	2.1%	9.3%	17.0%	7.6%	6.7%	2.5%	(1533)		
	課長代理相当（ライン職）	13.3%	3.5%	3.9%	4.7%	5.1%	5.1%	10.2%	2.7%	10.5%	16.8%	10.5%	8.6%	2.3%	(256)		
	課長代理相当（スタッフ職）	13.0%	6.2%	1.6%	1.6%	3.1%	5.7%	14.0%	2.6%	11.9%	17.6%	5.2%	9.3%	3.6%	(193)		
	課長相当（ライン職）	12.6%	2.8%	1.6%	2.5%	1.5%	3.1%	7.1%	1.0%	6.9%	16.9%	7.2%	6.6%	2.3%	(609)		
	課長相当（スタッフ職）	11.8%	2.7%	2.5%	2.9%	1.3%	2.7%	7.5%	1.5%	7.7%	14.3%	6.9%	5.0%	2.1%	(519)		
	部長相当（ライン職）	17.8%	2.6%	2.6%	2.0%	3.8%	2.6%	6.7%	2.0%	9.1%	15.2%	7.3%	4.1%	1.2%	(342)		
	部長相当（スタッフ職）	11.3%	2.7%	2.1%	2.4%	3.6%	3.6%	6.0%	1.8%	8.1%	12.8%	5.7%	5.4%	1.2%	(335)		
	支社長・事業部長相当	14.4%	0.9%	-	-	0.9%	3.6%	5.4%	0.9%	7.2%	11.7%	7.2%	5.4%	1.8%	(111)		
役員相当	8.1%	3.2%	1.3%	1.3%	1.9%	1.6%	4.2%	0.3%	4.5%	5.2%	4.8%	0.6%	2.3%	(310)			
勤務時間制度	通常の勤務時間制度	6.8%	2.9%	1.7%	2.2%	2.2%	4.1%	8.6%	1.9%	7.8%	14.1%	5.4%	5.2%	2.3%	(7623)		
	フレックスタイム制	8.7%	2.9%	3.1%	3.2%	3.1%	3.5%	7.1%	2.5%	8.7%	14.7%	5.3%	5.6%	1.9%	(1617)		
	変形労働時間制	8.6%	3.3%	2.1%	2.4%	3.0%	3.6%	8.3%	1.8%	10.7%	21.3%	5.9%	6.8%	3.0%	(338)		
	交替制	4.0%	2.8%	0.9%	1.2%	1.4%	3.6%	8.8%	1.4%	8.8%	18.1%	5.9%	4.0%	2.6%	(645)		
	事業場外労働のみなし労働時間制	12.3%	1.4%	-	-	2.7%	6.8%	9.6%	-	6.8%	20.5%	13.7%	13.7%	6.8%	(73)		
	裁量労働制	16.6%	2.0%	1.5%	0.5%	0.5%	1.5%	7.3%	2.0%	6.3%	20.5%	6.8%	7.8%	2.9%	(205)		
	管理監督者扱い	14.5%	2.0%	0.8%	1.1%	2.8%	1.7%	6.1%	0.8%	9.2%	15.4%	6.4%	5.0%	3.4%	(358)		
その他	-	-	-	-	-	-	-	-	-	11.8%	35.3%	5.9%	17.6%	5.9%	(17)		
わからない	4.1%	3.3%	1.6%	4.1%	3.3%	7.4%	9.0%	2.5%	8.2%	10.7%	3.3%	4.9%	1.6%	(122)			