

正規従業員調査

統計利用上の注意

1. 構成比(%)と計100%の度数(n)を示している。数値回答については、右端に平均値と標本標準偏差を示している。平均値と標準偏差の集計では、無回答を除外して計算している。
2. 構成比(%)は小数点第2位を四捨五入してあるので、内訳の合計が100%にならないことがある。
3. 表中「-」は回答がないもの、平均値・標本標準偏差の空白は計算できないことを示している。
4. F2付問3「一番下の子どもの年齢」は、調査票の質問とは異なり、子どもの人数に関係なく、末子年齢を求めたものである(いわゆる通常の末子年齢の集計である)。表側の末子年齢も同様。
5. 表側の「企業調査:行動計画」は、企業調査のデータをマッチングした集計で、企業調査の問5-1「行動計画作成の有無」である。

性別・計 年齢	問1-2.年齢											問1-3.入社年				
	18-19歳	20-24歳	25-29歳	30-34歳	35-39歳	40-49歳	50-65歳	無回答	有効n	平均	標準 偏差	全体n	2017 (平成29)年	2017 (平成29)年 より前	無回答	
	全体n	18-19歳	20-24歳	25-29歳	30-34歳	35-39歳	40-49歳	50-65歳	無回答	有効n	平均	標準 偏差	全体n	2017 (平成29)年	2017 (平成29)年 より前	無回答
男性・計	1135	0.1%	12.9%	22.6%	30.0%	31.8%	1.5%	0.8%	0.4%	1131	31.7	5.8	1135	13.7%	84.1%	2.2%
18-29歳	403	0.2%	36.2%	63.5%	-	-	-	-	-	403	25.5	2.6	403	24.6%	72.5%	3.0%
30-39歳	702	-	-	-	48.6%	51.4%	-	-	-	702	34.6	2.8	702	8.1%	90.3%	1.6%
40-65歳	26	-	-	-	-	-	65.4%	34.6%	-	26	48.3	7.5	26	-	100.0%	-
入社年	156	0.6%	39.7%	23.1%	22.4%	14.1%	-	-	-	156	27.5	5.4	156	100.0%	-	-
2017(H29)年より前	954	-	8.5%	22.1%	31.7%	34.8%	1.6%	0.9%	0.2%	952	32.4	5.6	954	-	100.0%	-
役員	784	0.1%	18.0%	26.5%	32.0%	23.2%	0.8%	0.1%	0.4%	781	30.2	5.4	784	19.0%	78.4%	2.6%
係長・主任相当職	253	-	-	14.6%	31.0%	50.6%	2.8%	-	-	253	34.4	4.0	253	1.6%	96.8%	1.6%
課長・課長相当職	57	-	1.8%	8.8%	19.3%	63.2%	1.8%	5.3%	-	57	36.2	5.7	57	1.8%	93.2%	-
部長・部長相当職	27	-	14.8%	7.4%	11.1%	40.7%	11.1%	14.8%	-	27	37.7	11.1	27	-	100.0%	-
役員	10	-	-	30.0%	30.0%	30.0%	10.0%	10.0%	-	10	35.5	9.9	10	10.0%	90.0%	-
配偶関係	648	-	3.1%	16.0%	35.0%	42.1%	2.0%	1.4%	-	646	33.8	5.2	648	5.7%	92.7%	1.5%
未婚	476	0.2%	26.1%	31.5%	23.5%	17.6%	0.8%	-	0.2%	475	28.8	5.4	476	24.2%	72.9%	2.9%
既婚・離死別	601	0.2%	22.1%	31.1%	25.5%	19.8%	1.0%	0.2%	0.2%	600	29.4	5.4	601	21.5%	75.7%	2.8%
末子0-3歳	336	-	3.0%	16.7%	42.0%	36.6%	1.5%	-	0.3%	335	33.1	4.1	336	5.1%	93.8%	1.2%
末子4-6歳	92	-	-	7.6%	32.6%	58.7%	1.1%	-	-	92	34.9	3.6	92	3.3%	96.7%	-
末子7歳以上	80	-	1.3%	-	-	70.0%	6.3%	10.0%	-	79	39.2	7.1	80	2.5%	96.3%	1.3%
企業調査: 作成した 行動計画 作成していない	81	1.2%	21.0%	22.2%	28.4%	23.5%	1.2%	-	2.5%	79	30.1	5.9	81	16.0%	80.2%	3.7%
9	1463	0.3%	16.5%	25.8%	25.6%	28.6%	2.3%	0.6%	0.2%	1460	30.9	6.0	1463	12.2%	86.1%	1.6%
9	625	0.8%	38.7%	60.5%	-	-	-	-	-	625	25.3	2.6	625	21.4%	75.7%	2.9%
年齢	793	-	-	-	-	-	-	-	-	793	34.7	2.9	793	4.7%	94.8%	0.5%
入社年	42	-	-	-	47.2%	52.8%	-	21.4%	-	42	44.8	6.2	42	19.0%	78.6%	2.4%
2017(H29)年より前	179	2.2%	43.0%	29.6%	8.9%	11.7%	4.5%	-	-	179	27.2	6.0	179	100.0%	-	-
役員	1260	0.4%	18.6%	27.6%	24.7%	26.3%	1.9%	0.4%	0.1%	1264	30.5	5.9	1265	13.7%	84.7%	1.7%
係長・主任相当職	151	-	2.0%	15.2%	34.4%	42.4%	4.0%	1.3%	2.6%	150	33.9	5.3	151	2.6%	96.7%	0.7%
課長・課長相当職	15	-	-	6.7%	-	73.3%	6.7%	6.7%	6.7%	14	38.0	4.3	15	6.7%	93.3%	-
部長・部長相当職	7	-	-	-	28.6%	42.9%	14.3%	14.3%	-	7	40.0	7.6	7	-	100.0%	-
役員	13	-	30.8%	30.8%	7.7%	23.1%	7.7%	-	-	13	29.9	6.8	13	7.7%	84.6%	7.7%
配偶関係	703	0.7%	30.4%	33.7%	20.0%	13.8%	0.9%	0.1%	0.4%	703	34.0	5.0	703	7.4%	91.7%	0.9%
未婚	754	0.4%	25.7%	34.5%	22.2%	15.8%	0.8%	0.2%	0.3%	751	28.1	5.3	754	16.8%	80.9%	2.3%
既婚・離死別	891	-	1.5%	20.0%	36.5%	39.2%	2.7%	-	-	888	28.6	5.4	891	15.8%	82.0%	2.1%
末子0-3歳	260	-	2.4%	7.1%	31.7%	54.8%	4.0%	-	-	260	33.1	4.2	260	4.6%	94.6%	0.8%
末子4-6歳	126	-	-	-	3.2%	21.7%	62.4%	8.3%	4.5%	126	34.7	4.1	126	5.6%	93.7%	0.8%
末子7歳以上	157	-	-	-	-	-	-	-	-	157	37.4	5.3	157	10.8%	89.2%	-
企業調査: 作成した 行動計画 作成していない	120	0.3%	15.8%	25.8%	27.5%	26.7%	4.2%	-	0.3%	120	31.1	5.6	120	15.8%	83.3%	0.8%
9	1040	0.4%	17.2%	24.1%	24.6%	28.9%	2.1%	0.7%	0.2%	1037	30.9	6.1	1040	11.8%	86.6%	1.5%
9	2686	1.0%	36.4%	62.7%	28.7%	31.5%	1.1%	0.1%	0.2%	2686	31.2	5.5	2686	15.3%	82.1%	2.7%
男性・計	1031	1.0%	36.4%	62.7%	-	-	-	-	-	1031	25.4	2.6	1031	27.8%	67.7%	4.5%
18-29歳	1616	-	-	-	47.6%	52.4%	-	-	-	1616	34.6	2.9	1616	7.5%	91.0%	1.4%
30-39歳	33	-	-	-	-	-	87.9%	12.1%	-	33	43.8	4.5	33	-	100.0%	-
40-65歳	410	2.0%	45.1%	22.9%	14.4%	15.4%	-	0.2%	0.2%	409	27.1	5.4	410	100.0%	-	-
入社年	2204	0.0%	7.6%	24.0%	31.6%	35.2%	1.3%	0.2%	0.1%	2202	32.1	5.1	2204	-	100.0%	-
2017(H29)年より前	1869	0.5%	19.5%	31.1%	26.8%	21.2%	0.6%	-	0.2%	1865	29.6	5.2	1869	21.0%	75.7%	3.3%
役員	639	-	0.8%	8.5%	35.5%	53.4%	1.4%	0.2%	0.3%	639	34.6	3.6	639	1.9%	97.0%	1.1%
係長・主任相当職	136	-	-	4.4%	22.8%	67.6%	4.4%	0.7%	-	136	36.2	3.8	136	2.2%	97.8%	-
課長・課長相当職	23	-	-	-	26.1%	56.5%	8.7%	8.7%	-	23	38.4	6.6	23	8.7%	91.3%	-
部長・部長相当職	10	-	40.0%	20.0%	30.0%	-	10.0%	-	-	10	27.7	7.5	10	-	90.0%	10.0%
役員	1522	0.1%	2.1%	16.4%	33.6%	45.5%	1.8%	0.3%	0.2%	1519	33.7	4.4	1522	6.6%	92.0%	1.3%
配偶関係	1147	0.8%	29.7%	34.0%	22.1%	12.9%	0.1%	-	0.3%	1144	27.9	5.0	1147	26.9%	68.7%	4.4%
未婚	1404	0.6%	24.9%	33.0%	24.6%	16.2%	0.4%	-	0.2%	1404	28.7	5.2	1404	24.1%	71.7%	4.1%
既婚・離死別	868	0.1%	2.4%	18.1%	37.9%	40.4%	0.9%	-	0.1%	867	33.1	4.2	868	6.2%	92.7%	1.0%
末子0-3歳																

1	末子4-6歳	247	-	-	4.0%	26.3%	67.2%	2.4%	-	-	247	35.6	2.8	247	4.5%	95.5%
0	末子7歳以上	131	-	-	2.3%	17.6%	68.7%	7.6%	3.1%	0.8%	130	37.6	4.3	131	1.5%	96.9%
0	企業調査: 作成した	865	0.6%	16.8%	24.7%	28.0%	28.9%	0.9%	-	0.1%	864	30.7	5.4	865	15.3%	82.7%
5	行動計画 作成していない	1401	0.4%	13.4%	23.3%	28.9%	32.5%	0.9%	0.3%	0.3%	1397	31.4	5.5	1401	15.9%	81.4%
2	女性・計	3188	0.4%	19.8%	26.8%	23.9%	27.9%	0.8%	0.2%	0.3%	3188	30.3	5.7	3188	15.1%	83.1%
9	年齢	1498	0.8%	42.2%	57.0%	-	-	-	-	-	1498	25.1	2.6	1498	25.1%	71.8%
9	人	1652	-	-	-	46.1%	53.9%	-	-	-	1652	34.7	2.8	1652	6.0%	93.3%
		30	-	-	-	-	-	83.3%	16.7%	-	30	44.1	5.1	30	13.3%	86.7%
	入社年	480	2.1%	53.1%	23.1%	10.4%	10.2%	0.6%	0.2%	0.2%	479	26.0	5.3	480	100.0%	-
	2017(H29)年 より前	2649	-	13.3%	27.3%	26.7%	31.5%	0.8%	0.2%	0.2%	2643	31.1	5.4	2649	-	100.0%
	役員	2726	0.4%	22.7%	29.2%	23.1%	23.5%	0.7%	0.1%	0.3%	2718	29.6	5.6	2726	17.2%	80.7%
	役員なし	393	-	1.8%	13.2%	30.0%	53.9%	0.5%	0.5%	-	393	34.3	4.2	393	0.3%	99.2%
	係長・主任相当職	35	-	-	-	14.3%	80.0%	5.7%	-	-	35	36.8	2.9	35	11.4%	88.6%
	課長・課長相当職	11	-	-	-	9.1%	81.8%	9.1%	-	-	11	38.2	2.6	11	-	100.0%
	部長・部長相当職	9	-	22.2%	44.4%	11.1%	11.1%	-	-	-	9	30.3	11.5	9	22.2%	77.8%
	役員	1402	-	1.7%	19.1%	31.7%	45.7%	1.4%	0.3%	0.1%	1400	33.6	4.4	1402	6.4%	92.4%
	未婚	1780	0.7%	34.0%	32.9%	17.8%	13.9%	0.3%	-	0.3%	1774	27.6	5.2	1780	21.9%	75.8%
	既婚・離死別	2110	0.6%	28.7%	34.3%	19.5%	16.3%	0.3%	-	0.3%	2104	28.2	5.3	2110	19.7%	78.0%
	末子なし	584	-	1.2%	16.6%	41.4%	39.9%	0.7%	-	-	584	33.3	3.7	584	4.6%	94.5%
	末子0-3歳	239	-	0.4%	5.9%	24.7%	67.8%	1.3%	-	-	239	35.5	3.1	239	3.8%	95.0%
	末子4-6歳	203	-	0.5%	3.0%	18.7%	69.5%	5.4%	2.5%	0.5%	202	36.9	4.3	203	10.8%	89.2%
	末子7歳以上	1049	0.4%	20.1%	25.3%	24.3%	28.7%	0.9%	0.1%	0.3%	1046	30.4	5.7	1049	13.9%	84.4%
	作成した	1490	0.3%	20.2%	27.0%	24.2%	27.2%	0.8%	0.1%	0.2%	1487	30.2	5.7	1490	14.8%	83.4%
	行動計画 作成していない	3727	0.2%	14.1%	24.1%	30.1%	30.0%	1.0%	0.1%	0.2%	3718	31.1	5.3	3727	16.9%	81.0%
	男性・計	1436	0.6%	36.7%	62.7%	-	-	-	-	-	1436	25.5	2.4	1436	34.8%	62.5%
	年齢	2239	-	-	-	50.1%	49.9%	-	-	-	2239	34.5	2.8	2239	5.7%	92.7%
	18-29歳	43	-	-	-	-	88.4%	11.6%	-	-	43	44.6	4.9	43	2.3%	97.7%
	30-39歳	630	1.1%	55.9%	22.4%	12.7%	7.6%	0.2%	-	0.2%	629	25.9	4.6	630	100.0%	-
	40-65歳	3019	0.0%	5.3%	24.4%	33.8%	35.0%	1.2%	0.2%	0.1%	3015	32.3	4.8	3019	-	100.0%
	2017(H29)年 より前	2486	0.3%	21.0%	32.1%	28.4%	17.7%	0.3%	0.0%	0.2%	2482	29.3	5.0	2486	24.1%	73.1%
	役員	1006	-	0.3%	7.9%	37.5%	52.4%	1.5%	-	0.5%	1001	34.6	3.4	1006	1.8%	97.4%
	役員なし	189	-	0.5%	7.4%	15.9%	69.3%	5.8%	1.1%	-	189	36.5	4.5	189	3.7%	95.2%
	係長・主任相当職	28	-	12.5%	21.4%	17.9%	42.9%	14.3%	3.6%	-	28	35.8	6.4	28	3.6%	96.4%
	課長・課長相当職	8	-	-	-	25.0%	37.5%	-	-	-	8	33.5	10.3	8	37.5%	62.5%
	部長・部長相当職	2115	-	0.8%	14.8%	38.1%	44.3%	1.6%	0.2%	0.2%	2110	33.8	4.0	2115	4.9%	93.6%
	役員	1593	0.6%	31.8%	36.1%	19.7%	11.2%	0.3%	0.1%	0.2%	1589	27.7	4.8	1593	32.7%	64.5%
	未婚	1966	0.5%	25.6%	35.1%	24.2%	14.0%	0.3%	0.1%	0.2%	1962	28.5	4.9	1966	27.8%	69.4%
	既婚・離死別	1204	-	0.7%	14.7%	42.7%	40.7%	0.8%	-	0.3%	1200	33.4	3.2	1204	4.2%	94.4%
	末子0-3歳	341	-	0.3%	3.2%	27.0%	65.7%	3.5%	-	0.3%	340	35.8	3.1	341	3.5%	95.6%
	末子4-6歳	170	-	-	1.2%	16.5%	74.1%	5.9%	2.4%	-	170	37.6	4.2	170	4.7%	95.3%
	末子7歳以上	2817	0.3%	14.4%	23.3%	30.6%	30.1%	1.0%	0.1%	0.2%	2812	31.2	5.3	2817	17.3%	80.7%
	作成した	301	-	14.0%	28.9%	30.2%	30.2%	1.0%	0.3%	0.7%	299	31.1	5.6	301	15.3%	81.7%
	行動計画 作成していない	4460	0.4%	19.9%	26.3%	25.2%	27.0%	0.8%	0.1%	0.3%	4445	30.3	5.6	4460	16.6%	81.7%
	女性・計	2076	0.8%	42.8%	56.4%	-	-	-	-	-	2076	25.1	2.5	2076	30.3%	67.3%
	年齢	2330	-	-	-	48.3%	51.7%	-	-	-	2330	34.6	2.9	2330	4.6%	94.4%
	18-29歳	39	-	-	-	-	-	87.2%	12.8%	-	39	43.6	4.5	39	-	100.0%
	30-39歳	741	1.5%	64.1%	19.4%	8.6%	5.8%	-	-	0.5%	737	25.0	4.3	741	100.0%	-
	40-65歳	3645	0.1%	10.6%	27.6%	28.8%	31.6%	0.9%	0.1%	0.2%	3637	31.4	5.2	3645	-	100.0%
	2017(H29)年 より前	3657	0.4%	23.7%	29.4%	24.2%	21.2%	0.6%	0.1%	0.3%	3645	29.4	5.5	3657	19.7%	78.4%
	役員	698	-	1.4%	11.9%	31.8%	53.0%	1.3%	0.4%	0.4%	695	34.4	3.9	698	1.3%	98.1%
	役員なし	74	-	2.7%	6.8%	16.2%	70.3%	4.1%	-	-	74	36.0	4.0	74	4.1%	95.9%
	係長・主任相当職	5	-	-	-	20.0%	60.0%	20.0%	-	-	5	37.2	7.2	5	-	100.0%
	課長・課長相当職	10	-	50.0%	20.0%	20.0%	10.0%	-	-	-	10	26.1	5.3	10	30.0%	60.0%
	部長・部長相当職	2009	-	1.7%	16.7%	35.4%	44.4%	1.2%	0.2%	0.3%	2003	33.6	4.2	2009	5.6%	93.5%
	役員	2439	0.7%	34.9%	34.0%	16.9%	12.8%	0.4%	-	0.4%	2430	27.5	5.1	2439	25.6%	72.2%
	未婚	2946	0.5%	29.3%	34.2%	20.0%	15.1%	0.4%	0.1%	0.4%	2935	28.2	5.2	2946	22.5%	75.4%
	既婚・離死別	932	-	0.9%	14.3%	42.7%	41.4%	0.5%	-	0.2%	930	33.5	3.7	932	4.5%	94.6%
	末子なし	321	-	-	3.4%	29.0%	66.4%	1.2%	-	-	321	35.6	2.8	321	3.4%	96.3%
	末子0-3歳	208	-	-	1.4%	16.8%	73.6%	5.8%	1.4%	1.0%	208	37.1	3.5	208	3.4%	94.2%
	末子4-6歳	3296	0.4%	19.7%	26.4%	24.9%	27.5%	0.8%	0.1%	0.2%	3288	30.3	5.6	3296	17.1%	81.5%
	末子7歳以上	390	0.3%	20.3%	23.8%	28.5%	26.4%	0.8%	-	-	390	30.3	5.5	390	15.6%	82.1%
	作成した															
	行動計画 作成していない															

無回答

男性・計		0.4%
年齢	18-29歳	0.2%
	30-39歳	0.3%
	40-65歳	-
入社年	2017(H29)年	0.6%
	2017(H29)年より前	0.2%
役職	役職なし	0.4%
	係長・主任相当職	0.4%
	課長・課長相当職	-
	部長・部長相当職	-
	役員	-
配偶関係	未婚	0.2%
	既婚・離死別	0.6%
未子年齢	子なし	0.5%
	未子0-3歳	0.3%
	未子4-6歳	-
	未子7歳以上	-
企業調査: 行動計画	作成した	1.2%
	作成していない	0.2%
女性・計		0.3%
年齢	18-29歳	0.2%
	30-39歳	0.3%
	40-65歳	-
入社年	2017(H29)年	-
	2017(H29)年より前	0.2%
役職	役職なし	0.2%
	係長・主任相当職	0.7%
	課長・課長相当職	-
	部長・部長相当職	-
	役員	-
配偶関係	未婚	-
	既婚・離死別	0.4%
未子年齢	子なし	0.3%
	未子0-3歳	-
	未子4-6歳	-
	未子7歳以上	-
企業調査: 行動計画	作成した	0.8%
	作成していない	0.3%
男性・計		0.2%
年齢	18-29歳	0.1%
	30-39歳	0.1%
	40-65歳	3.0%
入社年	2017(H29)年	-
	2017(H29)年より前	0.1%
役職	役職なし	0.2%
	係長・主任相当職	0.5%
	課長・課長相当職	-
	部長・部長相当職	-
	役員	-
配偶関係	未婚	0.2%
	既婚・離死別	0.3%
未子年齢	子なし	0.1%
	未子0-3歳	0.2%

3
0
9
9
人

1	末子4-6歳	-
0	末子7歳以上	0.8%
0	企業調査：作成した	0.1%
5	行動計画：作成していない	0.3%
2	女性：計	0.1%
9	年齢	0.1%
9	18-29歳	0.1%
9	30-39歳	0.1%
人	40-65歳	-
	入社年	2017(H29)年
	2017(H29)年より前	0.1%
	役職	0.1%
	役員なし	-
	係長・主任相当職	-
	課長・課長相当職	-
	部長・部長相当職	-
	役員	-
	配偶関係	0.1%
	未婚	0.1%
	既婚・離死別	0.1%
	子なし	0.1%
	末子0-3歳	0.2%
	末子4-6歳	-
	末子7歳以上	0.5%
	企業調査：作成した	-
	行動計画：作成していない	0.1%
	男性：計	0.2%
	年齢	0.1%
	18-29歳	0.1%
	30-39歳	0.0%
	40-65歳	-
	入社年	2017(H29)年
	2017(H29)年より前	0.1%
	役職	0.2%
	役員なし	0.2%
	係長・主任相当職	0.2%
	課長・課長相当職	-
	部長・部長相当職	-
	役員	-
	配偶関係	0.1%
	未婚	0.1%
	既婚・離死別	0.3%
	子なし	0.2%
	末子0-3歳	0.2%
	末子4-6歳	0.3%
	末子7歳以上	-
	企業調査：作成した	0.2%
	行動計画：作成していない	0.7%
	女性：計	0.2%
	年齢	0.2%
	18-29歳	0.2%
	30-39歳	0.1%
	40-65歳	-
	入社年	2017(H29)年
	2017(H29)年より前	0.2%
	役職	0.2%
	役員なし	0.2%
	係長・主任相当職	0.1%
	課長・課長相当職	-
	部長・部長相当職	-
	役員	-
	配偶関係	0.2%
	未婚	0.2%
	既婚・離死別	0.2%
	子なし	0.2%
	末子0-3歳	0.2%
	末子4-6歳	-
	末子7歳以上	0.5%
	企業調査：作成した	0.1%
	行動計画：作成していない	0.5%

3 0 0 人以上

問1-5.①自分で調べたり目にしたもの(複数回答)

全体n	1)その年に採用された労働者のうち、女性労働者の割合	2)採用における男女の競争率は競争率の男女比	3)全労働者に占める女性労働者の割合	4)男女の平均勤続年数、採用10年前後の継続雇用割合	5)男女別の平均休業取得率	6)全労働者の1ヶ月当たりの平均残業時間	7)採用区分ごとの1ヶ月当たりの平均残業時間	8)年次有給休暇の取得率	9)係長級にある女性労働者の割合	10)管理職に占める女性労働者の割合	11)役員に占める女性労働者の割合	12)男女別の職種または雇用形態の転換実績	13)男女別の再雇用または中途採用の実績	14)その15)いずれもない	無回答
1135	5.9%	3.5%	9.4%	4.8%	5.2%	16.3%	10.0%	11.3%	3.0%	2.6%	2.7%	3.0%	4.6%	1.6%	24.1%
403	8.4%	6.0%	12.2%	6.0%	7.4%	20.3%	12.7%	15.4%	3.2%	3.2%	2.7%	3.0%	5.2%	1.7%	21.1%
702	4.6%	2.1%	8.0%	4.1%	4.1%	14.4%	8.5%	9.3%	2.8%	2.4%	2.7%	2.8%	1.6%	26.1%	44.0%
26	3.8%	3.8%	7.7%	3.8%	-	7.7%	11.5%	3.8%	3.8%	-	3.8%	3.8%	7.7%	-	23.1%
156	7.1%	4.5%	12.2%	5.1%	9.0%	23.1%	13.5%	10.3%	3.2%	2.6%	3.2%	3.2%	5.8%	1.9%	17.3%
954	5.6%	3.2%	8.8%	4.4%	4.6%	15.2%	9.4%	11.2%	3.0%	2.6%	2.6%	2.8%	4.3%	1.5%	25.5%
784	6.5%	4.0%	9.6%	5.0%	6.0%	18.2%	11.1%	12.5%	2.9%	2.7%	2.4%	2.6%	4.3%	1.8%	24.7%
253	4.0%	4.0%	7.9%	5.1%	4.0%	13.8%	8.7%	8.7%	2.0%	2.0%	2.8%	4.3%	5.1%	1.6%	22.5%
57	5.3%	3.5%	8.8%	-	3.5%	5.3%	7.0%	10.5%	1.8%	3.5%	5.3%	3.5%	5.3%	-	28.1%
27	11.1%	7.4%	18.5%	7.4%	-	14.8%	3.7%	3.7%	11.1%	7.4%	7.4%	3.7%	7.4%	-	14.8%
10	-	-	-	-	-	-	-	10.0%	-	-	-	-	-	-	20.0%
648	5.6%	2.9%	9.4%	4.3%	5.2%	13.6%	9.0%	10.0%	3.1%	2.6%	2.8%	3.4%	4.6%	1.7%	23.9%
476	6.5%	4.2%	9.7%	5.3%	5.3%	20.2%	11.8%	13.0%	2.9%	2.7%	2.5%	2.3%	4.4%	1.5%	24.4%
601	6.8%	4.3%	10.1%	4.7%	6.2%	19.5%	11.5%	12.8%	3.2%	3.0%	2.8%	2.8%	4.7%	1.3%	23.5%
336	4.5%	2.4%	8.9%	4.2%	3.3%	12.8%	8.3%	10.4%	2.4%	1.8%	2.1%	2.7%	4.2%	2.1%	26.2%
92	7.6%	4.3%	8.7%	4.3%	8.7%	12.0%	8.7%	5.4%	6.5%	5.4%	5.4%	4.3%	5.4%	2.2%	22.8%
80	5.0%	2.5%	8.8%	8.8%	3.8%	13.8%	10.0%	11.3%	2.5%	2.5%	2.5%	5.0%	5.0%	2.0%	51.3%
81	7.4%	4.9%	12.3%	2.5%	1.2%	12.3%	6.2%	9.9%	-	-	-	-	2.5%	2.5%	19.8%
880	5.5%	3.6%	8.2%	5.3%	5.9%	17.6%	10.7%	11.8%	3.4%	3.0%	3.1%	3.2%	4.5%	1.6%	23.9%
1463	11.5%	4.4%	22.3%	4.6%	8.8%	16.0%	9.3%	11.7%	3.6%	3.7%	3.3%	3.1%	4.3%	0.9%	22.1%
625	14.7%	5.1%	24.8%	5.8%	11.8%	17.4%	11.7%	15.4%	4.3%	4.3%	4.6%	3.7%	4.6%	1.4%	17.8%
793	9.2%	4.2%	14.9%	7.4%	6.7%	14.9%	7.4%	9.0%	3.3%	3.3%	2.8%	2.8%	3.7%	0.5%	25.5%
42	7.1%	-	19.0%	4.8%	4.8%	16.7%	9.5%	9.5%	2.4%	2.4%	2.4%	2.4%	11.9%	-	23.8%
179	15.1%	5.0%	30.2%	5.6%	12.8%	24.0%	13.4%	14.5%	5.0%	5.0%	7.3%	4.5%	7.3%	1.7%	15.1%
1260	11.0%	4.3%	21.3%	4.5%	8.4%	15.0%	8.8%	11.3%	3.4%	3.5%	2.9%	3.0%	4.0%	0.7%	23.1%
1265	11.5%	4.3%	22.7%	4.7%	9.0%	15.9%	9.2%	11.9%	3.6%	3.7%	3.4%	2.9%	4.1%	1.0%	21.9%
151	11.3%	4.6%	21.9%	4.0%	6.0%	17.2%	9.3%	9.3%	3.3%	3.3%	2.6%	4.6%	4.6%	-	25.8%
15	6.7%	13.3%	20.0%	6.7%	20.0%	20.0%	13.3%	6.7%	6.7%	6.7%	6.7%	6.7%	13.3%	-	20.0%
7	-	14.3%	14.3%	-	-	-	-	-	-	-	-	-	14.3%	-	28.6%
13	23.1%	7.7%	15.4%	7.7%	15.4%	23.1%	30.8%	30.8%	7.7%	7.7%	7.7%	7.7%	7.7%	-	15.4%
703	9.5%	4.1%	22.3%	4.7%	9.7%	16.1%	8.8%	10.2%	4.0%	3.8%	3.0%	2.8%	4.4%	0.6%	21.6%
754	13.4%	4.8%	22.4%	4.6%	8.1%	16.0%	9.8%	13.1%	3.2%	3.6%	3.7%	3.4%	4.2%	1.2%	22.5%
891	12.6%	4.8%	22.2%	4.6%	8.3%	16.0%	10.2%	12.9%	3.5%	3.8%	3.9%	3.5%	4.2%	1.1%	22.7%
260	11.5%	2.7%	20.4%	3.5%	11.5%	14.2%	6.5%	11.5%	2.3%	2.3%	0.8%	1.9%	3.1%	-	19.2%
126	9.5%	4.0%	26.2%	4.8%	9.5%	18.3%	11.9%	7.9%	6.3%	5.6%	5.6%	4.0%	2.4%	2.4%	36.5%
157	8.3%	6.4%	24.8%	7.0%	7.0%	16.6%	7.6%	7.6%	4.5%	4.5%	2.5%	3.2%	7.6%	-	24.8%
120	13.3%	4.2%	18.3%	5.0%	9.2%	20.0%	9.2%	14.2%	2.5%	2.5%	2.5%	5.8%	7.5%	0.8%	23.3%
1040	11.1%	3.8%	22.6%	4.0%	8.8%	16.1%	8.8%	11.1%	3.3%	3.8%	3.4%	2.5%	3.9%	0.7%	23.3%
2686	6.4%	3.6%	8.3%	4.6%	3.9%	15.3%	9.5%	12.4%	2.1%	2.6%	2.7%	2.8%	5.0%	1.6%	26.2%
1031	9.1%	5.0%	10.6%	5.9%	5.9%	19.2%	11.3%	18.0%	2.2%	3.0%	3.4%	3.6%	5.9%	1.4%	19.5%
1616	4.7%	2.7%	7.0%	3.8%	2.7%	13.0%	8.4%	9.0%	2.0%	2.0%	2.4%	2.4%	4.5%	1.9%	30.4%
33	6.1%	6.1%	3.0%	-	-	9.1%	6.1%	-	-	-	-	-	3.0%	-	33.3%
410	12.7%	7.1%	15.1%	7.6%	6.1%	27.3%	16.1%	22.2%	2.9%	3.4%	3.7%	3.9%	8.0%	2.0%	16.1%
2204	5.3%	2.9%	6.9%	4.0%	3.4%	13.2%	8.0%	10.2%	2.0%	2.5%	2.6%	2.5%	4.4%	1.6%	28.4%
1869	7.1%	4.0%	9.3%	5.1%	4.5%	18.0%	10.9%	14.8%	2.1%	3.0%	3.0%	3.0%	5.4%	1.6%	23.0%
639	5.2%	2.8%	6.4%	3.6%	2.5%	8.8%	5.9%	7.7%	2.3%	2.3%	2.3%	2.2%	4.4%	1.7%	33.3%
136	3.7%	2.2%	5.1%	2.2%	-	10.3%	7.4%	2.9%	-	-	0.7%	0.7%	2.2%	1.5%	39.0%
23	4.3%	-	-	-	4.3%	13.0%	4.3%	-	-	-	-	4.3%	4.3%	-	21.7%
10	-	-	-	-	10.0%	10.0%	-	10.0%	-	-	-	-	10.0%	-	60.0%
1522	5.1%	3.2%	6.9%	3.8%	3.0%	13.3%	8.1%	10.1%	1.7%	2.1%	2.0%	2.4%	5.0%	1.7%	28.6%
1147	8.1%	4.2%	10.2%	5.4%	5.1%	17.8%	11.2%	15.3%	2.4%	3.1%	3.6%	3.2%	4.9%	1.5%	23.1%
1404	7.4%	3.8%	10.0%	5.4%	4.8%	17.6%	11.0%	15.2%	2.0%	2.8%	2.9%	2.9%	5.1%	1.6%	22.8%
868	5.8%	3.3%	5.8%	3.6%	2.9%	14.2%	8.1%	10.4%	2.6%	2.5%	2.2%	2.9%	5.3%	1.4%	27.8%

3 0 5 9 9 人

1	0	131	247	4.0%	4.0%	7.3%	1.6%	2.4%	8.1%	6.1%	5.3%	0.4%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	2.4%	3.6%	2.4%	35.6%	42.1%
5	2	1401	1401	5.6%	5.6%	6.9%	4.6%	3.5%	16.3%	10.3%	13.2%	1.8%	2.6%	2.4%	2.8%	2.4%	2.8%	2.8%	2.4%	4.9%	4.9%	1.9%	26.7%	39.8%
9	9	1652	1498	9.0%	19.0%	26.8%	5.9%	12.8%	18.6%	9.6%	17.0%	3.7%	4.8%	4.5%	3.3%	4.1%	4.1%	3.3%	2.3%	3.6%	3.6%	1.2%	23.4%	40.5%
9	人	30	480	6.7%	20.0%	30.4%	6.0%	14.8%	20.6%	11.3%	20.6%	5.4%	7.1%	6.3%	3.1%	3.1%	3.1%	4.4%	1.0%	3.3%	4.4%	1.0%	15.2%	26.3%
		2649	2726	14.3%	14.3%	22.9%	4.2%	8.2%	13.8%	8.3%	11.1%	2.5%	3.1%	2.9%	2.7%	2.7%	2.7%	3.7%	0.8%	3.7%	3.7%	0.8%	20.4%	37.4%
		393	2946	9.9%	6.1%	17.0%	4.8%	4.6%	9.9%	6.1%	3.6%	1.8%	3.1%	3.3%	2.5%	3.3%	3.3%	4.0%	1.0%	2.8%	4.0%	1.0%	18.8%	34.3%
		35	208	17.1%	2.9%	22.9%	-	-	2.9%	2.9%	8.6%	8.6%	14.3%	5.7%	2.9%	2.9%	2.9%	2.8%	2.5%	2.9%	2.9%	2.9%	20.0%	45.7%
		11	9	-	-	-	-	-	-	9.1%	9.1%	-	-	-	-	-	-	-	-	-	-	-	18.2%	63.6%
		1402	1780	9.4%	17.1%	24.8%	3.4%	8.1%	12.3%	9.0%	10.6%	2.3%	2.7%	2.5%	2.0%	2.0%	2.7%	3.7%	1.2%	2.7%	3.7%	1.2%	21.0%	39.9%
		2110	584	16.1%	5.5%	24.8%	4.7%	10.0%	16.8%	9.1%	14.0%	3.4%	4.4%	3.8%	3.1%	3.1%	3.4%	4.6%	0.8%	4.6%	4.6%	0.8%	18.0%	33.0%
		239	203	7.5%	4.6%	16.3%	6.7%	6.3%	7.1%	6.7%	8.4%	2.1%	2.5%	2.1%	1.7%	1.7%	1.7%	2.5%	1.7%	2.5%	2.5%	1.7%	29.7%	41.0%
		1049	1490	14.4%	13.6%	22.5%	4.2%	9.2%	14.3%	8.3%	11.5%	2.9%	3.5%	3.2%	2.7%	2.7%	3.2%	3.5%	3.0%	3.5%	3.5%	1.1%	22.9%	31.6%
		3727	1436	8.9%	13.2%	10.4%	5.5%	5.4%	15.7%	10.4%	12.7%	2.7%	2.7%	3.0%	2.7%	3.4%	3.2%	3.5%	3.0%	3.5%	3.4%	0.7%	18.6%	36.2%
		2239	43	6.3%	6.3%	8.2%	4.4%	3.4%	12.8%	7.2%	22.3%	1.9%	2.4%	2.7%	2.1%	2.1%	2.8%	3.1%	2.4%	3.1%	3.1%	2.5%	25.5%	44.4%
		630	3019	17.1%	7.1%	11.1%	8.4%	4.2%	23.3%	12.2%	24.8%	3.2%	4.3%	4.8%	4.8%	4.8%	5.1%	4.8%	2.9%	3.1%	3.1%	2.1%	15.1%	29.8%
		2486	1006	9.6%	4.4%	9.5%	3.7%	2.8%	17.7%	6.4%	16.9%	2.6%	3.1%	3.2%	2.9%	2.9%	3.8%	3.6%	3.1%	3.2%	3.8%	1.9%	20.0%	39.1%
		189	28	6.3%	5.3%	6.9%	4.2%	3.2%	10.1%	5.8%	8.5%	1.1%	1.6%	4.0%	2.6%	2.6%	2.6%	3.0%	2.6%	2.6%	2.6%	2.6%	29.6%	44.5%
		8	2115	25.0%	12.5%	12.5%	7.1%	25.0%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	25.0%	42.9%
		1593	1966	11.2%	10.8%	12.4%	6.1%	7.3%	19.3%	10.5%	20.0%	2.4%	2.8%	3.0%	2.2%	2.2%	3.0%	2.4%	2.8%	3.0%	3.0%	2.5%	25.3%	47.2%
		1204	341	7.0%	6.2%	9.0%	5.6%	4.2%	13.5%	7.1%	10.0%	2.2%	2.6%	3.8%	3.3%	3.3%	4.1%	2.7%	2.7%	2.7%	4.1%	1.6%	19.1%	38.5%
		170	2817	4.7%	4.7%	7.1%	2.4%	2.9%	11.8%	5.9%	11.2%	1.8%	2.9%	2.1%	2.1%	2.1%	2.6%	1.5%	2.6%	2.6%	4.7%	1.5%	27.3%	46.9%
		301	4460	7.3%	5.0%	8.0%	4.0%	4.0%	14.3%	9.3%	8.0%	2.3%	2.7%	3.0%	3.0%	3.0%	3.8%	2.0%	2.7%	3.0%	3.0%	2.3%	21.9%	45.8%
		2076	2330	16.7%	10.1%	20.1%	3.6%	7.0%	17.2%	9.3%	13.3%	3.4%	4.5%	4.0%	3.1%	3.1%	3.1%	3.1%	4.5%	3.1%	3.1%	1.1%	18.3%	33.7%
		39	741	12.8%	7.7%	12.8%	10.3%	15.4%	23.0%	17.9%	15.4%	7.7%	12.8%	10.3%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	20.5%	42.3%
		3645	3657	14.0%	14.0%	23.6%	5.3%	9.3%	12.3%	7.2%	10.9%	2.8%	3.5%	3.1%	2.9%	2.9%	2.7%	3.5%	3.1%	3.5%	3.1%	1.2%	20.3%	36.1%
		698	74	12.0%	16.2%	20.1%	4.6%	6.3%	8.3%	4.7%	14.6%	3.6%	4.6%	4.2%	3.1%	3.1%	3.1%	4.6%	1.0%	2.6%	3.1%	1.0%	17.5%	32.2%
		5	10	20.0%	40.0%	50.0%	-	-	20.0%	20.0%	30.0%	-	-	-	-	-	-	-	-	-	-	-	41.0%	-
		2009	2439	11.9%	20.7%	29.2%	4.5%	8.4%	10.9%	6.8%	8.8%	2.2%	3.0%	2.7%	2.7%	2.7%	2.8%	3.0%	2.7%	3.0%	3.0%	1.0%	21.6%	38.5%
		2946	932	19.4%	12.4%	28.7%	7.6%	12.7%	16.3%	9.2%	16.1%	4.0%	5.5%	4.9%	3.1%	3.1%	3.4%	4.4%	5.1%	4.4%	3.1%	0.9%	15.7%	29.7%
		321	208	9.7%	8.7%	18.7%	4.0%	8.7%	8.1%	9.2%	7.8%	1.6%	2.6%	2.9%	3.3%	3.3%	2.4%	5.7%	5.1%	2.7%	2.7%	1.4%	16.2%	30.8%
		3296	390	8.7%	5.5%	26.3%	6.6%	11.4%	14.2%	8.2%	13.8%	3.3%	4.6%	3.9%	3.3%	3.3%	3.4%	4.6%	10.0%	4.6%	3.3%	1.2%	18.1%	42.3%
		390		9.5%	5.4%	20.5%	3.6%	9.2%	14.1%	10.0%	11.3%	2.1%	2.6%	2.3%	2.3%	2.3%	2.6%	2.1%	2.6%	2.6%	3.6%	0.8%	23.1%	35.4%

Table with columns: Age Group, Status, Count, and 25+ data points (percentage, percentage).

問2-1.現在の仕事(職業)

全体n	教師・保育士・看護士	専門的職業(研究者、医師、弁護士、税理士等)	技術者(エンジニア、プログラマー、機械技術者等)	事務職(営業事務、経理、事務、秘書等)	営業職(バイヤー、セールス、保険外交員等)	販売職(小売店、コンビニ、レジャー、不動産販売等)	介護職(ホームヘルパー、介護福祉士等)	サービス職(調理師、美容師、ウェイトレス等)	運輸・通信的職業(運転手、電話交換手等)	保安的職業(警察官、消防員、警備員等)	技能工・労働者(組立・修理工場の製造等)	農林漁業(農耕・畜産・養殖・造園等)	その他	無回答
男性・計	1135	3.5%	16.7%	2.5%	15.2%	14.3%	2.1%	8.9%	3.9%	4.1%	0.3%	17.5%	0.4%	0.5%
年齢	403	3.5%	7.7%	20.3%	0.5%	12.7%	14.9%	1.7%	8.9%	2.7%	-	19.1%	0.7%	2.2%
18-29歳	702	3.6%	10.0%	14.2%	3.0%	14.1%	2.4%	9.1%	3.6%	4.7%	0.4%	17.2%	0.3%	0.4%
30-39歳	26	3.8%	-	30.8%	19.2%	11.5%	-	-	7.7%	11.5%	-	-	-	-
40-65歳	156	3.8%	12.2%	26.9%	-	15.4%	1.9%	6.4%	3.2%	0.6%	-	12.2%	0.6%	-
2017(H29)年	954	3.5%	8.3%	15.0%	2.9%	13.6%	2.2%	9.5%	3.9%	4.8%	0.3%	18.7%	0.4%	1.3%
2017(H29)年より前	784	4.2%	10.2%	17.9%	0.3%	14.5%	1.5%	8.3%	3.8%	4.6%	0.1%	19.5%	0.6%	1.1%
役員	253	2.4%	6.7%	13.0%	-	18.2%	4.3%	10.3%	3.2%	3.6%	0.8%	15.8%	-	0.8%
係長・主任相当職	57	1.8%	5.3%	21.1%	22.8%	12.3%	1.8%	8.8%	5.3%	3.5%	-	7.0%	-	-
課長・課長相当職	27	-	3.7%	18.5%	37.0%	7.4%	14.8%	3.7%	7.4%	-	-	3.7%	-	3.7%
部長・部長相当職	10	-	-	30.0%	10.0%	10.0%	-	30.0%	10.0%	-	-	10.0%	-	-
役員	648	3.4%	10.5%	15.6%	3.9%	13.6%	2.3%	8.3%	3.1%	4.2%	0.3%	16.8%	0.2%	1.1%
配偶関係	476	3.8%	6.5%	18.5%	0.6%	17.4%	1.8%	9.9%	4.6%	3.8%	0.2%	18.7%	0.6%	1.1%
未婚	601	3.2%	7.3%	17.3%	1.0%	17.6%	2.5%	8.8%	4.8%	4.2%	0.5%	18.3%	0.8%	1.3%
子なし	336	3.9%	12.2%	14.0%	2.1%	12.2%	2.1%	10.4%	3.0%	2.7%	-	16.4%	-	0.9%
末子0-3歳	92	5.4%	8.7%	23.9%	7.6%	13.0%	8.7%	7.6%	-	7.6%	-	15.2%	-	1.1%
末子4-6歳	80	2.5%	6.3%	15.0%	10.0%	11.3%	17.5%	6.3%	3.8%	6.3%	-	20.0%	-	-
末子7歳以上	81	3.7%	18.5%	13.6%	3.7%	7.4%	11.1%	16.0%	7.4%	1.2%	-	13.6%	-	1.2%
作成した	880	3.8%	8.1%	17.2%	2.3%	15.7%	2.0%	7.3%	3.5%	4.7%	0.3%	18.5%	0.6%	1.3%
作成していない	1463	14.2%	9.2%	4.9%	0.3%	46.7%	2.3%	8.6%	3.6%	0.2%	-	6.6%	0.1%	1.0%
女性・計	625	12.6%	9.0%	6.6%	0.2%	42.7%	4.0%	9.6%	3.2%	0.3%	-	7.7%	0.2%	1.1%
年齢	793	15.5%	9.7%	3.2%	0.4%	49.6%	1.4%	8.3%	3.5%	-	-	5.9%	-	1.0%
18-29歳	42	14.3%	2.4%	9.5%	2.4%	52.4%	-	-	9.5%	2.4%	-	2.4%	-	-
30-39歳	179	10.6%	11.7%	7.8%	-	46.4%	3.9%	6.1%	3.4%	-	-	6.1%	-	1.7%
2017(H29)年	1260	14.7%	8.6%	4.4%	0.4%	46.9%	2.2%	8.0%	3.7%	0.2%	-	6.7%	0.1%	1.0%
2017(H29)年より前	1265	13.9%	8.9%	4.9%	-	47.7%	2.2%	8.6%	2.9%	0.1%	-	7.2%	0.1%	1.0%
役員	151	14.6%	9.3%	4.6%	-	43.7%	2.0%	9.9%	6.0%	1.3%	-	2.6%	-	0.7%
係長・主任相当職	15	6.7%	20.0%	13.3%	13.3%	40.0%	-	-	-	-	-	-	-	-
課長・課長相当職	7	14.3%	-	-	14.3%	28.6%	-	-	28.6%	-	-	-	-	14.3%
部長・部長相当職	13	53.8%	7.7%	-	15.4%	7.7%	-	-	15.4%	-	-	-	-	-
役員	703	15.4%	9.2%	4.0%	0.6%	48.4%	1.4%	8.5%	3.4%	0.1%	-	6.8%	-	0.6%
配偶関係	754	13.1%	9.0%	5.7%	0.1%	45.2%	3.4%	8.5%	3.7%	0.3%	-	6.4%	0.1%	1.3%
未婚	891	12.6%	10.0%	5.8%	0.2%	45.6%	3.1%	8.5%	3.7%	0.3%	-	6.3%	0.1%	1.1%
子なし	260	18.5%	8.1%	5.0%	0.4%	46.2%	1.5%	7.7%	2.3%	-	-	8.5%	-	0.8%
末子0-3歳	126	21.4%	10.3%	0.8%	0.8%	45.2%	0.8%	7.9%	2.4%	-	-	7.1%	-	0.8%
末子4-6歳	157	12.1%	5.7%	2.5%	0.6%	55.4%	1.3%	9.6%	5.1%	-	-	5.1%	-	1.3%
末子7歳以上	120	7.5%	13.3%	4.2%	-	46.7%	1.7%	14.2%	5.8%	-	-	4.2%	-	0.8%
作成した	1040	13.0%	8.4%	5.7%	0.4%	48.1%	2.9%	7.7%	3.2%	0.3%	-	6.9%	0.1%	0.6%
作成していない	2686	4.4%	9.4%	12.8%	3.1%	29.0%	12.4%	8.8%	4.1%	2.2%	0.9%	10.6%	0.3%	0.6%
女性・計	1031	3.8%	9.4%	15.8%	0.9%	25.4%	1.6%	8.3%	5.2%	1.5%	0.7%	11.6%	0.3%	0.7%
年齢	1616	4.7%	11.1%	3.9%	31.3%	11.1%	0.8%	9.3%	3.5%	2.7%	1.1%	9.9%	0.2%	0.4%
18-29歳	33	9.1%	9.1%	6.1%	33.3%	24.2%	6.1%	3.0%	-	-	-	9.1%	-	-
30-39歳	410	3.7%	12.0%	16.1%	0.7%	30.7%	15.9%	6.1%	3.7%	2.2%	0.7%	7.3%	-	1.0%
2017(H29)年	2204	4.5%	8.7%	12.4%	3.6%	28.6%	11.8%	9.3%	4.1%	2.3%	1.0%	11.3%	0.3%	0.4%
2017(H29)年より前	1869	5.2%	9.5%	14.2%	0.3%	28.1%	12.1%	9.1%	3.7%	2.8%	1.2%	11.6%	0.3%	0.5%
役員	639	1.9%	9.4%	11.1%	0.6%	34.9%	14.6%	9.2%	5.6%	0.9%	0.5%	9.4%	0.2%	0.3%
係長・主任相当職	136	3.7%	7.4%	6.6%	65.2%	19.9%	8.8%	3.7%	2.2%	-	-	5.1%	-	-
課長・課長相当職	23	4.3%	-	-	65.2%	13.0%	-	8.7%	-	-	-	-	-	-
部長・部長相当職	10	10.0%	40.0%	-	20.0%	-	-	20.0%	-	-	-	10.0%	-	-
役員	1522	5.0%	9.7%	11.0%	4.1%	28.3%	1.1%	9.5%	4.3%	2.6%	1.0%	10.4%	0.3%	0.3%
配偶関係	1147	3.6%	9.2%	15.3%	1.8%	30.1%	12.8%	7.8%	3.9%	1.5%	0.9%	10.8%	0.1%	0.3%
未婚	1404	3.7%	8.8%	14.9%	1.6%	30.6%	13.0%	7.6%	4.5%	1.6%	1.0%	10.3%	0.2%	0.4%
子なし	868	5.9%	10.4%	11.2%	3.2%	26.6%	13.1%	10.3%	3.9%	1.8%	1.0%	10.7%	0.3%	0.5%
末子0-3歳														

問2-①現在利用している勤務時間制度(複数回答)

全体n	1)交替制 シフト制	2)変形 労働時間制	3)フレックス タイム制	4)事業場外 のみなし 労働時間制	5)裁量 労働制	6)在宅勤務 制度	7)育児また は介護のた めの短時間 勤務制度	8)短時間正 社員制度(所 定労働時間 を短縮できる 制度)	9)いづれでも ない	無回答
男性・計	1135	26.3%	13.3%	5.5%	7.8%	3.8%	1.1%	3.9%	2.2%	38.7%
年齢	403	24.6%	11.2%	5.0%	9.9%	3.2%	0.5%	4.0%	2.2%	39.5%
18-29歳	702	27.6%	14.7%	5.7%	4.1%	6.8%	1.4%	4.0%	2.3%	37.9%
30-39歳	26	19.2%	11.5%	7.7%	3.8%	3.8%	-	-	-	50.0%
40-65歳	156	19.9%	12.8%	6.4%	9.0%	4.5%	-	1.3%	-	42.3%
入社年	954	27.8%	13.4%	5.2%	7.5%	4.2%	1.2%	3.6%	2.4%	37.9%
2017(H29)年	784	25.0%	13.0%	5.5%	7.1%	3.4%	0.8%	4.2%	2.3%	39.7%
2017(H29)年より前	253	30.4%	14.2%	5.9%	10.3%	4.0%	2.4%	3.2%	2.0%	36.4%
役職	57	26.3%	8.8%	1.8%	7.0%	7.0%	-	3.5%	1.8%	36.8%
役員・主任相当職	27	22.2%	14.8%	7.4%	7.4%	7.4%	-	3.7%	3.7%	40.7%
課長・課長相当職	10	40.0%	40.0%	10.0%	10.0%	-	-	-	-	30.0%
部長・部長相当職	648	26.9%	14.5%	5.9%	8.0%	4.3%	1.5%	4.6%	2.9%	37.0%
役員・離婚死別	476	26.1%	11.8%	5.0%	7.8%	3.2%	0.4%	2.9%	1.3%	40.8%
配偶関係	601	25.6%	12.1%	5.3%	8.3%	3.3%	0.5%	3.3%	1.7%	39.6%
未婚	336	28.3%	14.9%	5.4%	7.7%	5.1%	1.8%	5.7%	3.3%	36.9%
子なし	92	25.0%	16.3%	7.6%	2.2%	3.3%	3.3%	4.3%	3.3%	41.3%
末子0-3歳	80	25.0%	12.5%	5.0%	12.5%	1.3%	-	3.8%	1.3%	38.8%
末子4-6歳	81	39.5%	13.6%	2.5%	6.2%	6.2%	1.2%	6.2%	2.5%	28.4%
末子7歳以上	880	24.4%	13.6%	5.8%	8.0%	3.5%	1.3%	3.6%	2.0%	39.7%
作成した 行動計画 作成していない	1463	32.1%	10.3%	5.0%	3.7%	2.6%	1.0%	10.2%	3.8%	37.7%
女性・計	625	33.0%	10.9%	5.4%	4.5%	3.0%	0.8%	6.4%	2.6%	38.1%
年齢	793	31.7%	10.1%	4.5%	3.2%	2.3%	1.3%	13.4%	4.9%	36.9%
18-29歳	42	26.2%	7.1%	7.1%	2.4%	2.4%	-	7.1%	2.4%	45.2%
30-39歳	179	26.3%	9.5%	7.3%	5.6%	3.9%	1.1%	5.6%	1.7%	43.0%
2017(H29)年	1260	32.7%	10.4%	4.7%	3.3%	2.5%	1.0%	11.0%	2.5%	44.1%
2017(H29)年より前	1265	31.7%	9.9%	4.9%	3.4%	2.5%	0.9%	9.6%	3.4%	38.4%
役職	151	31.1%	10.6%	5.3%	4.6%	2.0%	0.7%	13.9%	6.0%	35.8%
役員・主任相当職	15	20.0%	20.0%	6.7%	6.7%	6.7%	6.7%	13.3%	6.7%	53.3%
課長・課長相当職	7	71.4%	28.6%	28.6%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%
部長・部長相当職	13	61.5%	23.1%	-	15.4%	7.7%	-	7.7%	7.7%	-
役員	703	30.2%	8.8%	5.4%	3.8%	2.7%	1.7%	15.9%	5.8%	36.0%
未婚	754	33.7%	11.8%	4.6%	3.6%	2.5%	0.4%	4.8%	2.0%	39.5%
配偶関係	891	33.0%	11.3%	4.8%	3.8%	2.8%	0.7%	4.7%	2.0%	40.3%
離婚死別	260	28.8%	7.3%	4.6%	1.2%	0.8%	1.5%	27.7%	8.5%	29.6%
子なし	126	33.3%	8.7%	4.0%	3.2%	4.8%	0.8%	13.5%	3.2%	37.3%
末子0-3歳	157	29.3%	11.5%	7.6%	8.3%	3.2%	2.5%	9.6%	7.0%	40.8%
末子4-6歳	120	32.5%	10.0%	3.3%	3.3%	4.2%	1.7%	10.8%	6.7%	31.7%
末子7歳以上	1040	29.3%	9.5%	5.1%	3.8%	2.2%	0.7%	9.9%	2.8%	40.3%
作成した 行動計画 作成していない	2686	30.5%	12.2%	7.0%	8.0%	3.9%	0.6%	6.8%	2.6%	36.4%
男性・計	1031	31.3%	12.6%	6.4%	9.0%	4.4%	0.4%	5.8%	2.3%	34.4%
年齢	1616	30.3%	12.1%	7.4%	7.5%	3.7%	0.8%	7.5%	2.8%	37.6%
18-29歳	33	21.2%	9.1%	12.1%	3.0%	3.0%	-	3.0%	-	39.4%
40-65歳	410	26.6%	11.5%	7.0%	9.5%	6.1%	0.2%	3.2%	1.5%	38.5%
入社年	2204	31.2%	12.5%	6.9%	7.9%	3.4%	0.7%	7.7%	2.9%	36.3%
2017(H29)年	1869	30.8%	11.7%	7.0%	8.0%	4.2%	0.7%	5.6%	2.2%	36.3%
2017(H29)年より前	639	28.3%	11.9%	6.6%	6.7%	2.7%	0.3%	8.3%	2.8%	39.6%
役職	136	33.8%	19.1%	9.6%	12.5%	9.6%	-	15.4%	4.4%	28.7%
役員・主任相当職	23	26.1%	26.1%	8.7%	13.0%	13.0%	-	8.7%	4.3%	26.1%
課長・課長相当職	10	60.0%	10.0%	10.0%	10.0%	10.0%	-	10.0%	20.0%	10.0%
部長・部長相当職	1522	32.0%	11.6%	6.9%	6.6%	3.4%	0.5%	7.4%	2.9%	36.3%
役員	1147	28.7%	13.0%	7.0%	9.8%	4.4%	0.7%	6.0%	2.2%	36.7%
配偶関係	1404	29.2%	12.4%	6.8%	9.3%	3.9%	0.6%	6.1%	2.1%	36.3%
未婚	868	30.8%	11.5%	6.3%	6.6%	3.7%	0.8%	7.5%	3.2%	38.6%
離婚死別										
子なし										
末子0-3歳										

3 0 } 9 9 人

1	末子4-6歳	247	34.0%	12.6%	8.1%	6.9%	2.8%	0.4%	8.1%	3.2%	30.4%	14.2%
0	末子7歳以上	131	32.8%	14.5%	10.7%	4.6%	6.1%	-	7.6%	2.4%	38.2%	10.7%
0	企業調査: 作成した	865	31.4%	11.2%	7.7%	7.1%	3.4%	0.1%	6.6%	2.3%	36.1%	13.4%
5	行動計画: 作成していない	1401	28.0%	12.3%	6.9%	8.0%	3.9%	0.9%	6.4%	2.6%	38.2%	14.7%
2	女性・計	3188	27.4%	9.0%	5.7%	3.5%	2.9%	0.8%	16.2%	4.8%	35.3%	15.3%
9	年齢	1498	31.5%	9.1%	5.5%	4.4%	3.8%	0.9%	10.9%	3.9%	36.6%	15.3%
9	年齢	1652	24.0%	8.7%	5.9%	2.7%	2.2%	0.8%	21.0%	5.4%	33.8%	15.3%
人	年齢	30	13.3%	13.3%	10.0%	-	-	-	6.7%	6.7%	53.3%	13.3%
	入社年	480	30.6%	8.1%	6.5%	4.0%	4.8%	0.6%	6.7%	4.2%	36.9%	15.6%
	2017(H29)年 より前	2649	26.6%	9.2%	5.5%	3.3%	2.5%	0.8%	18.1%	4.9%	35.2%	15.3%
	役職	2726	27.2%	8.8%	5.7%	3.4%	2.9%	0.8%	15.0%	4.7%	36.2%	15.4%
	役職なし	393	28.2%	8.7%	5.9%	3.8%	3.1%	1.3%	23.7%	5.6%	30.5%	14.0%
	係長・主任相当職	35	28.6%	22.9%	8.6%	2.9%	5.7%	-	31.4%	8.6%	25.7%	17.1%
	課長・課長相当職	11	18.2%	27.3%	-	9.1%	9.1%	-	18.2%	-	36.4%	-
	部長・部長相当職	9	66.7%	11.1%	11.1%	-	-	-	11.1%	-	11.1%	-
	役員	1402	24.3%	8.3%	6.2%	2.9%	2.2%	1.1%	26.0%	6.9%	30.2%	14.9%
	配偶関係	1780	29.9%	9.5%	5.3%	3.9%	3.5%	0.6%	8.6%	3.0%	39.2%	15.7%
	既婚・離死別	2110	28.7%	9.8%	5.2%	3.9%	3.6%	0.6%	8.6%	3.1%	39.2%	16.4%
	子なし	584	22.9%	5.8%	1.7%	1.0%	1.0%	1.2%	45.7%	8.9%	21.7%	9.8%
	末子0-3歳	239	26.4%	8.4%	7.5%	3.8%	3.8%	1.3%	18.8%	8.8%	33.9%	12.1%
	末子4-6歳	203	26.1%	9.4%	7.4%	3.4%	1.0%	1.0%	8.4%	4.4%	37.4%	22.7%
	末子7歳以上	1049	27.9%	7.8%	6.4%	3.3%	3.0%	1.0%	18.4%	5.6%	35.1%	14.2%
	作成した	1490	23.8%	9.5%	4.2%	3.3%	3.0%	0.7%	15.7%	4.5%	37.0%	16.6%
	行動計画: 作成していない	3727	25.7%	14.0%	16.2%	6.8%	4.3%	2.5%	13.2%	4.6%	34.9%	14.9%
	男性・計	1436	26.8%	13.0%	15.4%	7.2%	4.2%	1.9%	10.9%	3.4%	33.9%	15.5%
	年齢	2239	25.0%	14.6%	16.4%	6.6%	4.4%	2.8%	14.6%	5.3%	35.6%	14.6%
	年齢	43	18.6%	14.0%	32.6%	7.0%	7.0%	4.7%	20.9%	9.3%	32.6%	9.3%
	入社年	630	24.3%	8.1%	16.8%	5.1%	3.8%	2.1%	8.1%	2.2%	36.5%	15.4%
	2017(H29)年 より前	3019	25.9%	15.3%	16.2%	7.2%	4.5%	2.6%	14.4%	5.2%	34.4%	14.7%
	役職	2486	25.5%	11.5%	16.4%	5.9%	4.0%	2.0%	11.5%	3.6%	36.2%	14.7%
	役職なし	1006	25.0%	17.4%	15.7%	7.9%	4.3%	2.9%	16.4%	6.2%	34.5%	15.2%
	係長・主任相当職	189	27.0%	24.3%	16.4%	12.7%	9.5%	5.3%	24.3%	7.9%	24.3%	15.9%
	課長・課長相当職	28	42.9%	35.7%	17.9%	17.9%	7.1%	7.1%	25.0%	7.1%	17.9%	3.6%
	部長・部長相当職	8	37.5%	25.0%	12.5%	-	-	-	25.0%	12.5%	12.5%	-
	役員	2115	25.6%	15.0%	17.0%	7.0%	4.5%	2.8%	14.8%	5.4%	34.7%	14.3%
	配偶関係	1593	25.7%	12.7%	15.3%	6.7%	4.1%	2.0%	11.2%	3.5%	35.2%	15.6%
	既婚・離死別	1966	25.4%	13.4%	15.6%	6.8%	4.3%	2.2%	12.1%	3.8%	34.8%	15.5%
	子なし	1204	24.8%	13.0%	17.5%	6.8%	4.2%	2.7%	15.0%	5.3%	35.0%	14.8%
	末子0-3歳	341	26.4%	16.4%	17.0%	6.5%	4.1%	4.4%	13.8%	6.2%	39.3%	11.4%
	末子4-6歳	170	31.8%	22.4%	14.1%	8.2%	5.9%	1.2%	15.3%	6.5%	27.6%	14.1%
	末子7歳以上	2817	25.2%	13.3%	15.5%	6.6%	4.2%	2.3%	13.5%	4.5%	35.8%	15.3%
	作成した	301	31.9%	19.3%	11.6%	5.0%	4.0%	0.7%	8.3%	2.3%	35.5%	12.6%
	行動計画: 作成していない	4460	22.0%	10.0%	13.2%	3.8%	2.1%	1.9%	21.7%	5.1%	33.9%	14.4%
	女性・計	2076	24.0%	10.3%	13.3%	4.4%	1.9%	1.3%	14.0%	4.5%	36.2%	16.9%
	年齢	2330	20.3%	9.7%	13.1%	3.3%	2.1%	2.3%	28.7%	5.6%	31.9%	12.1%
	年齢	39	17.9%	7.7%	17.9%	7.7%	7.7%	2.6%	17.9%	5.1%	30.8%	23.1%
	入社年	741	24.3%	6.7%	11.7%	3.5%	3.1%	1.3%	8.4%	2.7%	36.0%	19.8%
	2017(H29)年 より前	3645	21.3%	10.6%	13.4%	3.8%	1.8%	1.9%	24.5%	5.5%	33.6%	13.3%
	役職	3657	21.6%	8.8%	13.4%	3.6%	1.8%	1.7%	20.5%	4.8%	34.9%	14.8%
	役職なし	698	22.1%	13.2%	12.2%	4.0%	3.3%	2.3%	27.8%	6.0%	31.8%	12.2%
	係長・主任相当職	74	33.8%	32.4%	13.3%	12.2%	2.7%	5.4%	27.0%	8.1%	14.9%	12.2%
	課長・課長相当職	5	20.0%	60.0%	40.0%	40.0%	-	-	-	-	-	20.0%
	部長・部長相当職	10	60.0%	10.0%	20.0%	10.0%	20.0%	10.0%	40.0%	20.0%	20.0%	10.0%
	役員	2009	20.0%	7.8%	13.0%	2.8%	2.0%	2.5%	33.8%	6.4%	29.2%	12.2%
	配偶関係	2439	23.6%	11.8%	13.4%	4.7%	2.1%	1.4%	11.9%	4.0%	37.8%	16.1%
	既婚・離死別	2946	23.5%	11.7%	13.7%	4.5%	2.1%	1.4%	11.9%	3.8%	37.8%	16.0%
	子なし	932	17.7%	5.6%	12.3%	1.9%	1.9%	2.6%	52.3%	8.3%	22.0%	7.8%
	末子0-3歳	321	19.3%	7.2%	10.0%	1.6%	0.6%	3.4%	29.6%	5.6%	32.1%	15.6%
	末子4-6歳	208	23.1%	9.1%	16.8%	4.3%	3.4%	2.9%	15.4%	7.2%	35.6%	18.3%
	末子7歳以上	3296	20.8%	9.0%	13.3%	3.5%	2.0%	2.0%	22.1%	5.0%	34.8%	14.4%
	作成した	390	30.5%	13.8%	7.7%	3.1%	2.1%	0.5%	14.4%	4.1%	34.1%	14.4%
	行動計画: 作成していない											

30人以上

問2-2②今後利用したい勤務時間制度(複数回答)

全体n	1)交替制 ・シフト制	2)変形 労働時間制	3)フレックス タイム制	4)事業場外 のみなし 労働時間制	5)裁量 労働制	6)在宅勤務 制度	7)育児または 介護のため の短時間 勤務制度	8)短時間正 社員制度(所 定労働時間 を短縮できる 制度)	9)いづれも利 用したくない 無回答
男性・計 年齢	1135	8.9%	9.9%	34.1%	7.1%	7.3%	15.3%	18.3%	14.8%
18-29歳	403	8.9%	9.9%	30.5%	5.5%	6.5%	14.6%	13.4%	12.7%
30-39歳	702	8.0%	10.0%	36.9%	8.3%	8.0%	15.7%	21.7%	16.4%
40-65歳	26	7.7%	7.7%	15.4%	3.8%	3.8%	19.2%	7.7%	30.8%
入社年	156	8.3%	9.0%	32.7%	3.8%	3.8%	17.3%	12.8%	11.5%
2017(H29)年	954	9.0%	10.1%	34.4%	7.7%	7.7%	14.8%	19.5%	15.2%
2017(H29)年より前	784	8.2%	8.9%	32.4%	6.3%	6.4%	14.7%	16.7%	13.4%
役職	253	11.5%	13.4%	38.3%	9.9%	10.3%	17.8%	24.1%	20.2%
係長・主任相当職	57	10.5%	8.8%	36.8%	5.3%	5.3%	15.8%	12.3%	10.5%
課長・課長相当職	27	3.7%	7.4%	51.9%	11.1%	11.1%	22.2%	18.5%	14.8%
部長・部長相当職	10	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	50.0%
役員	648	8.0%	9.4%	34.7%	7.3%	7.4%	16.2%	22.2%	16.8%
配偶関係	476	9.7%	10.5%	33.4%	6.7%	6.9%	14.1%	22.8%	12.0%
未婚	601	10.1%	10.6%	33.1%	7.2%	6.8%	14.5%	14.0%	14.3%
既婚・離死別	336	8.6%	9.8%	36.0%	7.4%	7.7%	17.0%	25.6%	18.8%
子なし	92	5.4%	6.5%	34.8%	4.3%	6.5%	14.1%	18.5%	17.4%
末子0-3歳	80	3.8%	8.8%	30.8%	8.8%	7.5%	16.3%	20.0%	21.3%
末子4-6歳	81	16.0%	7.4%	29.6%	3.7%	4.9%	9.9%	18.5%	14.8%
末子7歳以上	880	9.0%	10.5%	34.7%	7.5%	7.8%	15.9%	18.3%	15.8%
企業調査: 作成していない	1463	9.4%	6.6%	36.8%	4.6%	6.1%	21.1%	36.8%	31.4%
行動計画: 作成していない	625	10.9%	5.3%	36.8%	5.3%	6.2%	21.8%	38.7%	29.8%
18-29歳	793	8.4%	7.9%	37.5%	4.3%	6.1%	21.3%	35.6%	32.8%
30-39歳	42	7.1%	-	28.6%	2.4%	4.8%	9.5%	31.0%	28.6%
40-65歳	179	7.3%	3.4%	34.8%	5.0%	5.6%	23.5%	34.1%	27.9%
入社年	1260	9.8%	7.1%	37.1%	4.7%	6.0%	21.0%	37.5%	21.0%
2017(H29)年	1265	9.3%	6.1%	37.5%	4.7%	5.5%	20.9%	36.8%	32.1%
2017(H29)年より前	151	11.3%	11.9%	35.8%	5.3%	10.6%	23.8%	38.4%	27.2%
役職	15	6.7%	-	33.3%	-	-	13.3%	20.0%	33.3%
係長・主任相当職	7	-	-	-	-	14.3%	28.6%	42.9%	-
課長・課長相当職	13	15.4%	7.7%	23.1%	-	15.4%	23.1%	38.5%	23.1%
部長・部長相当職	703	8.0%	7.5%	35.4%	4.0%	5.5%	22.0%	39.0%	33.4%
役員	754	10.9%	5.7%	38.5%	5.3%	6.6%	20.4%	34.7%	29.6%
配偶関係	891	10.9%	5.9%	38.0%	5.3%	6.5%	21.8%	38.0%	29.6%
未婚	260	5.4%	6.5%	33.8%	1.2%	4.2%	20.4%	39.2%	33.5%
既婚・離死別	126	7.1%	10.3%	37.3%	5.6%	7.1%	22.2%	37.3%	40.5%
子なし	157	8.9%	6.4%	36.9%	5.1%	4.5%	18.5%	23.6%	18.5%
末子0-3歳	120	14.2%	5.8%	34.2%	1.7%	6.7%	21.7%	32.5%	26.7%
末子4-6歳	1040	9.1%	6.3%	35.4%	4.1%	4.8%	20.4%	37.3%	29.5%
末子7歳以上	2686	8.2%	9.9%	40.5%	6.5%	8.3%	20.8%	20.1%	14.0%
企業調査: 作成していない	1031	7.4%	9.8%	42.2%	5.8%	7.7%	21.7%	19.4%	13.9%
行動計画: 作成していない	1616	9.0%	10.2%	39.9%	7.0%	8.5%	20.3%	20.5%	14.1%
18-29歳	33	-	3.0%	21.2%	6.1%	15.2%	18.2%	21.2%	12.1%
30-39歳	410	7.1%	10.2%	41.2%	5.1%	7.3%	18.8%	19.5%	13.7%
40-65歳	2204	8.4%	10.0%	40.5%	6.8%	8.6%	21.2%	20.3%	14.3%
入社年	1869	7.3%	9.1%	40.3%	5.8%	7.5%	20.4%	19.8%	14.3%
2017(H29)年	639	8.5%	11.1%	41.3%	8.1%	8.9%	21.1%	21.0%	13.1%
2017(H29)年より前	136	11.0%	13.2%	36.8%	6.6%	11.8%	22.8%	20.6%	14.0%
役職	23	8.7%	17.4%	26.1%	8.7%	21.7%	26.1%	26.1%	21.7%
係長・主任相当職	10	20.0%	20.0%	30.0%	30.0%	20.0%	30.0%	10.0%	10.0%
課長・課長相当職	1522	8.3%	9.9%	40.9%	7.4%	8.5%	20.9%	21.8%	14.5%
部長・部長相当職	1147	8.2%	9.9%	40.5%	5.3%	7.9%	20.7%	18.1%	13.4%
役員	1404	8.2%	10.1%	40.6%	5.4%	7.9%	20.3%	18.8%	13.2%
配偶関係	868	7.6%	9.1%	42.6%	6.9%	7.8%	22.2%	22.9%	14.7%
未婚									
既婚・離死別									
子なし									
末子0-3歳									

3 0 } 9 9 人

1	末子4-6歳	247	9.7%	11.3%	38.5%	8.5%	9.7%	18.6%	19.0%	15.4%	14.6%	30.0%
0	末子7歳以上	131	8.4%	10.7%	32.1%	9.9%	10.7%	20.6%	18.3%	14.5%	18.3%	29.0%
5	企業調査: 作成した	865	8.7%	8.2%	40.2%	6.5%	8.8%	22.2%	20.0%	13.4%	11.1%	31.0%
5	行動計画: 作成していない	1401	8.3%	11.2%	39.7%	6.4%	8.1%	18.8%	19.6%	13.3%	13.1%	29.5%
2	女性・計	3188	8.7%	8.0%	40.0%	5.0%	5.2%	25.4%	40.8%	34.0%	6.1%	21.5%
9	年齢	1498	10.2%	8.1%	40.5%	5.3%	5.1%	26.2%	42.6%	32.2%	6.4%	22.7%
9	年齢	1652	7.4%	7.8%	39.6%	4.7%	5.4%	24.7%	39.5%	35.9%	5.9%	20.4%
9	年齢	30	6.7%	13.3%	33.3%	3.3%	-	23.3%	26.7%	23.3%	6.7%	26.7%
人	入社年	480	7.9%	6.5%	41.5%	4.4%	5.0%	24.8%	38.5%	25.8%	4.8%	27.9%
	2017(H29)年	2649	8.8%	8.3%	39.8%	5.1%	5.3%	25.6%	41.3%	35.6%	6.5%	20.2%
	2017(H29)年より前	2726	8.6%	8.0%	39.8%	4.9%	5.0%	24.9%	41.3%	33.6%	6.3%	21.9%
	役員なし	393	9.7%	8.9%	42.5%	5.3%	6.9%	28.5%	38.7%	37.9%	4.6%	18.8%
	係長・主任相当職	35	2.9%	-	37.1%	8.6%	5.7%	34.3%	25.7%	31.4%	8.6%	20.0%
	課長・課長相当職	11	9.1%	18.2%	36.4%	-	-	27.3%	54.5%	36.4%	9.1%	18.2%
	部長・部長相当職	9	11.1%	22.2%	44.4%	11.1%	22.2%	22.2%	55.6%	33.3%	-	11.1%
	役員	1402	7.1%	7.8%	39.9%	4.6%	5.6%	26.4%	41.2%	38.0%	4.7%	20.2%
	配偶関係	1780	10.1%	8.2%	40.0%	5.3%	4.9%	24.6%	40.6%	30.8%	7.3%	22.6%
	既婚・離死別	2110	9.6%	8.6%	41.3%	5.0%	4.8%	26.0%	43.8%	33.4%	6.5%	21.2%
	子なし	584	6.7%	7.0%	38.5%	3.8%	5.3%	25.3%	36.6%	37.9%	2.7%	20.7%
	末子0-3歳	239	6.7%	7.9%	38.9%	5.4%	6.7%	23.8%	32.6%	37.2%	6.3%	18.4%
	末子4-6歳	203	6.9%	5.4%	33.0%	6.9%	6.9%	20.7%	30.5%	24.6%	13.3%	30.0%
	末子7歳以上	1049	8.3%	7.9%	37.7%	4.9%	5.2%	22.4%	39.7%	34.7%	5.9%	23.1%
	作成した	1490	8.7%	7.9%	41.2%	5.1%	4.4%	26.5%	43.0%	33.9%	6.8%	20.7%
	行動計画: 作成していない	3727	7.5%	10.2%	42.3%	6.1%	10.1%	25.8%	18.9%	14.2%	10.2%	27.6%
	男性・計	1436	7.7%	9.6%	44.2%	6.5%	7.9%	25.6%	19.3%	14.2%	9.5%	28.5%
	年齢	2239	7.3%	10.5%	41.0%	5.8%	11.3%	25.8%	18.6%	14.2%	10.7%	27.1%
	年齢	43	16.3%	18.6%	53.5%	9.3%	23.3%	27.9%	18.6%	11.6%	11.6%	20.9%
	入社年	630	7.0%	8.3%	40.8%	4.4%	7.3%	23.8%	18.4%	11.7%	10.6%	29.0%
	2017(H29)年	3019	7.7%	10.7%	42.9%	6.5%	10.9%	26.1%	19.1%	14.7%	10.1%	27.0%
	2017(H29)年より前	2486	7.6%	9.7%	42.3%	6.0%	8.4%	24.9%	19.8%	14.0%	10.5%	28.0%
	役員なし	1006	7.3%	11.3%	43.3%	5.9%	13.4%	27.9%	18.1%	15.2%	10.1%	24.9%
	係長・主任相当職	189	7.4%	12.2%	39.2%	7.4%	13.2%	25.4%	10.1%	10.6%	9.5%	32.8%
	課長・課長相当職	28	7.1%	14.3%	35.7%	14.3%	21.4%	28.6%	17.9%	14.3%	7.1%	39.3%
	部長・部長相当職	8	12.5%	25.0%	62.5%	25.0%	37.5%	50.0%	37.5%	25.0%	-	37.5%
	役員	2115	7.0%	10.2%	42.7%	6.8%	11.5%	28.2%	20.2%	15.8%	9.5%	26.0%
	配偶関係	1593	8.2%	10.1%	41.7%	5.0%	8.2%	22.5%	17.1%	12.1%	11.3%	29.6%
	既婚・離死別	1966	7.4%	9.9%	42.4%	5.6%	9.0%	23.9%	17.9%	12.8%	10.6%	28.4%
	子なし	1204	7.0%	10.3%	43.0%	6.2%	11.1%	29.4%	21.3%	16.0%	10.2%	25.3%
	末子0-3歳	341	10.3%	10.0%	38.1%	6.5%	10.6%	22.9%	16.1%	13.5%	9.7%	32.6%
	末子4-6歳	170	5.9%	11.2%	42.4%	8.2%	12.9%	25.3%	18.8%	18.2%	8.2%	24.1%
	末子7歳以上	2817	7.5%	10.0%	42.5%	5.9%	9.6%	26.4%	19.1%	14.5%	10.6%	27.1%
	作成した	301	9.0%	11.3%	43.2%	9.6%	12.6%	21.6%	16.6%	16.3%	11.0%	27.2%
	行動計画: 作成していない	4460	7.7%	7.6%	43.0%	4.5%	5.8%	29.3%	40.9%	31.5%	5.5%	20.0%
	女性・計	2076	7.4%	7.2%	42.4%	5.2%	5.4%	28.7%	45.9%	31.8%	5.6%	21.3%
	年齢	2330	7.9%	7.9%	43.7%	4.0%	6.3%	29.9%	36.8%	31.4%	5.4%	18.6%
	年齢	39	10.3%	5.1%	20.5%	-	-	23.1%	15.4%	12.8%	12.8%	35.9%
	入社年	741	8.6%	7.4%	43.3%	6.2%	6.2%	28.9%	46.2%	33.7%	5.3%	21.2%
	2017(H29)年	3645	7.5%	7.6%	42.9%	4.1%	5.7%	29.4%	39.9%	31.0%	5.7%	19.6%
	2017(H29)年より前	3657	7.8%	7.2%	42.4%	4.5%	5.5%	28.8%	42.1%	32.0%	5.8%	20.3%
	役員なし	698	7.2%	9.0%	45.7%	4.7%	6.9%	31.5%	34.7%	29.8%	4.4%	18.6%
	係長・主任相当職	74	10.8%	9.5%	45.9%	4.1%	10.8%	41.9%	37.8%	27.0%	-	17.6%
	課長・課長相当職	5	40.0%	-	40.0%	-	20.0%	40.0%	40.0%	40.0%	20.0%	-
	部長・部長相当職	10	-	30.0%	50.0%	10.0%	20.0%	20.0%	30.0%	10.0%	-	20.0%
	役員	2009	7.2%	7.0%	43.3%	4.5%	6.0%	30.7%	39.3%	33.3%	5.1%	17.6%
	配偶関係	2439	8.2%	8.0%	42.7%	4.6%	5.7%	28.2%	42.3%	30.0%	5.9%	21.9%
	既婚・離死別	2946	7.8%	8.0%	43.9%	4.4%	5.8%	29.2%	45.2%	31.9%	5.8%	19.7%
	子なし	932	6.7%	5.6%	42.4%	3.9%	5.9%	29.6%	33.5%	31.7%	4.6%	19.6%
	末子0-3歳	321	10.0%	8.7%	42.1%	5.6%	5.6%	32.4%	36.4%	34.0%	4.4%	16.2%
	末子4-6歳	208	7.7%	6.3%	34.1%	5.8%	5.3%	26.9%	22.6%	23.1%	9.6%	27.4%
	末子7歳以上	3296	7.4%	7.1%	43.3%	3.9%	5.3%	28.4%	41.0%	31.0%	5.7%	19.7%
	作成した	390	7.4%	8.2%	41.3%	6.7%	6.4%	26.7%	39.7%	32.1%	9.0%	19.7%
	行動計画: 作成していない											

問2-3. 平均的な1週間の労働時間(残業を含む)

	全体n											有効n	平均	標準偏差
	34時間未満	35-39時間	40時間	41-44時間	45-49時間	50-54時間	55-59時間	60時間以上	無回答					
男性・計	1135	1.8%	2.2%	17.4%	8.8%	27.7%	17.2%	4.2%	10.0%	10.7%	1013	47.6	8.5	
年齢	403	1.5%	2.0%	16.9%	7.7%	29.8%	18.4%	4.5%	10.2%	9.2%	366	47.8	8.7	
	702	1.9%	2.4%	17.7%	9.7%	26.2%	16.2%	4.3%	10.0%	11.7%	620	47.4	8.5	
	26	3.8%	-	19.2%	3.8%	34.6%	26.9%	-	7.7%	3.8%	25	46.8	6.6	
入社年	156	-	2.6%	25.6%	12.2%	28.8%	15.4%	2.6%	5.1%	7.7%	144	45.6	5.9	
	954	2.0%	2.0%	16.4%	8.5%	27.6%	17.5%	4.4%	11.0%	10.7%	852	47.9	8.9	
役職	784	1.8%	2.4%	18.8%	10.1%	28.1%	15.7%	4.5%	8.5%	10.2%	704	47.0	8.3	
	253	1.6%	1.6%	15.4%	4.7%	28.5%	21.7%	4.3%	11.1%	11.1%	225	48.5	8.5	
	57	3.5%	3.5%	14.0%	8.8%	19.3%	15.8%	3.5%	22.8%	8.8%	52	49.5	11.2	
	27	-	-	7.4%	11.1%	25.9%	22.2%	-	18.5%	14.8%	23	51.1	9.9	
	10	-	-	10.0%	10.0%	-	-	-	40.0%	-	6	45.3	3.7	
配偶関係	648	1.7%	2.2%	17.4%	8.2%	26.5%	18.8%	3.1%	10.2%	11.9%	571	47.6	8.5	
	476	1.9%	2.3%	17.9%	9.7%	29.6%	14.3%	5.9%	9.5%	9.0%	433	47.4	8.6	
末子年齢	601	1.8%	2.2%	17.0%	8.7%	28.6%	16.6%	5.8%	9.3%	10.0%	541	47.6	8.5	
	336	1.8%	2.7%	17.0%	9.2%	26.2%	19.6%	3.0%	9.2%	11.3%	298	47.2	8.3	
	92	2.2%	2.2%	19.6%	8.7%	29.3%	12.0%	1.1%	17.4%	7.6%	85	48.2	9.8	
	80	1.3%	1.3%	20.0%	10.0%	13.8%	13.0%	3.0%	7.5%	15.0%	68	46.7	7.3	
企業調査: 作成した	81	1.2%	2.5%	17.3%	9.9%	21.0%	18.5%	4.9%	12.3%	12.3%	71	47.9	8.7	
行動計画: 作成していない	880	1.6%	2.0%	17.4%	8.9%	28.0%	17.6%	4.0%	9.3%	11.0%	783	47.6	8.6	
女性・計	1463	3.1%	8.5%	28.3%	12.8%	23.3%	9.4%	1.9%	2.3%	10.4%	1311	43.4	6.3	
年齢	625	1.3%	5.8%	25.9%	13.4%	26.4%	10.4%	2.9%	2.9%	11.0%	556	44.5	6.2	
	793	4.5%	10.5%	12.6%	12.6%	21.1%	30.0%	8.4%	1.5%	10.1%	713	42.5	6.1	
	42	4.8%	11.9%	33.3%	7.1%	19.0%	11.9%	-	4.8%	7.1%	39	43.3	7.1	
入社年	179	2.2%	4.5%	30.7%	15.1%	23.5%	8.9%	2.8%	1.1%	11.2%	159	43.6	5.9	
	1260	3.3%	9.2%	27.9%	12.3%	23.3%	23.3%	1.8%	2.4%	10.1%	1133	43.4	6.4	
役職	1265	3.1%	8.2%	28.5%	13.0%	23.3%	8.9%	2.0%	2.4%	10.7%	1130	43.4	6.3	
	151	2.0%	12.6%	26.5%	12.6%	23.2%	13.9%	2.0%	1.3%	6.0%	142	43.6	6.0	
	15	13.3%	-	20.0%	13.3%	26.7%	6.7%	-	20.0%	-	12	41.8	7.0	
	7	-	-	28.6%	-	42.9%	14.3%	-	-	14.3%	6	45.8	4.6	
	13	7.7%	7.7%	23.1%	7.7%	30.8%	15.4%	-	7.7%	-	13	44.8	9.3	
配偶関係	703	5.4%	11.5%	29.2%	12.9%	21.5%	7.8%	0.9%	0.9%	10.0%	633	42.1	5.9	
	754	1.1%	5.7%	27.3%	12.7%	25.2%	11.0%	2.9%	3.6%	10.5%	675	44.6	6.4	
末子年齢	891	1.1%	5.6%	26.6%	13.7%	25.4%	11.6%	2.7%	3.4%	10.0%	802	44.6	6.4	
	260	10.0%	16.5%	31.5%	9.2%	15.0%	4.6%	0.4%	0.8%	11.9%	229	40.4	5.8	
	126	4.8%	12.7%	34.9%	13.5%	22.2%	6.3%	0.8%	-	4.8%	120	41.7	5.4	
	157	2.5%	8.9%	26.8%	13.4%	27.4%	7.6%	1.3%	0.6%	11.5%	139	42.9	5.5	
企業調査: 作成した	120	3.3%	11.7%	27.5%	15.0%	21.7%	4.2%	3.3%	-	13.3%	104	42.4	5.2	
行動計画: 作成していない	1040	2.9%	8.3%	29.0%	12.7%	23.6%	9.0%	1.9%	2.5%	10.1%	935	43.5	6.3	
男性・計	2686	1.5%	3.3%	15.1%	9.4%	27.4%	18.1%	4.7%	8.3%	12.2%	2358	47.2	8.2	
年齢	1031	1.0%	3.0%	15.3%	8.4%	29.3%	18.0%	5.1%	6.7%	13.1%	896	47.2	7.8	
	1616	1.9%	3.5%	15.1%	12.1%	26.4%	18.3%	4.3%	9.2%	11.5%	1430	47.1	8.4	
	33	-	3.0%	12.1%	12.1%	27.3%	12.1%	6.1%	9.1%	18.2%	27	47.3	7.1	
入社年	410	1.0%	4.6%	19.0%	12.2%	28.5%	12.7%	3.7%	5.1%	13.2%	356	45.6	6.9	
	2204	1.5%	3.0%	14.5%	9.1%	27.0%	19.5%	4.7%	8.9%	11.7%	1947	47.5	8.4	
役職	1869	1.6%	3.9%	15.9%	9.9%	27.4%	16.7%	4.3%	7.4%	12.8%	1629	46.8	8.2	
	639	1.6%	2.3%	14.2%	9.2%	28.3%	20.7%	5.3%	8.3%	10.0%	575	47.3	7.7	
	136	0.7%	0.7%	11.0%	4.4%	25.7%	23.5%	3.7%	16.9%	13.2%	118	49.7	8.0	
	23	-	-	8.7%	-	17.4%	21.7%	17.4%	17.4%	17.4%	19	52.5	8.7	
	10	-	-	-	10.0%	20.0%	40.0%	-	20.0%	10.0%	9	53.8	13.0	
配偶関係	1522	1.6%	3.1%	13.8%	9.7%	26.9%	19.2%	5.2%	9.2%	11.4%	1349	47.5	8.3	
	1147	1.4%	3.5%	17.0%	9.1%	28.2%	16.7%	4.0%	6.9%	13.2%	996	46.7	7.9	
末子年齢	1404	1.7%	3.3%	16.3%	8.6%	28.7%	17.0%	3.8%	6.9%	13.6%	1213	46.6	8.0	
	868	1.3%	3.2%	13.6%	10.5%	25.8%	19.7%	5.8%	9.7%	10.5%	777	47.7	8.3	

1	末子4-6歳	247	1.2%	3.2%	15.4%	8.9%	25.1%	21.5%	5.3%	9.7%	9.7%	223	47.7	7.9
0	末子7歳以上	131	1.5%	2.3%	13.0%	13.0%	30.5%	14.9%	6.1%	9.2%	9.9%	118	47.3	7.6
0	企業調査: 作成した	865	1.7%	3.0%	12.4%	10.2%	28.7%	19.5%	4.4%	7.4%	12.7%	755	47.1	7.9
5	行動計画: 作成していない	1401	1.4%	3.6%	16.3%	8.6%	27.5%	17.1%	5.4%	8.5%	11.7%	1237	47.2	8.1
2	女性・計	3188	4.9%	8.7%	24.9%	12.0%	23.2%	24.9%	12.0%	2.7%	2.7%	2837	43.6	7.5
9	年齢	1498	2.6%	6.7%	23.0%	12.2%	25.1%	10.5%	3.9%	4.1%	11.8%	1321	44.8	7.2
9	年齢	1652	6.9%	10.2%	26.6%	12.0%	21.4%	8.5%	1.7%	2.2%	10.4%	1481	42.6	6.7
人	年齢	30	6.7%	13.3%	30.0%	6.7%	26.7%	30.0%	3.3%	3.3%	10.0%	27	41.3	7.5
	入社年	480	1.7%	7.1%	22.7%	13.3%	29.6%	9.4%	3.1%	1.9%	11.3%	426	44.3	6.2
	2017(H29)年	2649	5.5%	9.0%	25.2%	11.9%	22.2%	9.3%	2.6%	3.3%	10.8%	2362	43.5	7.3
	2017(H29)年より前	2726	4.7%	8.5%	25.5%	12.1%	23.4%	9.3%	2.6%	2.9%	10.9%	2428	43.6	7.0
	役員	393	6.9%	10.4%	22.9%	12.5%	22.6%	7.9%	2.5%	3.6%	10.7%	351	43.4	7.9
	係長・主任相当職	35	-	5.7%	20.0%	11.4%	14.3%	25.7%	11.4%	2.9%	8.6%	32	46.8	6.3
	課長・課長相当職	11	-	-	18.2%	9.1%	36.4%	18.2%	-	9.1%	9.1%	10	47.2	6.3
	部長・部長相当職	9	11.1%	11.1%	-	-	22.2%	11.1%	11.1%	-	33.3%	6	45.2	9.4
	役員	1402	9.7%	13.0%	27.7%	10.6%	18.5%	7.1%	1.4%	1.9%	10.1%	1261	41.7	6.8
	配偶関係	1780	1.1%	5.3%	22.8%	13.1%	26.9%	11.2%	3.8%	4.1%	11.7%	1572	45.2	7.1
	既婚・離死別	2110	1.2%	5.5%	22.8%	13.0%	27.1%	11.3%	3.5%	4.1%	11.6%	1865	45.1	7.1
	子なし	584	18.8%	17.8%	27.7%	7.9%	1.2%	13.0%	3.1%	0.9%	9.6%	528	39.3	6.6
	末子0-3歳	239	6.7%	13.0%	35.6%	10.5%	15.9%	7.1%	1.7%	1.3%	8.4%	219	41.6	6.0
	末子4-6歳	203	2.5%	9.9%	30.0%	16.3%	21.2%	8.9%	0.5%	1.5%	9.4%	184	42.8	5.4
	末子7歳以上	1049	4.9%	9.9%	25.7%	11.2%	23.9%	9.4%	3.1%	2.1%	9.8%	946	43.4	6.7
	作成した	1490	5.8%	8.4%	25.0%	12.0%	22.4%	9.0%	2.8%	3.4%	11.3%	1322	43.5	7.5
	行動計画: 作成していない	3727	1.6%	3.4%	16.0%	10.7%	29.9%	17.4%	3.8%	4.8%	12.3%	3268	46.1	6.9
	男性・計	1436	1.3%	3.3%	16.9%	11.6%	28.5%	16.7%	3.3%	4.9%	13.5%	1242	46.0	7.0
	年齢	2239	1.8%	3.4%	15.4%	10.2%	30.7%	18.0%	4.3%	4.7%	11.5%	1981	46.1	6.9
	年齢	43	2.3%	7.3%	14.0%	7.0%	32.6%	14.0%	-	7.0%	14.0%	37	45.8	7.3
	入社年	630	1.3%	3.8%	16.2%	14.3%	31.0%	13.3%	2.7%	4.3%	13.2%	547	45.4	6.2
	2017(H29)年	3019	1.7%	3.4%	15.7%	9.9%	29.7%	18.5%	4.1%	5.0%	12.0%	2657	46.3	7.1
	2017(H29)年より前	2486	1.7%	3.8%	17.5%	12.1%	28.5%	15.7%	3.6%	4.5%	12.6%	2173	45.7	7.0
	役員	1006	1.4%	2.3%	13.9%	8.3%	33.7%	19.9%	4.0%	4.5%	12.0%	885	46.5	6.4
	係長・主任相当職	189	1.6%	4.2%	9.0%	4.8%	29.1%	28.0%	5.8%	9.5%	7.9%	174	48.1	7.4
	課長・課長相当職	28	3.6%	3.6%	10.7%	14.3%	28.6%	10.7%	7.1%	10.7%	10.7%	25	46.8	9.3
	部長・部長相当職	8	-	-	12.5%	-	50.0%	25.0%	12.5%	-	-	8	47.6	5.3
	役員	2115	1.8%	3.1%	15.1%	9.8%	30.3%	19.1%	4.0%	5.1%	11.6%	1869	46.3	6.9
	配偶関係	1593	1.4%	3.9%	17.1%	11.7%	29.3%	15.4%	3.6%	4.3%	13.2%	1383	45.8	6.9
	既婚・離死別	1666	1.4%	4.1%	16.5%	11.6%	29.9%	15.5%	3.6%	4.3%	13.2%	1707	45.8	6.8
	子なし	1204	2.5%	2.5%	15.6%	9.6%	28.9%	20.5%	4.5%	4.5%	11.5%	1066	46.2	7.0
	末子0-3歳	341	0.9%	3.5%	12.6%	10.3%	32.0%	19.1%	4.1%	7.3%	10.3%	306	47.0	6.9
	末子4-6歳	170	-	2.9%	18.2%	6.5%	35.3%	17.1%	2.4%	6.5%	11.2%	151	46.8	6.7
	末子7歳以上	2817	1.5%	3.6%	17.1%	11.1%	29.7%	16.6%	3.7%	4.4%	12.2%	2473	45.8	6.7
	作成した	301	2.3%	3.0%	11.6%	9.0%	32.2%	18.9%	4.3%	7.0%	11.6%	266	47.3	8.4
	行動計画: 作成していない	4460	6.9%	9.4%	22.7%	13.2%	23.5%	7.9%	1.8%	2.2%	12.5%	3903	42.7	6.8
	女性・計	2076	2.7%	6.0%	22.1%	14.6%	27.2%	9.5%	2.3%	2.5%	13.1%	1805	44.0	6.1
	年齢	2330	10.7%	12.3%	23.3%	12.0%	20.2%	6.4%	1.4%	1.8%	11.8%	2056	41.6	7.1
	年齢	39	5.1%	12.8%	20.5%	5.1%	25.6%	5.1%	2.6%	2.6%	20.5%	31	43.2	7.9
	入社年	741	0.9%	6.3%	24.3%	14.3%	26.2%	10.3%	1.9%	2.7%	13.1%	644	44.3	5.7
	2017(H29)年	3645	8.2%	10.0%	22.4%	12.9%	22.8%	7.4%	1.8%	2.1%	12.5%	3191	42.4	6.9
	2017(H29)年より前	3657	6.7%	10.6%	23.2%	13.3%	23.7%	7.5%	1.7%	2.1%	12.6%	3195	42.7	6.6
	役員	698	8.5%	10.6%	20.5%	13.3%	21.9%	9.6%	2.1%	2.3%	11.2%	620	42.6	7.4
	係長・主任相当職	74	2.7%	8.1%	18.9%	8.1%	29.7%	9.5%	4.1%	4.1%	14.9%	63	44.6	7.0
	課長・課長相当職	5	-	-	-	20.0%	20.0%	-	-	40.0%	20.0%	4	52.8	8.6
	部長・部長相当職	10	-	-	30.0%	10.0%	30.0%	10.0%	-	-	20.0%	8	43.5	3.6
	役員	2009	14.0%	13.9%	23.9%	10.8%	18.4%	5.0%	1.3%	1.4%	11.1%	1785	40.6	7.0
	配偶関係	2439	1.0%	5.7%	21.6%	15.1%	27.7%	10.3%	2.2%	2.8%	13.6%	2108	44.5	6.0
	既婚・離死別	2946	1.2%	6.0%	21.9%	14.5%	28.0%	9.8%	2.2%	2.7%	13.6%	2546	44.4	6.1
	子なし	932	25.4%	17.4%	21.8%	8.7%	11.2%	2.3%	0.8%	1.0%	11.6%	824	38.2	7.0
	末子0-3歳	321	9.3%	15.9%	29.0%	10.9%	18.4%	5.9%	1.6%	0.6%	8.4%	294	41.0	6.0
	末子4-6歳	208	1.9%	11.1%	29.3%	16.3%	23.6%	7.7%	1.9%	1.0%	7.2%	193	42.8	5.3
	末子7歳以上	3296	6.9%	10.0%	23.2%	13.3%	23.0%	7.7%	1.6%	2.1%	12.3%	2892	42.6	6.7
	作成した	390	4.9%	8.7%	21.0%	14.6%	27.7%	7.7%	3.3%	2.1%	10.0%	351	43.6	6.9
	行動計画: 作成していない													

問2-4.年次有給休暇付与日数

	2019年入付与のため付与なし										有効n	平均	標準偏差
	全体n	1-9日	10-14日	15-19日	20日	21-29日	30-39日	40日以上	付与のみ無回答	付与-取得両方無回答			
男性・計	1135	4.1%	28.4%	7.8%	30.2%	2.2%	2.4%	4.2%	6.5%	4.1%	900	17.3	7.8
年齢													
18-29歳	403	5.2%	41.9%	8.9%	13.6%	3.0%	1.7%	1.2%	10.7%	3.5%	305	14.4	6.5
30-39歳	702	3.4%	20.9%	7.4%	38.6%	1.9%	2.7%	5.8%	4.4%	4.4%	567	18.8	8.0
40-65歳	26	3.8%	15.4%	3.8%	61.5%	-	3.8%	7.7%	-	3.8%	25	20.0	7.7
入社年													
2017(H29)年	156	4.5%	35.9%	2.6%	8.3%	1.3%	-	-	47.4%	-	82	12.0	4.7
2017(H29)年より前	954	3.9%	27.1%	8.8%	34.5%	2.4%	2.8%	4.9%	-	4.7%	806	17.9	7.8
役職													
役職なし	784	4.3%	33.9%	8.4%	22.2%	2.3%	1.7%	3.1%	8.9%	4.2%	595	16.1	7.4
係長・主任相当職	253	2.8%	15.4%	6.7%	49.4%	2.8%	4.3%	6.7%	0.8%	3.2%	223	20.1	7.8
課長・課長相当職	57	7.0%	12.3%	5.3%	49.1%	-	3.5%	10.5%	-	7.0%	50	20.2	9.3
部長・部長相当職	27	-	22.2%	7.4%	48.1%	-	-	3.7%	-	3.7%	22	18.5	6.0
役員	10	10.0%	20.0%	10.0%	30.0%	-	10.0%	-	10.0%	-	8	16.9	9.2
配偶関係													
未婚	648	3.1%	20.8%	9.0%	39.8%	2.2%	2.6%	5.1%	2.9%	4.2%	535	18.6	7.6
既婚・離死別	476	5.5%	38.7%	6.5%	17.2%	2.3%	2.1%	3.2%	11.1%	3.8%	359	15.5	7.7
末子年齢													
なし	601	5.5%	36.8%	7.2%	20.5%	2.0%	2.3%	3.3%	9.7%	4.2%	466	15.8	7.7
末子0-3歳	336	3.0%	20.5%	8.0%	40.2%	3.3%	2.7%	5.4%	3.0%	3.3%	279	18.9	7.8
末子4-6歳	92	3.3%	14.1%	8.7%	45.7%	-	3.3%	4.3%	3.3%	4.3%	73	19.3	7.2
末子7歳以上	80	-	17.5%	12.5%	43.8%	-	1.3%	7.5%	1.3%	5.0%	66	19.6	7.6
企業調査：作成した	81	4.9%	32.1%	4.9%	28.4%	3.7%	1.2%	3.7%	8.6%	2.5%	64	16.9	7.8
行動計画：作成していない	880	3.9%	28.1%	8.3%	31.5%	2.1%	2.5%	4.5%	6.1%	4.1%	712	17.5	7.8
女性・計	1463	2.6%	28.9%	8.2%	28.3%	2.1%	2.2%	4.6%	7.3%	4.4%	1124	17.4	7.9
年齢													
18-29歳	625	3.0%	35.2%	10.2%	13.3%	2.1%	2.2%	1.1%	13.6%	4.6%	420	14.9	6.5
30-39歳	793	2.3%	24.2%	6.7%	39.1%	2.1%	2.1%	7.4%	2.4%	4.4%	666	19.0	8.3
40-65歳	42	2.4%	26.2%	7.1%	45.2%	-	2.4%	2.4%	-	-	36	17.5	7.1
入社年													
2017(H29)年	179	2.2%	34.6%	1.1%	1.7%	-	0.6%	-	59.8%	-	72	10.9	3.4
2017(H29)年より前	1260	2.5%	28.1%	9.4%	32.5%	2.4%	2.5%	5.3%	-	5.0%	1042	17.9	7.9
役職													
役職なし	1265	2.6%	31.5%	8.3%	25.5%	2.0%	2.2%	4.0%	8.1%	4.5%	961	16.9	7.7
係長・主任相当職	151	1.3%	11.9%	9.9%	49.0%	2.6%	2.6%	9.9%	2.0%	3.3%	132	21.0	8.1
課長・課長相当職	15	-	-	-	60.0%	6.7%	-	6.7%	-	-	11	22.2	6.0
部長・部長相当職	7	14.3%	-	-	42.9%	-	-	-	-	-	4	16.0	8.0
役員	13	7.7%	23.1%	-	23.1%	-	-	7.7%	7.7%	7.7%	8	17.9	10.1
配偶関係													
未婚	703	2.1%	24.9%	8.5%	35.6%	2.1%	2.3%	6.5%	3.4%	4.0%	577	18.6	8.1
既婚・離死別	754	3.1%	32.8%	7.8%	21.6%	2.0%	2.0%	2.8%	11.0%	4.8%	543	16.1	7.4
末子年齢													
なし	891	2.6%	32.4%	8.0%	22.9%	2.4%	2.4%	3.4%	9.9%	4.7%	659	16.6	7.6
末子0-3歳	260	1.9%	18.1%	9.6%	39.2%	0.8%	2.7%	6.5%	2.3%	5.8%	205	19.4	7.9
末子4-6歳	126	2.4%	21.4%	5.6%	41.3%	3.2%	1.6%	8.7%	3.2%	3.2%	106	19.7	8.5
末子7歳以上	157	4.5%	33.8%	7.6%	31.8%	0.6%	-	4.5%	5.1%	1.3%	130	16.3	7.5
企業調査：作成した	120	0.8%	31.7%	7.5%	27.5%	0.8%	-	7.5%	11.7%	4.2%	91	17.9	8.5
行動計画：作成していない	1040	2.7%	28.8%	7.8%	29.6%	1.8%	2.2%	3.8%	7.0%	4.5%	799	17.2	7.6
男性・計	2686	2.2%	27.4%	8.6%	34.9%	2.9%	1.9%	4.6%	6.8%	3.5%	2218	17.8	7.5
年齢													
18-29歳	1031	3.2%	40.2%	10.9%	15.2%	3.0%	1.4%	1.8%	13.7%	3.3%	780	15.0	6.5
30-39歳	1616	1.5%	19.5%	7.2%	46.9%	2.8%	2.4%	6.4%	2.6%	7.1%	1402	17.1	7.5
40-65歳	33	-	24.2%	3.0%	60.6%	-	-	6.1%	-	3.0%	31	18.8	7.0
入社年													
2017(H29)年	410	4.1%	36.6%	4.9%	7.6%	1.2%	0.7%	0.2%	44.6%	-	227	12.5	5.1
2017(H29)年より前	2204	1.8%	25.4%	9.5%	40.9%	3.1%	2.2%	5.5%	-	3.9%	1948	18.5	7.4
役職													
役職なし	1869	2.7%	33.3%	8.9%	26.4%	3.0%	1.8%	3.5%	9.7%	3.3%	1488	16.7	7.3
係長・主任相当職	639	1.3%	13.0%	8.8%	55.4%	2.8%	2.3%	7.0%	0.2%	3.8%	579	20.2	7.1
課長・課長相当職	136	-	14.7%	4.4%	51.1%	2.2%	2.2%	8.1%	-	5.1%	118	20.6	7.7
部長・部長相当職	23	-	30.4%	4.3%	56.5%	-	4.3%	4.3%	-	-	23	18.5	6.8
役員	10	-	30.0%	20.0%	10.0%	-	-	10.0%	-	10.0%	7	17.7	10.6
配偶関係													
未婚	1522	1.4%	21.8%	7.7%	45.4%	2.9%	2.6%	6.3%	2.2%	3.2%	1341	19.2	7.5
既婚・離死別	1147	3.2%	34.7%	9.9%	21.3%	2.9%	1.0%	2.3%	13.1%	3.7%	863	15.6	6.7
末子年齢													
なし	1404	3.1%	33.6%	10.1%	23.4%	2.7%	1.5%	2.5%	11.3%	3.6%	1081	16.0	6.8
末子0-3歳	868	1.0%	22.8%	8.4%	44.9%	3.3%	2.6%	5.6%	2.1%	3.8%	771	19.1	7.3

1	末子4-6歳	247	1.2%	16.6%	4.0%	53.0%	2.0%	3.2%	10.1%	1.2%	2.0%	6.5%	223	208	83
0	末子7歳以上	131	1.5%	12.2%	3.1%	61.8%	2.3%	-	9.2%	0.8%	1.5%	7.6%	118	176	74
0	企業調査: 作成した	865	2.2%	28.6%	7.9%	35.6%	2.9%	2.1%	4.3%	6.9%	3.2%	6.4%	722	20.7	74
5	行動計画: 作成していない	1401	2.2%	26.8%	8.9%	34.4%	3.1%	2.0%	4.7%	7.5%	3.1%	7.2%	1151	17.9	74
2	女性・計	3188	2.2%	28.4%	8.4%	31.9%	3.0%	1.9%	4.5%	8.2%	4.1%	7.3%	2563	17.7	6.6
9	年齢	1498	2.9%	36.2%	10.1%	17.2%	2.8%	1.9%	1.9%	13.9%	5.2%	7.8%	1095	15.5	6.8
9	年齢	1652	1.6%	21.2%	6.9%	45.0%	3.2%	1.9%	6.8%	3.1%	3.2%	7.0%	1433	19.3	7.7
人	年齢	30	-	30.0%	6.7%	40.0%	3.3%	-	10.0%	10.0%	-	-	27	19.1	8.6
	入社年	480	4.4%	29.6%	3.5%	6.0%	1.3%	-	0.6%	54.6%	-	-	218	12.4	5.5
	2017(H29)年	2649	1.7%	27.9%	9.4%	37.0%	3.4%	2.3%	5.3%	5.3%	4.7%	8.3%	2305	18.2	7.6
	2017(H29)年より前	2726	2.5%	31.3%	8.4%	27.8%	3.1%	1.6%	4.0%	9.4%	4.3%	7.7%	2143	17.0	7.5
	役員	393	0.8%	10.7%	8.9%	56.0%	2.8%	3.8%	8.8%	-	3.3%	4.8%	361	21.1	7.6
	係長・主任相当職	35	-	14.3%	5.7%	62.9%	-	-	2.9%	8.6%	2.9%	2.9%	30	19.2	5.0
	課長・課長相当職	11	-	-	-	-	-	-	-	-	-	-	11	19.7	1.7
	部長・部長相当職	9	11.1%	33.3%	-	33.3%	-	-	-	22.2%	-	-	7	14.4	5.3
	役員	1402	1.6%	21.5%	8.0%	42.2%	3.1%	2.3%	6.0%	3.6%	3.8%	8.1%	1186	19.1	7.6
	配偶関係	1780	2.8%	33.9%	8.8%	23.8%	2.9%	1.6%	3.4%	11.9%	4.4%	6.7%	1372	16.4	7.4
	既婚・離死別	2110	2.7%	32.9%	9.1%	25.3%	3.2%	1.8%	3.6%	10.5%	4.1%	6.7%	1660	16.7	7.4
	子なし	584	1.2%	14.4%	7.7%	46.9%	3.4%	1.9%	5.8%	2.9%	5.1%	10.6%	475	19.8	7.2
	末子0-3歳	239	0.8%	20.9%	4.2%	53.1%	1.7%	2.1%	8.4%	2.1%	1.3%	5.4%	218	19.9	7.8
	末子4-6歳	203	1.5%	29.1%	8.9%	33.0%	0.5%	2.5%	6.4%	7.9%	3.9%	6.4%	166	18.3	8.2
	末子7歳以上	1049	2.4%	28.6%	8.5%	33.6%	2.4%	2.2%	5.0%	7.1%	3.8%	6.5%	866	17.8	7.7
	作成した	1490	1.8%	28.3%	8.5%	31.3%	3.6%	1.7%	4.1%	8.6%	4.3%	7.9%	1181	17.6	7.4
	行動計画: 作成していない	3727	1.4%	22.0%	8.0%	45.3%	3.5%	1.8%	5.1%	7.2%	2.1%	3.7%	3244	18.8	7.2
	男性・計	1436	1.8%	34.0%	12.0%	24.7%	2.8%	1.9%	1.6%	15.8%	1.7%	3.8%	1130	16.1	6.4
	年齢	2239	1.2%	14.6%	5.5%	58.4%	3.8%	1.8%	7.1%	1.7%	2.3%	3.6%	2068	20.1	7.1
	年齢	43	-	14.0%	2.3%	53.5%	9.3%	-	9.3%	2.3%	7.0%	2.3%	38	21.1	7.4
	入社年	630	3.7%	36.7%	4.9%	10.6%	0.8%	0.6%	0.3%	42.4%	-	-	363	13.0	5.3
	2017(H29)年	3019	0.8%	18.8%	8.7%	53.0%	4.1%	2.1%	6.1%	-	2.5%	3.9%	2826	19.6	7.0
	2017(H29)年より前	2486	1.9%	27.6%	8.8%	37.4%	3.3%	1.6%	3.5%	10.3%	1.8%	3.8%	2090	17.6	6.9
	役員	1006	0.5%	8.7%	6.2%	63.6%	4.2%	2.0%	8.8%	0.4%	2.7%	2.9%	946	21.2	7.0
	係長・主任相当職	189	0.5%	19.6%	6.3%	54.0%	1.6%	2.6%	6.9%	1.1%	3.2%	4.2%	173	19.8	7.6
	課長・課長相当職	28	-	14.3%	14.3%	50.0%	3.6%	3.6%	3.6%	3.6%	3.6%	3.6%	25	19.2	6.1
	部長・部長相当職	8	-	25.0%	12.5%	12.5%	-	-	12.5%	25.0%	-	-	5	20.0	11.7
	役員	2115	0.9%	14.8%	6.5%	57.0%	3.6%	2.3%	7.2%	1.3%	2.4%	4.0%	1954	20.2	7.2
	配偶関係	1593	2.1%	31.4%	9.8%	30.1%	3.3%	1.1%	2.4%	14.9%	1.8%	3.3%	1275	16.6	6.5
	既婚・離死別	1966	1.9%	29.1%	10.2%	34.1%	3.3%	1.4%	2.7%	12.2%	1.8%	3.3%	1626	17.1	6.6
	子なし	1204	1.1%	13.7%	6.1%	58.1%	3.2%	2.0%	7.6%	1.0%	2.4%	4.7%	1106	20.3	7.3
	末子0-3歳	341	0.6%	13.5%	5.0%	56.9%	5.0%	3.8%	8.2%	1.5%	2.6%	2.9%	317	20.9	7.6
	末子4-6歳	170	-	12.4%	1.8%	67.1%	4.1%	0.6%	8.8%	1.8%	2.4%	1.2%	161	20.8	7.2
	末子7歳以上	2817	1.5%	20.9%	8.0%	47.2%	3.2%	2.1%	5.2%	7.2%	1.8%	2.9%	2481	18.9	7.2
	作成した	301	0.7%	27.2%	6.3%	35.5%	3.3%	1.3%	6.0%	6.6%	3.7%	9.3%	242	18.4	8.0
	行動計画: 作成していない	4460	1.5%	23.2%	8.3%	39.9%	4.1%	1.5%	5.8%	8.0%	1.8%	5.9%	3762	18.7	7.5
	女性・計	2076	1.9%	35.5%	11.4%	20.6%	3.8%	1.3%	2.4%	15.1%	2.0%	6.0%	1595	16.0	6.7
	年齢	2330	1.2%	12.2%	5.6%	58.8%	4.4%	1.8%	8.8%	1.8%	1.5%	5.8%	2117	20.8	7.5
	年齢	39	-	17.9%	7.7%	53.8%	7.7%	-	7.7%	-	5.1%	-	37	20.1	7.3
	入社年	741	4.6%	33.3%	3.1%	8.4%	1.6%	0.3%	0.7%	48.0%	-	-	385	12.7	6.0
	2017(H29)年	3645	0.8%	20.7%	9.4%	46.8%	4.7%	1.8%	6.9%	-	2.1%	6.6%	3326	19.5	7.4
	2017(H29)年より前	3657	1.7%	26.5%	8.7%	35.0%	4.5%	1.5%	4.9%	9.5%	1.6%	6.1%	3029	18.1	7.5
	役員	698	0.6%	7.3%	6.2%	64.2%	2.3%	1.7%	10.7%	0.4%	2.7%	3.9%	649	21.6	7.4
	係長・主任相当職	74	1.4%	12.2%	8.1%	59.5%	4.1%	1.4%	2.7%	-	2.7%	8.1%	66	19.2	5.3
	課長・課長相当職	5	-	-	-	80.0%	-	-	-	-	-	-	5	18.2	4.0
	部長・部長相当職	10	-	10.0%	10.0%	40.0%	-	-	-	30.0%	-	-	6	18.3	2.7
	役員	2009	0.9%	12.2%	7.1%	53.9%	4.2%	1.9%	8.2%	2.4%	1.9%	7.3%	1776	20.6	7.4
	配偶関係	2439	2.0%	32.1%	9.2%	28.6%	4.1%	1.2%	3.8%	12.5%	1.7%	4.7%	1977	17.0	7.2
	既婚・離死別	2946	1.8%	29.5%	9.6%	32.1%	4.4%	1.2%	4.0%	10.8%	1.8%	4.7%	2435	17.4	7.1
	子なし	932	0.8%	8.8%	5.3%	55.8%	3.5%	2.1%	9.4%	1.8%	2.1%	10.3%	799	21.4	7.7
	末子0-3歳	321	0.6%	9.3%	4.4%	62.3%	4.7%	2.8%	10.3%	1.2%	0.9%	3.4%	303	21.6	7.5
	末子4-6歳	208	1.0%	18.3%	9.1%	49.0%	3.4%	1.4%	7.2%	3.4%	2.4%	4.8%	186	19.6	7.4
	末子7歳以上	3296	1.4%	21.9%	7.9%	42.1%	3.7%	1.5%	5.9%	8.3%	1.5%	5.8%	2785	18.9	7.5
	作成した	390	2.3%	30.0%	7.4%	32.8%	4.6%	0.5%	6.7%	6.9%	2.6%	6.2%	329	18.0	8.0
	行動計画: 作成していない														

問2-4. 年次有給休暇取得日数【付与された方のみ】

	全体n											有効n	平均	標準偏差
	0日	1-9日	10-14日	15-19日	20日	21-29日	30-39日	40日以上	無回答					
男性・計	946	16.7%	56.2%	18.6%	6.0%	1.4%	0.1%	0.1%	0.3%	0.5%	941	5.9	5.4	
年齢	319	21.9%	59.6%	14.4%	2.8%	—	—	0.3%	0.3%	0.9%	316	4.5	4.6	
18-29歳	598	14.0%	54.8%	20.2%	7.7%	2.2%	0.2%	0.3%	0.3%	0.3%	596	6.5	5.7	
30-39歳	26	11.5%	53.8%	26.9%	7.7%	—	—	—	—	—	26	6.9	4.6	
40-65歳	82	26.8%	58.5%	4.9%	3.7%	4.9%	—	—	—	1.2%	81	3.9	5.2	
入社年	851	15.4%	56.2%	20.0%	6.3%	1.1%	0.1%	0.1%	0.4%	0.5%	847	6.1	5.4	
2017(H29)年	628	17.2%	56.2%	18.3%	5.3%	1.4%	0.2%	0.2%	0.5%	0.8%	623	5.7	5.6	
2017(H29)年より前	231	16.0%	54.1%	19.5%	8.7%	1.7%	—	—	—	—	231	6.3	5.1	
役職	54	14.8%	55.6%	22.2%	7.4%	—	—	—	—	—	54	6.2	4.7	
係長・主任相当職	23	13.0%	73.9%	13.0%	—	—	—	—	—	—	23	5.2	3.3	
課長・課長相当職	8	12.5%	75.0%	12.5%	—	—	—	—	—	—	8	4.6	2.8	
部長・部長相当職	562	12.6%	55.3%	21.4%	8.2%	1.6%	0.2%	0.2%	0.4%	0.2%	561	6.8	5.6	
役員	377	22.5%	57.8%	14.6%	2.9%	0.8%	—	—	0.3%	1.1%	373	4.5	4.8	
配偶関係	491	20.4%	58.5%	15.5%	3.7%	0.8%	—	—	0.2%	1.0%	486	4.9	4.8	
未婚	290	12.1%	55.2%	21.7%	8.6%	1.7%	0.3%	—	0.3%	—	290	6.7	5.4	
既婚・離死別	77	13.0%	48.1%	26.0%	9.1%	2.6%	—	—	1.3%	—	77	8.0	6.3	
子なし	70	12.9%	54.3%	21.4%	8.6%	1.4%	—	—	—	—	70	7.3	6.2	
末子0-3歳	66	15.2%	66.7%	12.1%	6.1%	—	—	—	—	—	66	4.9	4.5	
末子4-6歳	748	15.9%	56.0%	19.7%	5.6%	1.5%	0.1%	0.1%	0.4%	0.7%	743	6.0	5.5	
末子7歳以上	1188	11.1%	50.8%	21.5%	9.2%	5.1%	0.8%	0.2%	0.2%	0.8%	1178	7.7	6.3	
企業調査：作成した	449	15.1%	59.5%	18.5%	3.1%	2.0%	0.4%	0.7%	—	0.7%	446	5.8	5.2	
行動計画：作成していない	701	8.8%	45.4%	23.4%	13.0%	6.7%	1.0%	0.4%	0.3%	1.0%	694	8.9	6.6	
女性・計	36	5.6%	44.4%	25.0%	11.1%	13.9%	—	—	—	—	36	9.6	6.4	
年齢	72	19.4%	61.1%	15.3%	1.4%	1.4%	—	—	—	—	72	4.9	5.3	
18-29歳	1105	10.4%	50.0%	22.2%	9.8%	5.3%	0.8%	0.2%	0.2%	0.2%	1095	7.9	6.3	
30-39歳	1018	11.1%	52.3%	21.0%	8.3%	4.9%	0.7%	0.6%	0.2%	0.9%	1009	7.6	6.3	
40-65歳	137	12.4%	42.3%	23.4%	14.6%	5.8%	0.7%	—	—	0.7%	136	8.4	6.3	
入社年	12	8.3%	25.0%	16.7%	25.0%	16.7%	8.3%	—	—	—	12	12.2	7.7	
2017(H29)年	4	—	50.0%	—	25.0%	25.0%	—	—	—	—	4	11.3	8.0	
2017(H29)年より前	9	11.1%	33.3%	55.6%	—	—	—	—	—	—	9	7.7	3.9	
役職	605	7.9%	40.8%	26.8%	13.2%	8.1%	1.2%	0.7%	0.3%	1.0%	599	9.5	6.7	
係長・主任相当職	579	14.3%	61.3%	15.9%	5.0%	2.1%	0.2%	0.2%	—	0.7%	575	5.9	5.2	
課長・課長相当職	701	13.8%	60.8%	16.5%	5.1%	2.1%	0.6%	0.4%	0.1%	0.4%	698	6.1	5.5	
部長・部長相当職	220	8.2%	31.4%	26.4%	16.4%	13.6%	0.9%	1.4%	0.5%	—	217	11.0	7.1	
役員	110	2.7%	37.3%	39.1%	11.8%	6.4%	1.8%	—	—	0.9%	109	10.1	5.5	
配偶関係	132	6.1%	44.7%	25.0%	15.2%	6.8%	—	—	—	1.5%	130	9.1	6.3	
未婚	96	7.3%	47.9%	25.0%	14.6%	3.1%	1.0%	1.0%	—	—	96	8.3	6.6	
既婚・離死別	846	10.8%	48.9%	22.5%	9.0%	6.1%	0.8%	0.6%	0.2%	1.1%	837	8.0	6.5	
子なし	2311	12.8%	59.2%	19.3%	5.2%	2.5%	0.2%	0.1%	—	0.6%	2297	6.1	5.1	
末子0-3歳	814	14.7%	64.5%	15.8%	3.4%	1.1%	—	—	—	0.4%	811	5.1	4.5	
末子4-6歳	1459	11.8%	56.8%	20.9%	6.2%	3.1%	0.2%	0.2%	—	0.8%	1448	6.5	5.3	
末子7歳以上	32	9.4%	40.6%	31.3%	6.3%	9.4%	3.1%	—	—	—	32	9.1	6.1	
入社年	227	19.4%	63.9%	12.3%	4.0%	2.7%	—	0.4%	—	—	227	4.2	4.5	
2017(H29)年	2035	11.8%	58.7%	20.3%	5.5%	2.7%	0.2%	0.1%	—	0.7%	2021	6.3	5.1	
2017(H29)年より前	1549	13.6%	60.2%	18.9%	4.5%	1.9%	0.2%	0.1%	—	0.6%	1539	5.8	4.9	
役職	603	10.6%	57.2%	19.6%	7.3%	4.3%	0.2%	0.3%	—	0.5%	600	7.0	5.6	
係長・主任相当職	125	12.0%	59.2%	21.6%	5.6%	0.8%	—	—	—	0.8%	124	5.9	4.5	
課長・課長相当職	23	26.1%	43.5%	30.4%	—	—	—	—	—	—	23	4.4	4.5	
部長・部長相当職	8	12.5%	62.5%	25.0%	—	—	—	—	—	—	8	5.4	3.7	
役員	1390	10.1%	56.6%	22.2%	6.5%	3.5%	0.3%	0.1%	—	0.7%	1380	6.8	5.3	
配偶関係	906	16.9%	63.1%	15.1%	3.3%	1.0%	—	0.1%	—	0.4%	902	5.0	4.6	
未婚	1131	15.8%	62.7%	16.2%	3.4%	1.2%	—	0.2%	—	0.4%	1126	5.2	4.6	
既婚・離死別	804	9.8%	57.3%	22.1%	7.1%	2.5%	0.4%	—	—	0.7%	798	6.8	5.2	
子なし														
末子0-3歳														

1	末子4-6歳	228	9.2%	51.8%	26.3%	6.6%	4.8%	0.4%	-	0.9%	226	7.3	5.4
0	末子7歳以上	120	9.2%	52.5%	19.2%	7.5%	10.0%	-	0.8%	0.8%	119	8.1	6.5
0	企業調査:	750	12.5%	60.5%	19.1%	4.7%	2.1%	-	0.1%	0.9%	743	5.8	5.0
5	行動計画	1195	12.1%	59.6%	19.3%	5.4%	2.6%	0.3%	0.1%	0.6%	1188	6.2	5.1
2	女性・計	2694	10.6%	51.9%	22.6%	8.2%	5.2%	0.6%	0.0%	0.7%	2674	7.5	5.8
9	年齢	1173	13.0%	61.6%	18.7%	4.4%	1.4%	0.5%	-	0.4%	1168	5.9	4.9
9	年齢	1486	8.7%	44.6%	25.4%	11.0%	8.3%	0.7%	0.1%	1.0%	1471	8.8	6.2
人	年齢	27	11.1%	29.6%	40.7%	14.8%	3.7%	-	-	-	27	8.9	5.9
	入社年	218	17.4%	67.0%	9.2%	2.3%	2.8%	0.3%	-	0.5%	217	4.3	4.9
	入社年	2430	9.9%	50.3%	23.9%	8.8%	5.6%	0.6%	0.0%	0.8%	2411	7.8	5.8
	役職	2260	10.9%	53.4%	22.2%	7.2%	4.8%	0.6%	0.1%	0.8%	2243	7.3	5.7
	係長・主任相当職	374	9.1%	43.6%	24.9%	13.6%	7.5%	0.5%	-	0.8%	371	8.7	6.2
	課長・課長相当職	31	6.5%	41.9%	22.6%	19.4%	9.7%	-	-	-	31	9.3	6.9
	部長・部長相当職	11	9.1%	45.5%	18.2%	18.2%	9.1%	-	-	-	11	8.5	6.6
	役員	7	14.3%	42.9%	28.6%	14.3%	-	-	-	-	7	8.1	4.6
	配偶関係	1239	9.0%	39.3%	28.6%	11.9%	9.5%	0.6%	0.1%	0.2%	1228	9.3	6.2
	既婚・離死別	1450	12.1%	62.7%	17.5%	5.0%	1.4%	0.6%	-	0.6%	1441	5.9	4.9
	末子年齢	1746	11.3%	61.1%	18.7%	6.0%	1.7%	0.5%	-	0.6%	1735	6.2	5.0
	末子0-3歳	505	13.7%	29.9%	28.7%	12.3%	12.9%	1.2%	0.2%	1.2%	499	9.8	6.7
	末子4-6歳	221	1.8%	36.2%	29.9%	18.6%	12.7%	-	-	0.9%	219	10.9	5.8
	末子7歳以上	174	6.9%	42.5%	34.5%	6.9%	7.5%	-	1.1%	0.6%	173	9.2	6.4
	企業調査:	906	8.9%	52.8%	21.6%	9.1%	5.6%	1.1%	0.1%	0.8%	899	7.8	6.0
	行動計画	1245	11.7%	51.5%	22.8%	8.0%	5.0%	0.5%	-	0.6%	1238	7.3	5.7
	男性・計	3322	9.7%	55.9%	22.3%	7.5%	3.8%	0.3%	-	0.0%	3311	7.1	5.5
	年齢	1154	11.3%	63.1%	18.4%	5.1%	1.6%	0.3%	-	0.3%	1151	6.0	4.8
	年齢	2119	8.7%	52.3%	24.4%	8.7%	4.9%	0.5%	-	0.4%	2111	7.7	5.7
	年齢	41	19.5%	43.9%	22.0%	7.3%	4.9%	2.4%	-	-	41	7.0	6.5
	入社年	363	16.0%	71.1%	9.1%	0.8%	1.9%	0.3%	-	0.3%	362	4.4	4.4
	入社年	2900	8.9%	54.0%	23.9%	8.4%	4.0%	0.4%	-	0.0%	2890	7.5	5.5
	役職	2134	9.3%	57.5%	21.8%	6.7%	3.8%	0.4%	-	0.4%	2126	7.0	5.4
	係長・主任相当職	973	8.6%	52.0%	24.7%	9.9%	3.8%	0.6%	-	0.1%	970	7.7	5.6
	課長・課長相当職	179	18.4%	57.0%	17.3%	3.9%	3.4%	-	-	-	179	6.1	5.1
	部長・部長相当職	26	23.1%	61.5%	7.7%	3.8%	-	-	-	26	4.6	5.4	
	役員	5	-	100.0%	-	-	-	-	-	-	5	4.6	2.1
	配偶関係	2004	8.1%	51.7%	24.9%	9.5%	4.8%	0.6%	-	0.4%	1996	7.9	5.6
	既婚・離死別	1303	12.3%	62.2%	18.3%	4.3%	2.3%	0.2%	-	0.2%	1300	6.0	5.0
	末子年齢	1661	11.2%	60.6%	19.9%	5.1%	2.7%	0.2%	-	0.1%	1657	6.3	5.1
	末子0-3歳	1135	7.2%	50.0%	26.1%	10.7%	4.8%	0.6%	-	0.4%	1130	8.2	5.6
	末子4-6歳	326	9.8%	52.5%	22.7%	8.6%	4.6%	1.2%	-	0.6%	324	7.5	5.9
	末子7歳以上	165	11.5%	54.5%	20.6%	7.3%	6.1%	-	-	-	165	7.1	5.7
	企業調査:	2532	8.6%	55.8%	22.7%	8.1%	4.1%	0.5%	-	0.0%	2526	7.4	5.5
	行動計画	253	14.6%	55.7%	18.2%	7.1%	2.4%	0.8%	-	1.2%	250	6.3	5.4
	女性・計	3842	7.9%	49.1%	23.2%	12.0%	6.0%	0.8%	0.3%	0.1%	3814	8.5	6.0
	年齢	1637	9.4%	62.6%	18.7%	6.3%	2.3%	0.2%	-	0.5%	1629	6.6	5.0
	年齢	2153	6.8%	38.7%	26.7%	16.3%	8.8%	1.2%	0.5%	0.9%	2133	9.9	6.4
	年齢	39	2.6%	56.4%	17.9%	17.9%	5.1%	-	-	-	39	9.1	5.4
	入社年	385	16.9%	67.5%	11.7%	2.3%	0.8%	-	-	0.3%	383	4.4	4.5
	入社年	3404	6.7%	46.7%	24.7%	13.2%	6.6%	0.9%	0.4%	0.0%	3380	9.0	6.0
	役職	3087	8.0%	50.5%	23.0%	11.5%	5.2%	0.8%	0.3%	0.0%	3065	8.3	5.9
	係長・主任相当職	668	6.7%	43.3%	23.8%	14.8%	9.4%	0.6%	0.4%	0.7%	663	9.5	6.5
	課長・課長相当職	68	13.2%	41.2%	26.5%	10.3%	8.8%	-	-	-	68	8.4	6.1
	部長・部長相当職	5	-	80.0%	20.0%	-	-	-	-	-	5	4.8	3.6
	役員	6	-	50.0%	33.3%	-	-	-	-	16.7%	5	6.4	3.8
	配偶関係	1814	6.6%	35.2%	21.1%	17.6%	10.5%	1.2%	0.8%	0.1%	1794	10.4	6.4
	既婚・離死別	2019	8.9%	61.6%	19.8%	6.9%	2.0%	0.3%	0.0%	0.4%	2011	6.8	5.1
	末子年齢	2487	7.8%	59.3%	21.2%	8.2%	2.6%	0.3%	0.0%	0.0%	2476	7.2	5.2
	末子0-3歳	819	10.5%	26.6%	21.4%	17.6%	13.2%	1.8%	1.3%	0.1%	807	11.0	7.1
	末子4-6歳	306	1.0%	32.0%	30.1%	22.2%	12.1%	1.6%	-	1.0%	303	11.7	5.7
	末子7歳以上	191	5.8%	39.3%	22.0%	21.5%	10.5%	0.5%	-	0.5%	190	10.2	6.2
	企業調査:	2833	7.2%	49.1%	23.8%	11.9%	6.2%	0.7%	0.3%	0.1%	2810	8.6	6.0
	行動計画	339	12.7%	52.2%	17.7%	10.0%	5.6%	0.8%	0.6%	-	337	7.7	6.1

3 0 0 人以上

問2-5.個人年収平成28年(税・賞与含む)

全体n	なし	1-100万 円台	200万円 台	300万円 台	400万円 台	500万円 台	600万円 台	700万円 台	800万円 台	900万円 台	1,000万円 台	1,100- 1,200万 円台	1,300- 1,400万 円台	1,500万 円以上	無回答
男性・計	1135	2.1%	3.7%	20.7%	34.1%	24.6%	7.6%	3.3%	1.4%	0.5%	0.1%	-	-	-	1.9%
年齢	403	5.5%	7.7%	33.3%	37.0%	11.7%	2.7%	0.5%	-	-	-	-	-	-	1.7%
18-29歳	702	0.3%	1.6%	14.0%	33.6%	32.3%	10.0%	4.7%	1.4%	0.4%	-	-	-	-	1.7%
30-39歳	26	-	-	7.7%	3.8%	15.4%	19.2%	11.5%	23.1%	11.5%	3.8%	-	-	-	3.8%
40-65歳	156	13.5%	12.2%	28.2%	26.3%	10.3%	3.2%	-	0.6%	0.6%	-	-	-	-	5.1%
入社年	954	0.2%	2.1%	19.4%	35.7%	27.1%	8.4%	3.9%	0.5%	0.1%	-	-	-	-	0.9%
2017(H29)年	784	2.9%	5.4%	25.5%	37.8%	20.0%	4.8%	1.3%	0.5%	0.3%	-	-	-	-	1.8%
2017(H29)年より前	253	-	-	9.1%	26.5%	40.7%	14.6%	6.3%	1.2%	-	-	-	-	-	1.6%
役員	57	-	-	7.0%	31.6%	26.3%	12.3%	12.3%	7.0%	1.8%	-	-	-	-	1.8%
係長・主任相当職	27	3.7%	-	14.8%	11.1%	18.5%	18.5%	7.4%	7.4%	3.7%	-	-	-	-	3.7%
課長・課長相当職	10	-	-	20.0%	10.0%	10.0%	10.0%	-	30.0%	10.0%	-	-	-	-	-
部長・部長相当職	648	0.6%	0.8%	12.7%	31.9%	32.3%	11.6%	5.6%	2.3%	0.9%	0.2%	-	-	-	1.2%
役員	476	4.0%	7.8%	31.5%	37.4%	14.1%	2.3%	0.2%	0.2%	-	-	-	-	-	2.5%
配偶関係	476	4.0%	7.8%	31.5%	37.4%	14.1%	2.3%	0.2%	0.2%	-	-	-	-	-	2.5%
未婚	601	3.5%	6.3%	29.3%	37.9%	16.6%	3.2%	0.3%	0.3%	0.2%	-	-	-	-	1.8%
既婚・離死別	336	0.3%	0.6%	11.3%	33.9%	33.3%	11.6%	5.1%	1.8%	1.2%	-	-	-	-	0.9%
子なし	92	-	-	8.7%	25.0%	41.3%	17.4%	5.4%	2.2%	-	-	-	-	-	-
末子0-3歳	80	-	2.5%	10.0%	18.8%	28.8%	13.8%	12.5%	7.5%	1.3%	-	-	-	-	3.8%
末子4-6歳	81	2.5%	3.7%	24.7%	27.2%	24.7%	8.6%	4.9%	-	1.2%	-	-	-	-	2.5%
末子7歳以上	880	1.6%	3.8%	20.5%	35.3%	24.8%	7.4%	3.1%	1.4%	0.5%	0.1%	-	-	-	1.7%
企業調査: 作成した	1463	2.9%	14.1%	41.1%	30.0%	7.7%	1.6%	0.5%	0.2%	-	-	0.1%	0.1%	-	1.8%
行動計画 作成していない	625	6.1%	17.1%	45.1%	25.1%	3.2%	0.3%	-	-	-	-	-	-	-	3.0%
18-29歳	793	0.4%	11.9%	38.7%	33.8%	10.5%	2.9%	0.8%	0.4%	-	-	0.1%	0.1%	-	0.9%
30-39歳	42	4.8%	11.9%	26.2%	33.3%	19.0%	2.4%	2.4%	-	-	-	-	-	-	-
40-65歳	179	20.1%	21.8%	36.9%	12.3%	3.9%	0.6%	-	-	-	-	-	-	-	4.5%
入社年	1260	0.4%	12.7%	41.7%	32.9%	8.3%	1.7%	0.6%	0.2%	-	-	0.1%	0.1%	-	1.3%
2017(H29)年	1265	3.4%	15.5%	42.8%	28.7%	6.0%	1.2%	0.4%	0.1%	-	-	0.1%	0.1%	-	1.7%
2017(H29)年より前	151	-	4.6%	31.8%	40.4%	19.2%	2.6%	-	-	-	-	-	-	-	1.3%
役員	15	-	6.7%	33.3%	40.0%	6.7%	6.7%	-	-	-	-	-	-	-	-
係長・主任相当職	7	-	7.7%	30.8%	30.8%	7.7%	7.7%	-	-	-	-	-	-	-	-
課長・課長相当職	13	-	7.7%	30.8%	30.8%	7.7%	7.7%	-	-	-	-	-	-	-	-
部長・部長相当職	703	1.1%	14.9%	37.1%	32.4%	9.4%	2.4%	1.0%	0.4%	-	-	0.1%	0.1%	-	1.0%
役員	754	4.6%	13.3%	45.0%	27.7%	6.2%	0.7%	-	-	-	-	0.1%	0.1%	-	2.4%
配偶関係	891	3.9%	12.2%	42.8%	29.9%	7.5%	0.9%	-	0.2%	-	-	0.1%	0.1%	-	2.4%
未婚	260	2.3%	22.3%	35.8%	30.0%	5.8%	1.9%	1.2%	-	-	-	-	-	-	0.8%
既婚・離死別	126	-	13.5%	37.3%	30.2%	11.1%	4.8%	3.2%	-	-	-	-	-	-	-
子なし	157	0.6%	12.1%	42.0%	31.8%	10.8%	0.6%	-	0.6%	-	-	-	-	-	1.3%
末子0-3歳	120	2.5%	11.7%	40.8%	26.7%	10.8%	2.5%	-	-	-	-	-	0.8%	-	4.2%
末子4-6歳	1040	2.9%	13.6%	40.3%	31.5%	7.7%	1.5%	0.6%	0.2%	-	-	-	-	-	1.7%
末子7歳以上	2686	3.8%	2.9%	13.8%	31.9%	27.0%	12.4%	4.8%	1.4%	0.6%	0.1%	0.0%	0.1%	-	1.1%
企業調査: 作成した	1031	9.4%	5.6%	25.9%	37.0%	16.6%	3.1%	0.5%	-	-	0.1%	-	-	-	1.7%
行動計画 作成していない	1616	0.3%	1.1%	6.2%	29.2%	33.7%	18.1%	7.4%	2.2%	0.9%	0.2%	0.1%	0.1%	-	0.7%
18-29歳	33	-	-	9.1%	12.1%	24.2%	24.2%	12.1%	9.1%	6.1%	-	-	-	-	-
30-39歳	410	22.2%	9.0%	23.4%	21.7%	11.7%	5.9%	1.7%	1.0%	1.0%	-	-	-	-	2.4%
40-65歳	2204	0.1%	1.8%	11.5%	34.2%	33.0%	13.9%	5.5%	1.5%	0.5%	0.1%	0.0%	0.1%	-	0.7%
入社年	1869	5.4%	4.0%	17.9%	36.3%	20.3%	8.3%	2.2%	0.7%	0.3%	0.1%	-	-	-	1.3%
2017(H29)年	639	0.2%	0.2%	4.4%	24.4%	38.3%	20.3%	8.5%	2.5%	0.8%	-	-	-	-	0.3%
2017(H29)年より前	136	-	-	2.2%	13.2%	25.7%	30.9%	18.4%	5.1%	1.5%	2.2%	0.7%	-	-	-
役員	23	-	-	-	13.0%	13.0%	17.4%	34.8%	8.7%	13.0%	-	-	-	-	-
係長・主任相当職	10	-	-	50.0%	20.0%	-	10.0%	-	-	-	-	-	-	-	-
課長・課長相当職	1522	0.1%	0.8%	7.0%	28.3%	33.5%	18.5%	7.5%	2.3%	1.0%	0.2%	0.1%	0.1%	-	0.7%
部長・部長相当職	1147	8.7%	5.6%	23.0%	36.7%	18.2%	4.5%	1.3%	0.3%	0.1%	0.1%	-	-	-	1.5%
配偶関係	1404	7.1%	4.8%	20.1%	36.7%	21.4%	6.4%	1.6%	0.4%	0.1%	0.1%	-	-	-	1.3%
未婚	868	-	0.6%	6.7%	30.5%	33.4%	17.3%	7.1%	2.0%	1.3%	0.1%	-	-	-	0.8%
既婚・離死別															
子なし															
末子0-3歳															

問3-2-昇進希望

問3-1現在の役職

	問3-1現在の役職				問3-2-昇進希望										
	全体n	役職なし	係長・主任相当職 課長・課長相当職 部長・部長相当職	役員 無回答	全体n	役職なし	係長・主任相当職 課長・課長相当職 部長・部長相当職	役員 無回答							
男性・計	1135	69.1%	22.3%	5.0%	2.4%	0.9%	0.4%	1135	27.2%	14.3%	15.9%	21.3%	12.8%	6.1%	2.5%
年齢	403	36.8%	9.2%	1.5%	1.5%	0.7%	0.2%	403	32.8%	16.9%	13.2%	20.1%	9.9%	5.5%	1.7%
入社年	702	60.5%	29.8%	7.0%	2.0%	0.3%	—	702	24.4%	17.7%	14.4%	22.1%	6.4%	2.3%	11.5%
役職	26	23.1%	26.9%	15.4%	26.9%	7.7%	—	26	15.4%	15.4%	11.5%	23.1%	15.4%	7.7%	11.5%
配偶関係	156	95.5%	2.6%	0.6%	—	0.6%	0.6%	156	26.9%	15.4%	17.9%	18.6%	10.3%	9.0%	1.9%
年齢	954	64.5%	25.7%	5.9%	2.8%	0.9%	0.2%	954	26.9%	15.4%	14.2%	21.9%	13.0%	5.6%	2.4%
入社年	784	100.0%	—	—	—	—	—	784	37.5%	15.3%	14.0%	18.1%	8.4%	4.6%	2.0%
役職	253	—	100.0%	—	—	—	—	253	4.3%	15.8%	24.5%	26.9%	19.4%	7.9%	1.2%
配偶関係	57	—	—	100.0%	—	—	—	57	1.8%	—	14.0%	36.8%	29.8%	10.5%	5.3%
年齢	27	—	—	—	100.0%	—	—	27	3.7%	—	—	33.3%	37.0%	11.1%	14.8%
入社年	10	—	—	—	—	100.0%	—	10	20.0%	10.0%	—	—	30.0%	40.0%	—
役職	648	56.8%	31.5%	7.3%	3.2%	1.1%	0.2%	648	19.6%	13.0%	16.5%	23.9%	16.7%	7.9%	2.5%
配偶関係	476	86.1%	9.7%	2.1%	1.3%	0.6%	0.2%	476	37.6%	16.4%	15.1%	17.9%	7.6%	3.2%	2.3%
年齢	601	82.2%	12.8%	2.8%	1.5%	0.5%	0.2%	601	34.4%	15.5%	15.1%	18.5%	10.0%	4.3%	2.2%
入社年	336	56.3%	34.2%	5.7%	2.4%	1.2%	0.3%	336	15.5%	14.6%	17.3%	26.5%	15.5%	7.7%	3.0%
役職	92	54.3%	29.3%	9.8%	4.3%	2.2%	—	92	27.2%	9.8%	15.2%	16.3%	18.5%	12.0%	1.1%
配偶関係	80	43.8%	33.8%	15.0%	6.3%	1.3%	—	80	22.5%	10.0%	17.5%	26.3%	17.5%	3.8%	2.5%
年齢	81	77.8%	13.6%	4.9%	1.2%	1.2%	1.2%	81	34.6%	19.8%	11.1%	16.0%	7.4%	6.2%	4.9%
入社年	880	69.4%	22.6%	4.8%	2.3%	0.6%	0.3%	880	27.2%	14.4%	16.4%	21.8%	12.4%	5.7%	2.2%
役職	1463	86.5%	10.3%	1.0%	0.5%	0.9%	0.8%	1463	63.0%	20.0%	7.7%	4.4%	1.9%	0.9%	2.2%
配偶関係	625	94.2%	4.2%	0.2%	—	1.3%	0.2%	625	67.7%	20.0%	5.9%	1.9%	1.6%	1.1%	1.8%
年齢	793	81.5%	14.6%	1.4%	0.6%	0.5%	1.4%	793	59.4%	20.2%	9.0%	2.0%	2.0%	0.8%	2.6%
入社年	42	69.0%	19.0%	4.8%	4.8%	2.4%	—	42	61.9%	16.7%	7.1%	9.5%	4.8%	—	—
役職	179	96.6%	2.2%	0.6%	—	0.6%	—	179	67.6%	17.3%	11.2%	1.1%	1.1%	0.6%	1.1%
配偶関係	1260	85.0%	11.6%	1.1%	0.6%	0.9%	0.9%	1260	62.3%	20.3%	7.2%	4.9%	2.1%	1.0%	2.2%
年齢	1265	100.0%	—	—	—	—	—	1265	70.5%	17.6%	5.8%	2.7%	0.9%	0.9%	1.5%
入社年	151	—	100.0%	—	—	—	—	151	11.9%	43.0%	24.5%	12.6%	3.3%	0.7%	4.0%
役職	15	—	—	100.0%	—	—	—	15	6.7%	6.7%	—	60.0%	6.7%	—	6.7%
配偶関係	7	—	—	—	100.0%	—	—	7	28.6%	—	—	28.6%	42.9%	—	—
年齢	13	—	—	—	—	100.0%	—	13	23.1%	15.4%	—	—	53.8%	—	7.7%
入社年	703	84.1%	12.1%	1.6%	0.7%	0.7%	0.9%	703	60.6%	20.8%	7.8%	5.8%	2.7%	0.4%	1.8%
役職	754	88.9%	8.6%	0.5%	0.3%	1.1%	0.7%	754	65.5%	19.0%	7.6%	3.2%	1.2%	1.2%	2.4%
配偶関係	891	87.0%	10.7%	0.4%	0.2%	1.1%	0.6%	891	63.6%	19.9%	8.1%	3.6%	1.5%	1.1%	2.2%
年齢	260	89.6%	7.3%	1.5%	—	0.4%	—	260	60.8%	23.1%	6.2%	4.2%	3.1%	0.4%	2.3%
入社年	126	81.0%	14.3%	1.6%	—	1.6%	—	126	65.1%	18.3%	6.3%	5.6%	3.2%	—	1.6%
役職	157	82.8%	10.8%	2.5%	3.2%	—	0.6%	157	60.5%	17.8%	7.8%	8.3%	1.3%	0.6%	1.9%
配偶関係	120	83.3%	11.7%	2.5%	—	0.8%	—	120	61.7%	18.3%	7.5%	7.5%	2.5%	—	2.5%
年齢	1040	87.5%	9.3%	1.0%	0.3%	1.1%	0.9%	1040	62.1%	20.9%	8.1%	4.3%	1.7%	0.9%	2.0%
入社年	2686	69.6%	23.8%	5.1%	0.9%	0.4%	0.3%	2686	20.8%	17.0%	20.0%	23.3%	11.9%	4.8%	2.1%
役職	1031	92.7%	5.7%	0.6%	—	0.6%	0.4%	1031	24.6%	18.0%	19.4%	21.5%	10.8%	4.3%	1.4%
配偶関係	1616	55.6%	35.1%	7.6%	1.2%	0.2%	0.3%	1616	18.4%	16.3%	20.5%	24.6%	12.6%	5.1%	2.4%
年齢	33	33.3%	30.3%	21.2%	12.1%	3.0%	—	33	9.1%	21.2%	15.2%	21.2%	18.2%	9.1%	6.1%
入社年	410	95.6%	2.9%	0.7%	0.5%	—	0.2%	410	21.5%	17.8%	21.0%	23.7%	10.5%	4.9%	0.7%
役職	2204	64.2%	28.1%	6.0%	1.0%	0.4%	0.3%	2204	19.6%	17.2%	19.6%	23.5%	12.3%	4.9%	2.2%
配偶関係	1869	100.0%	—	—	—	—	—	1869	28.4%	18.4%	18.7%	20.1%	9.0%	4.3%	1.2%
年齢	639	—	100.0%	—	—	—	—	639	3.0%	17.1%	25.8%	29.3%	16.9%	4.4%	3.6%
入社年	136	—	—	100.0%	—	—	—	136	2.2%	1.5%	16.9%	40.4%	23.5%	11.8%	3.7%
役職	23	—	—	—	100.0%	—	—	23	4.3%	—	—	39.1%	39.1%	8.7%	8.7%
配偶関係	10	—	—	—	—	100.0%	—	10	30.0%	10.0%	—	10.0%	20.0%	30.0%	—
年齢	1522	58.1%	32.5%	7.4%	1.4%	0.3%	0.3%	1522	16.7%	16.6%	19.7%	25.9%	13.3%	5.9%	1.9%
入社年	1147	84.8%	12.2%	1.9%	0.2%	0.5%	0.3%	1147	26.2%	17.9%	20.4%	19.9%	10.0%	3.5%	2.2%
役職	1404	82.1%	14.6%	2.3%	0.2%	0.5%	0.3%	1404	24.4%	18.7%	19.9%	20.7%	9.9%	4.4%	1.9%
配偶関係	868	60.9%	32.0%	5.1%	1.3%	0.2%	0.5%	868	16.2%	16.1%	20.7%	25.3%	14.2%	5.6%	1.7%

1	末子4-6歳	247	46.6%	41.7%	10.1%	1.6%	-	247	17.0%	15.8%	20.6%	27.9%	13.8%	2.0%	2.8%
0	末子7歳以上	131	36.6%	34.4%	24.4%	3.8%	0.8%	131	16.0%	10.7%	15.3%	22.7%	16.0%	10.7%	3.1%
0	企業調査：作成した	865	71.8%	21.4%	5.2%	0.6%	0.5%	865	20.1%	19.3%	19.5%	28.2%	11.6%	4.6%	2.2%
5	行動計画：作成していない	1401	69.2%	24.6%	4.7%	1.1%	0.1%	1401	20.3%	15.3%	21.0%	23.9%	12.0%	5.3%	2.2%
2	女性・計	3188	85.5%	12.3%	1.1%	0.3%	0.3%	3188	58.3%	25.3%	8.7%	4.0%	1.5%	0.4%	1.7%
9	年齢	1498	95.2%	3.9%	-	0.4%	0.5%	1498	64.0%	22.6%	6.7%	3.2%	1.6%	0.5%	1.3%
9	30-39歳	1652	76.9%	20.0%	2.0%	0.6%	0.1%	1652	53.3%	27.8%	10.4%	4.8%	1.4%	0.4%	1.9%
人	40-65歳	30	73.3%	13.3%	6.7%	3.3%	3.3%	30	56.7%	20.0%	10.0%	3.3%	6.7%	3.3%	
	入社年	480	97.7%	0.2%	0.8%	-	0.4%	480	57.5%	24.6%	9.6%	4.0%	1.9%	0.6%	1.9%
	2017(H29)年	2649	83.1%	14.7%	1.2%	0.4%	0.3%	2649	58.4%	25.6%	8.4%	4.0%	1.5%	0.4%	1.6%
	2017(H29)年より前	2726	100.0%	-	-	-	-	2726	66.7%	21.8%	6.2%	2.7%	1.2%	0.3%	1.1%
	役職なし	393	-	100.0%	-	-	-	393	7.9%	53.9%	24.2%	9.2%	1.3%	0.5%	3.1%
	係長・主任相当職	35	-	-	100.0%	-	-	35	11.4%	-	37.1%	28.6%	11.4%	5.7%	5.7%
	課長・課長相当職	11	-	-	-	100.0%	-	11	-	-	-	81.8%	9.1%	9.1%	
	部長・部長相当職	9	-	-	-	-	100.0%	9	33.3%	-	-	11.1%	55.6%	-	
	役員	1402	79.8%	17.3%	1.5%	0.6%	0.4%	1402	54.3%	26.7%	9.9%	5.1%	1.6%	0.4%	2.0%
	配偶関係	1780	90.0%	8.4%	0.8%	0.1%	0.2%	1780	61.5%	24.2%	7.7%	3.3%	1.5%	0.4%	1.3%
	既婚・離死別	2110	88.8%	9.4%	0.9%	0.2%	0.3%	2110	60.0%	24.6%	8.2%	3.7%	1.5%	0.6%	1.4%
	子なし	584	81.2%	17.1%	0.7%	0.5%	0.2%	584	55.3%	26.7%	9.8%	4.5%	1.5%	0.3%	1.9%
	末子0-3歳	239	73.2%	22.6%	2.9%	0.4%	-	239	54.4%	27.2%	10.0%	3.8%	2.1%	2.5%	
	末子4-6歳	203	78.8%	16.3%	3.0%	1.0%	0.5%	203	57.1%	22.7%	10.3%	6.4%	1.5%	2.0%	
	末子7歳以上	1049	85.8%	12.1%	1.2%	0.2%	0.1%	1049	57.2%	26.4%	9.2%	3.5%	1.6%	0.8%	1.3%
	企業調査：作成した	1490	85.5%	12.7%	0.8%	0.4%	0.3%	1490	59.4%	24.6%	8.5%	3.8%	1.6%	0.2%	1.9%
	行動計画：作成していない	3727	66.7%	27.0%	5.1%	0.8%	0.2%	3727	13.3%	13.4%	23.3%	28.9%	14.4%	5.5%	1.1%
	男性・計	1436	92.3%	5.7%	1.0%	0.4%	0.1%	1436	16.2%	14.4%	22.3%	26.9%	13.0%	6.1%	1.0%
	年齢	2239	51.2%	40.4%	7.2%	0.8%	0.2%	2239	11.5%	13.0%	23.8%	30.3%	15.0%	5.2%	1.2%
	18-29歳	43	20.9%	34.9%	30.2%	11.6%	2.3%	43	2.3%	2.3%	27.9%	25.6%	30.2%	2.3%	
	30-39歳	630	95.2%	2.9%	1.1%	0.2%	0.5%	630	15.7%	15.4%	23.3%	24.9%	13.3%	6.8%	0.5%
	40-65歳	3019	60.2%	32.5%	6.0%	0.9%	0.2%	3019	12.8%	13.0%	23.3%	29.8%	14.7%	5.2%	1.3%
	入社年	2486	100.0%	-	-	-	-	2486	18.3%	16.1%	23.7%	24.4%	11.3%	5.5%	0.8%
	2017(H29)年	1006	-	100.0%	-	-	-	1006	3.1%	9.7%	24.2%	38.7%	18.2%	5.2%	1.0%
	2017(H29)年より前	189	-	-	100.0%	-	-	189	4.2%	-	18.0%	37.0%	30.7%	6.3%	3.7%
	役職なし	28	-	-	-	100.0%	-	28	-	-	3.6%	42.9%	46.4%	7.1%	-
	係長・主任相当職	8	-	-	-	-	100.0%	8	12.5%	-	-	-	37.5%	50.0%	-
	課長・課長相当職	2115	52.3%	38.7%	7.3%	1.1%	0.3%	2115	9.9%	11.8%	22.7%	31.9%	16.5%	6.0%	1.2%
	部長・部長相当職	1593	85.7%	11.7%	2.1%	0.3%	0.1%	1593	17.6%	15.6%	24.0%	25.0%	11.8%	5.0%	0.9%
	役員	1966	81.3%	15.4%	2.6%	0.4%	0.2%	1966	16.3%	14.8%	23.1%	27.4%	12.5%	5.1%	0.9%
	配偶関係	1204	55.0%	38.0%	5.6%	0.8%	0.2%	1204	38.0%	9.6%	12.8%	30.1%	15.4%	6.3%	1.3%
	既婚・離死別	341	42.8%	44.6%	10.9%	1.5%	-	341	10.9%	10.9%	20.8%	32.3%	17.0%	6.7%	1.5%
	子なし	170	26.5%	50.6%	18.8%	3.5%	0.6%	170	8.8%	8.8%	22.4%	31.8%	24.7%	2.9%	0.6%
	末子0-3歳	2817	66.4%	27.9%	4.5%	0.7%	0.2%	2817	12.7%	13.1%	23.2%	29.1%	14.8%	5.9%	1.2%
	末子4-6歳	301	69.4%	21.3%	6.6%	1.3%	0.3%	301	19.6%	16.6%	19.9%	27.6%	11.0%	4.0%	1.3%
	末子7歳以上	4460	82.0%	15.7%	1.7%	0.1%	0.2%	4460	45.2%	31.1%	14.7%	5.7%	1.4%	0.3%	1.7%
	企業調査：作成した	2076	94.3%	4.5%	0.3%	0.0%	0.3%	2076	51.1%	29.9%	11.8%	4.5%	1.3%	0.2%	1.3%
	行動計画：作成していない	2330	71.3%	25.4%	2.7%	0.1%	0.1%	2330	40.0%	31.8%	17.5%	6.7%	1.5%	0.3%	2.0%
	女性・計	39	64.1%	25.6%	7.7%	2.6%	-	39	35.9%	35.9%	7.7%	5.1%	-	2.6%	
	年齢	741	97.3%	1.2%	0.4%	-	0.4%	741	48.4%	28.7%	13.6%	5.5%	1.3%	0.3%	2.0%
	18-29歳	3645	78.7%	18.8%	1.9%	0.1%	0.2%	3645	44.4%	31.6%	15.0%	5.7%	1.4%	0.3%	1.6%
	30-39歳	3657	100.0%	-	-	-	-	3657	53.8%	28.7%	11.1%	4.2%	1.0%	0.2%	1.1%
	40-65歳	698	-	100.0%	-	-	-	698	5.4%	47.4%	32.2%	9.7%	2.4%	0.4%	2.3%
	入社年	74	-	-	100.0%	-	-	74	5.4%	1.4%	36.5%	39.2%	5.4%	1.4%	10.8%
	2017(H29)年	5	-	-	-	100.0%	-	5	20.0%	-	-	20.0%	40.0%	-	20.0%
	2017(H29)年より前	10	-	-	-	-	100.0%	10	30.0%	30.0%	-	10.0%	30.0%	-	
	役職なし	2009	75.3%	21.7%	2.3%	0.1%	0.1%	2009	42.4%	32.4%	15.8%	5.9%	1.4%	0.3%	1.8%
	係長・主任相当職	2439	87.5%	10.7%	1.1%	0.1%	0.3%	2439	47.6%	30.1%	13.8%	5.4%	1.4%	0.2%	1.6%
	課長・課長相当職	2946	85.0%	12.8%	1.4%	0.1%	0.3%	2946	46.1%	30.4%	14.5%	5.5%	1.5%	0.2%	1.7%
	部長・部長相当職	932	78.4%	19.3%	1.7%	-	0.1%	932	32.6%	32.6%	13.6%	5.8%	1.1%	0.3%	1.6%
	配偶関係	321	68.5%	27.7%	3.4%	0.3%	-	321	36.1%	35.8%	18.7%	6.5%	1.2%	0.3%	1.2%
	既婚・離死別	208	75.0%	23.1%	1.9%	0.1%	-	208	47.6%	27.4%	17.3%	4.8%	1.4%	1.0%	1.0%
	子なし	3296	81.9%	15.8%	1.6%	0.1%	0.2%	3296	43.6%	31.9%	15.4%	6.2%	1.2%	0.3%	1.5%
	末子0-3歳	390	81.5%	15.9%	1.5%	0.3%	0.5%	390	55.6%	28.7%	9.7%	2.1%	1.5%	0.5%	1.8%
	末子4-6歳														
	末子7歳以上														
	企業調査：作成した														
	行動計画：作成していない														

問3-3.今後の働き方の希望

全体n	現在の勤務先(会社)で働きたい	別の勤務先(会社)に移りたい	新たに自分で会社(商売や事業)を起したい	一旦働くことを辞め、その後正社員として働きたい	一旦働くことを辞め、その後非正規として働きたい	現在の勤務先を辞めようか迷っている	その他	働くことをやめたい	特に決めていない	無回答
男性・計	1135	65.6%	14.2%	6.6%	0.2%	1.0%	0.4%	1.1%	10.4%	0.4%
年齢	403	59.6%	18.1%	5.7%	0.2%	2.2%	0.7%	1.5%	11.4%	0.5%
18-29歳	702	68.8%	12.4%	7.3%	0.1%	0.3%	0.3%	1.0%	9.5%	0.1%
30-39歳	26	80.8%	-	3.8%	-	-	-	-	15.4%	-
40-65歳	156	77.6%	7.1%	6.4%	0.6%	-	-	1.3%	7.1%	-
入社年	954	64.9%	15.5%	6.4%	0.1%	1.2%	0.5%	1.2%	10.8%	0.3%
2017(H29)年	784	64.5%	15.1%	6.1%	0.3%	1.0%	0.4%	1.1%	11.1%	0.3%
2017(H29)年より前	253	70.8%	11.1%	6.7%	-	0.8%	0.8%	1.2%	8.7%	-
役員	57	52.6%	21.1%	12.3%	-	-	-	1.8%	10.5%	1.8%
係長・主任相当職	27	70.4%	7.4%	11.1%	-	3.7%	-	-	7.4%	-
課長・課長相当職	10	80.0%	10.0%	-	-	-	-	-	10.0%	-
部長・部長相当職	648	68.4%	13.4%	7.3%	0.2%	0.8%	0.6%	0.8%	8.3%	0.2%
役員	476	62.0%	14.9%	5.9%	0.2%	1.3%	0.2%	1.7%	13.4%	0.4%
配偶関係	601	61.9%	15.8%	5.8%	0.2%	1.3%	0.3%	1.7%	12.6%	0.3%
未婚	336	67.0%	13.7%	7.7%	0.3%	0.9%	0.6%	0.6%	8.9%	0.3%
既婚・離死別	92	73.9%	9.8%	8.7%	-	-	1.1%	1.1%	5.4%	-
子なし	80	78.8%	6.3%	6.3%	-	-	-	-	6.3%	-
末子0-3歳	81	63.0%	16.0%	4.9%	1.2%	2.5%	0.6%	2.5%	8.6%	1.2%
末子4-6歳	880	65.9%	13.4%	6.6%	0.1%	0.8%	0.1%	0.9%	11.3%	0.3%
末子7歳以上	1463	56.2%	16.7%	1.5%	5.2%	2.5%	0.3%	1.4%	15.4%	0.8%
作成していない	625	50.9%	19.5%	1.1%	7.0%	2.2%	0.5%	1.8%	16.2%	0.6%
作成している	793	59.1%	15.3%	1.8%	3.8%	2.8%	0.1%	1.1%	14.9%	0.9%
女性・計	42	78.6%	2.4%	2.4%	4.8%	-	-	-	11.9%	-
18-29歳	179	56.4%	13.4%	2.2%	4.5%	2.2%	0.3%	1.7%	19.0%	0.6%
30-39歳	1260	56.1%	17.5%	1.3%	5.4%	2.5%	0.2%	1.3%	14.6%	0.7%
40-65歳	1265	56.1%	16.9%	1.6%	5.1%	2.3%	0.2%	1.3%	15.7%	0.6%
2017(H29)年	151	53.6%	16.6%	1.3%	6.0%	4.6%	0.7%	1.3%	13.9%	1.3%
2017(H29)年より前	15	80.0%	6.7%	-	-	-	-	-	13.3%	-
役員	7	85.7%	-	-	-	-	-	-	14.3%	-
係長・主任相当職	13	61.5%	7.7%	-	7.7%	-	-	7.7%	15.4%	-
課長・課長相当職	703	64.3%	12.1%	2.0%	4.8%	2.6%	0.1%	1.3%	12.2%	0.4%
部長・部長相当職	754	48.7%	21.1%	1.1%	5.6%	2.4%	0.3%	1.5%	18.2%	0.9%
役員	891	49.9%	19.5%	1.1%	6.1%	2.9%	0.4%	1.7%	17.2%	0.9%
未婚	260	65.0%	13.1%	2.3%	5.0%	2.3%	-	0.4%	10.8%	-
既婚・離死別	126	65.1%	11.9%	1.6%	3.2%	2.4%	-	0.8%	14.3%	0.8%
子なし	157	68.8%	10.8%	2.5%	1.9%	0.6%	-	0.6%	14.0%	0.6%
末子0-3歳	120	57.5%	15.0%	-	5.0%	2.5%	-	-	18.3%	1.7%
末子4-6歳	1040	57.6%	17.1%	1.5%	4.7%	2.4%	0.2%	1.2%	14.3%	0.7%
末子7歳以上	2686	63.7%	17.4%	5.2%	0.1%	0.9%	0.2%	0.5%	11.4%	0.3%
作成していない	1031	57.4%	20.8%	5.5%	0.1%	1.5%	0.3%	0.5%	13.5%	0.4%
作成している	1616	67.4%	15.4%	5.1%	0.2%	0.6%	0.2%	0.6%	10.2%	0.2%
配偶関係	33	78.8%	12.1%	6.1%	-	-	-	-	3.0%	-
未婚	410	66.6%	13.9%	5.6%	0.5%	1.5%	0.2%	1.2%	10.5%	-
既婚・離死別	2204	61.4%	18.2%	5.0%	0.1%	0.9%	0.2%	0.4%	11.5%	0.2%
子なし	1869	61.4%	18.7%	5.5%	0.2%	1.1%	0.3%	0.5%	12.0%	0.2%
末子0-3歳	639	70.6%	14.9%	4.4%	-	0.5%	0.2%	0.3%	9.1%	0.2%
末子4-6歳	136	65.4%	11.8%	7.4%	-	0.7%	-	2.2%	12.5%	-
末子7歳以上	23	69.6%	13.0%	-	-	-	-	-	17.4%	-
作成していない	10	50.0%	30.0%	10.0%	-	-	-	-	10.0%	-
作成している	1522	68.5%	15.7%	5.1%	0.1%	0.5%	0.2%	0.5%	9.4%	-
女性・計	1147	57.2%	19.8%	5.3%	0.2%	1.5%	0.3%	0.6%	14.3%	0.5%
18-29歳	1404	59.0%	18.9%	5.3%	0.2%	1.3%	0.3%	0.8%	13.6%	0.4%
30-39歳	868	68.2%	16.5%	4.8%	0.1%	0.5%	0.3%	0.1%	9.4%	-
40-65歳										
2017(H29)年										
2017(H29)年より前										
役員										
係長・主任相当職										
課長・課長相当職										
部長・部長相当職										
役員										
配偶関係										
未婚										
既婚・離死別										
子なし										
末子0-3歳										
末子4-6歳										
末子7歳以上										

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1	223	59.6%	51.1%	20.2%	62.3%	37.2%	9.0%	24.7%	46.2%	21.5%	14.3%	42.2%	39.5%	43.0%	3.6%	30.9%	5.8%	4.5%	0.4%	3.6%
0	119	62.2%	51.3%	27.7%	58.8%	35.3%	6.0%	24.3%	46.2%	24.4%	13.4%	39.5%	29.4%	32.8%	5.9%	21.8%	4.0%	2.5%	0.4%	5.0%
0	769	55.7%	50.2%	19.2%	56.7%	38.8%	6.0%	24.3%	39.5%	19.5%	16.3%	43.3%	28.5%	39.0%	4.9%	25.2%	4.9%	3.0%	2.2%	6.8%
5	1237	55.6%	49.2%	21.8%	57.2%	40.5%	7.5%	24.8%	41.9%	17.1%	14.8%	45.3%	30.4%	38.4%	5.7%	29.3%	4.6%	2.9%	1.7%	6.2%
2	2673	60.9%	46.0%	8.4%	63.0%	27.7%	3.7%	18.1%	36.0%	21.1%	15.0%	44.9%	36.5%	60.5%	6.7%	22.2%	12.0%	22.2%	3.4%	4.2%
9	1252	60.4%	50.2%	8.3%	61.3%	30.0%	4.2%	19.6%	36.5%	22.0%	16.0%	49.4%	37.7%	58.8%	7.8%	37.5%	11.6%	23.5%	2.8%	3.8%
9	1393	61.4%	42.1%	8.5%	64.8%	25.3%	3.3%	16.8%	35.5%	20.2%	13.7%	41.0%	35.7%	62.4%	5.7%	35.5%	12.5%	21.2%	3.8%	4.5%
人	21	61.9%	57.1%	9.5%	52.4%	38.1%	4.8%	19.0%	47.6%	23.8%	38.1%	38.1%	23.8%	33.3%	—	14.3%	9.5%	19.0%	4.8%	—
	393	56.7%	45.0%	8.4%	60.1%	30.0%	3.8%	22.1%	39.2%	20.4%	16.3%	51.9%	30.5%	51.9%	6.6%	31.6%	8.9%	23.9%	2.3%	4.3%
	2225	61.8%	46.1%	8.4%	63.6%	27.1%	3.6%	17.3%	35.4%	20.4%	14.4%	43.7%	37.8%	62.4%	6.5%	37.3%	12.5%	21.9%	3.6%	4.2%
	2299	61.0%	45.8%	8.0%	63.4%	28.7%	4.0%	17.8%	35.3%	20.9%	15.1%	44.8%	36.5%	60.9%	7.2%	37.0%	12.1%	22.6%	3.2%	4.3%
	325	62.5%	48.6%	11.1%	61.2%	28.6%	2.5%	19.1%	39.1%	20.9%	15.1%	44.9%	37.5%	60.6%	3.4%	32.0%	11.7%	18.5%	4.9%	3.4%
	26	50.0%	38.5%	15.4%	61.5%	30.8%	—	30.8%	57.7%	30.8%	15.4%	53.8%	34.6%	50.0%	7.7%	30.8%	15.4%	42.3%	—	3.8%
	8	37.5%	25.0%	12.5%	25.0%	12.5%	—	25.0%	50.0%	37.5%	12.5%	87.5%	50.0%	50.0%	—	37.5%	—	—	—	—
	8	37.5%	50.0%	—	62.5%	25.0%	—	37.5%	37.5%	25.0%	—	50.0%	—	37.5%	—	37.5%	—	—	—	—
	1213	60.3%	42.5%	8.6%	64.7%	25.3%	3.3%	15.2%	33.4%	20.9%	14.4%	38.3%	39.7%	67.1%	5.3%	36.7%	13.3%	23.5%	3.3%	4.0%
	1455	61.5%	49.0%	8.2%	61.7%	29.6%	4.1%	20.7%	38.1%	21.2%	15.3%	50.2%	33.9%	55.1%	7.9%	35.7%	11.0%	21.1%	3.4%	4.3%
	1732	60.6%	49.2%	8.0%	62.9%	29.6%	3.8%	19.9%	38.5%	20.8%	15.8%	49.4%	35.6%	56.8%	7.9%	36.2%	11.9%	21.2%	3.5%	4.0%
	2047	59.7%	47.4%	8.6%	65.2%	25.2%	3.7%	14.8%	31.4%	24.6%	11.9%	37.1%	42.4%	72.3%	5.2%	37.0%	16.0%	26.4%	3.9%	5.3%
	211	61.1%	35.1%	9.5%	57.8%	22.7%	2.8%	17.1%	34.1%	18.5%	14.7%	41.2%	37.0%	70.6%	5.2%	37.0%	10.0%	21.8%	1.9%	3.3%
	172	59.3%	45.3%	10.5%	65.1%	21.5%	2.9%	12.8%	26.2%	18.6%	15.7%	29.1%	29.1%	52.9%	3.5%	29.1%	5.2%	20.3%	2.9%	4.7%
	892	61.7%	46.0%	8.2%	64.2%	28.6%	3.5%	19.4%	37.1%	22.4%	14.5%	45.2%	34.8%	60.4%	7.4%	34.2%	11.0%	21.7%	3.1%	3.9%
	1240	60.6%	45.3%	8.0%	62.5%	26.8%	3.6%	16.8%	36.0%	21.2%	14.7%	45.1%	37.7%	60.1%	6.2%	37.1%	13.1%	22.0%	3.3%	4.8%
	3356	58.5%	48.9%	24.3%	55.8%	40.2%	10.0%	28.7%	39.0%	13.0%	16.4%	44.3%	33.5%	39.4%	4.1%	27.6%	4.4%	2.8%	1.6%	5.3%
	1260	56.4%	51.7%	25.3%	55.5%	41.9%	10.4%	26.3%	34.3%	11.6%	16.5%	43.8%	32.7%	37.5%	5.2%	27.4%	4.8%	1.4%	0.4%	4.7%
	2047	59.7%	47.4%	23.5%	56.1%	39.1%	10.0%	30.2%	42.0%	13.9%	16.5%	44.7%	34.2%	40.7%	3.6%	27.7%	4.1%	3.6%	1.7%	5.7%
	41	58.5%	34.1%	31.7%	58.5%	43.9%	4.9%	29.3%	41.5%	12.2%	14.6%	39.0%	22.0%	31.7%	—	26.8%	—	—	—	—
	561	54.5%	47.8%	23.0%	56.1%	39.8%	10.5%	29.2%	38.5%	13.2%	17.8%	46.3%	32.6%	39.2%	5.7%	26.2%	3.0%	1.6%	2.1%	4.5%
	2727	59.4%	49.2%	24.6%	55.7%	40.4%	9.9%	28.8%	39.2%	13.0%	16.3%	44.3%	33.5%	39.6%	3.8%	27.9%	4.7%	3.0%	1.4%	5.6%
	2216	57.8%	49.3%	22.3%	57.5%	38.7%	10.0%	25.8%	37.0%	13.0%	16.5%	43.1%	33.6%	40.3%	4.6%	28.4%	4.5%	2.3%	1.9%	5.5%
	921	61.5%	48.4%	26.9%	57.5%	41.4%	10.4%	33.8%	42.2%	13.2%	15.2%	48.1%	34.9%	39.0%	3.5%	29.9%	3.9%	3.8%	1.1%	4.8%
	178	54.5%	45.5%	31.5%	56.7%	51.1%	9.0%	34.8%	46.6%	13.5%	20.8%	42.1%	24.7%	32.6%	0.6%	22.5%	5.1%	3.4%	1.7%	6.2%
	27	51.9%	48.1%	44.4%	44.4%	44.4%	7.4%	44.4%	37.0%	7.4%	22.2%	37.0%	29.6%	25.9%	11.1%	29.6%	11.1%	3.7%	—	—
	8	50.0%	37.5%	25.0%	62.5%	50.0%	25.0%	62.5%	50.0%	12.5%	12.5%	12.5%	25.0%	25.0%	—	—	—	—	—	—
	1959	60.6%	51.0%	26.5%	56.6%	41.2%	10.6%	41.2%	40.9%	14.0%	17.4%	43.7%	36.9%	42.5%	3.7%	28.3%	4.8%	3.6%	1.3%	5.5%
	1382	55.6%	46.1%	21.1%	54.8%	38.7%	9.3%	25.3%	36.5%	11.6%	15.2%	45.2%	28.8%	35.2%	4.8%	25.3%	3.8%	1.7%	2.1%	5.1%
	1728	56.1%	47.6%	23.0%	55.0%	39.0%	9.3%	26.5%	37.7%	12.3%	15.9%	45.0%	30.0%	36.5%	4.8%	25.0%	3.9%	1.9%	2.0%	5.0%
	1116	60.9%	51.6%	25.9%	57.7%	41.6%	10.8%	31.5%	41.0%	13.8%	14.8%	44.8%	41.3%	46.3%	3.5%	32.2%	4.6%	4.1%	1.1%	5.2%
	313	60.4%	47.3%	27.2%	54.6%	40.9%	11.2%	29.4%	37.7%	14.4%	16.6%	42.5%	30.7%	38.7%	3.5%	28.4%	5.1%	1.9%	1.3%	7.0%
	158	62.7%	46.8%	19.6%	54.4%	38.0%	8.9%	27.2%	39.9%	12.7%	8.9%	35.4%	22.2%	26.6%	1.9%	24.1%	5.7%	5.1%	1.9%	7.0%
	2539	59.9%	48.4%	24.3%	56.5%	40.3%	10.7%	29.1%	38.5%	13.0%	16.1%	44.2%	34.3%	40.4%	4.1%	28.0%	4.2%	2.8%	1.6%	5.0%
	265	54.7%	54.3%	21.5%	53.6%	37.7%	7.5%	25.7%	40.8%	17.0%	16.8%	37.7%	28.3%	37.7%	6.8%	26.4%	5.3%	3.0%	1.1%	7.5%
	3793	61.9%	41.3%	9.7%	65.1%	28.4%	5.5%	19.7%	36.5%	15.4%	15.3%	47.2%	42.5%	61.3%	5.6%	34.1%	13.6%	22.5%	2.7%	4.0%
	1718	59.7%	45.9%	9.1%	63.9%	32.6%	5.9%	21.2%	37.0%	16.5%	14.9%	53.0%	45.3%	61.2%	6.9%	35.6%	14.1%	23.5%	2.4%	4.0%
	2029	63.8%	37.5%	10.3%	66.0%	24.7%	5.1%	18.5%	36.2%	14.6%	15.7%	42.3%	40.4%	61.7%	4.6%	33.0%	13.5%	21.8%	3.0%	4.2%
	34	58.8%	35.3%	—	73.5%	26.5%	2.9%	8.8%	41.2%	14.7%	17.6%	38.2%	26.5%	50.0%	—	32.4%	5.9%	14.7%	2.9%	—
	622	60.6%	43.1%	10.1%	67.0%	31.7%	5.3%	20.6%	38.1%	17.8%	16.1%	53.5%	46.3%	61.6%	4.3%	35.0%	14.3%	24.1%	2.6%	—
	3117	62.3%	40.9%	9.6%	64.7%	27.5%	5.5%	19.5%	36.3%	14.8%	15.4%	45.9%	41.9%	61.4%	5.9%	34.0%	13.6%	22.1%	2.8%	4.1%
	3117	62.3%	42.1%	8.6%	65.2%	28.6%	5.1%	18.7%	34.9%	15.7%	14.7%	47.4%	43.1%	61.7%	5.9%	33.9%	13.8%	22.2%	2.9%	4.3%
	590	62.0%	37.1%	14.1%	65.6%	28.3%	7.6%	23.9%	43.9%	13.7%	17.3%	46.3%	40.7%	60.7%	4.1%	37.1%	12.5%	23.1%	1.9%	—
	67	47.8%	46.3%	25.4%	55.2%	22.4%	4.5%	26.9%	49.3%	14.9%	28.4%	46.3%	40.3%	56.7%	7.5%	20.9%	17.9%	26.9%	1.5%	4.5%
	3	—	—	—	33.3%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	7	42.9%	28.6%	—	85.7%	42.9%	—	14.3%	71.4%	71.4%	28.6%	57.1%	14.3%	57.1%	—	—	—	—	—	—
	1790	62.6%	37.1%	9.2%	66.6%	23.2%	5.1%	17.4%	34.4%	14.4%	13.4%	47.1%	44.2%	61.5%	4.0%	34.4%	14.1%	22.6%	3.2%	14.3%
	1993	61.5%	45.2%	10.0%	64.0%	33.0%	5.9%	21.8%	38.5%	16.3%	16.9%	53.3%	41.2%	56.0%	7.1%	34.1%	13.2%	22.4%	2.4%	4.8%
	2435	61.0%	44.3%	9.7%	64.0%	31.0%	5.5%	21.2%	37.9%	15.9%	16.3%	51.4%	42.4%	57.5%	6.7%	33.9%	13.5%	22.0%	2.5%	4.3%
	851	62.4%	35.1%	8.9%	65.9%	20.3%	5.6%	17.2%	33.8%	13.9%	12.6%	40.7%	45.9%	73.0%	4.3%	36.2%	15.4%	23.4%	3.3%	3.8%
	280	66.4%	36.4%	8.6%	66.1%	25.0%	3.6%	17.5%	34.6%	14.6%	12.1%	39.3%	41.8%	68.9%	1.8%	35.7%	13.9%	26.4%	3.2%	2.5%
	181	64.1%	37.0%	13.3%	74.0%	31.5%	6.6%	14.4%	34.3%	14.4%	17.7%	33.7%	34.3%	51.9%	5.4%	29.8%	7.2%	17.1%	2.2%	—
	2822	62.4%	40.8%	9.7%	65.3%	28.6%	5.8%	20.1%	36.7%	14.7%	15.2%	46.8%	44.0%	62.0%	2.2%	34.9%	13.4%	22.9%	2.9%	3.9%
	317	59.6%	43.8%	9.1%	65.0%	26.8%	3.8%	18.3%	34.7%	22.1%	14.8%	41.0%	36.0%	54.6%	5.7%	32.5%	14.5%	22.1%	1.6%	6.2%

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	問4-1.a)マタハラの有無		問4-1.b)社内には働けるがキャリアについて相談できる人の有無						
	あり	なし	わからぬ	無回答					
全体n	あり	なし	わからぬ	無回答					
男性・計	1135	17.2%	41.6%	39.6%	1.7%	1135	60.5%	37.2%	2.3%
年齢	403	15.9%	33.7%	48.9%	1.5%	403	64.3%	33.7%	2.0%
18-29歳	702	17.8%	45.6%	34.9%	1.7%	702	58.5%	39.0%	2.4%
30-39歳	26	23.1%	57.7%	19.2%	-	26	65.4%	34.6%	-
40-65歳	156	17.3%	25.6%	55.8%	1.3%	156	74.4%	24.4%	1.3%
入社年	954	17.3%	44.4%	36.6%	1.7%	954	58.3%	39.3%	2.4%
2017(H29)年より前	784	14.9%	37.5%	45.5%	2.0%	784	58.9%	38.5%	2.6%
役職	253	23.3%	49.0%	27.3%	0.4%	253	62.1%	36.4%	1.6%
係長・主任相当職	57	17.5%	61.4%	21.1%	-	57	63.2%	36.8%	-
課長・課長相当職	27	18.5%	51.9%	29.6%	-	27	77.8%	22.2%	-
部長・部長相当職	10	30.0%	40.0%	30.0%	-	10	90.0%	10.0%	-
役員	648	17.0%	46.5%	36.0%	0.6%	648	60.5%	38.3%	1.2%
配偶関係	476	17.9%	35.3%	44.1%	2.7%	476	60.7%	36.1%	3.2%
未婚	601	17.1%	37.3%	43.4%	2.2%	601	59.4%	37.9%	2.7%
既婚・離死別	336	17.3%	45.2%	37.2%	0.3%	336	62.5%	36.3%	1.2%
子なし	92	17.4%	53.3%	28.3%	1.1%	92	59.8%	38.0%	2.2%
末子0-3歳	80	21.3%	45.0%	32.5%	1.3%	80	62.5%	36.3%	1.3%
末子4-6歳	81	33.3%	28.4%	34.6%	3.7%	81	60.5%	35.8%	3.7%
末子7歳以上	880	16.1%	42.6%	39.8%	1.5%	880	60.2%	37.6%	2.2%
企業調査：作成した	1463	19.9%	46.6%	32.7%	0.8%	1463	63.8%	35.3%	0.9%
行動計画：作成していない	625	18.9%	40.8%	39.2%	1.1%	625	64.0%	35.0%	1.0%
18-29歳	793	20.4%	50.9%	28.1%	0.5%	793	63.2%	35.9%	0.9%
30-39歳	42	21.4%	52.4%	26.2%	-	42	71.4%	28.6%	-
40-65歳	179	14.5%	38.5%	46.9%	0.8%	179	65.9%	33.5%	0.6%
入社年	1260	20.4%	48.1%	30.7%	0.8%	1260	63.4%	35.7%	0.9%
2017(H29)年より前	1265	18.7%	47.0%	33.6%	0.6%	1265	62.9%	36.4%	0.7%
役職	151	29.8%	43.0%	27.2%	-	151	70.2%	29.1%	0.7%
係長・主任相当職	15	40.0%	46.7%	6.7%	-	15	73.3%	20.0%	6.7%
課長・課長相当職	7	14.3%	57.1%	28.6%	-	7	71.4%	28.6%	-
部長・部長相当職	13	15.4%	46.2%	30.8%	7.7%	13	84.6%	15.4%	-
役員	703	22.5%	50.5%	26.3%	0.7%	703	68.8%	30.3%	0.9%
配偶関係	754	17.2%	43.2%	38.9%	0.7%	754	59.2%	40.1%	0.8%
未婚	891	18.2%	43.9%	37.3%	0.7%	891	60.2%	39.2%	0.7%
既婚・離死別	260	25.4%	51.5%	21.9%	1.2%	260	72.3%	25.8%	1.9%
子なし	126	17.5%	50.8%	31.0%	0.8%	126	69.8%	30.2%	-
末子0-3歳	157	22.9%	50.3%	26.8%	-	157	66.2%	33.1%	0.6%
末子4-6歳	120	25.8%	35.0%	35.0%	4.2%	120	60.0%	36.7%	3.3%
末子7歳以上	1040	19.7%	46.3%	33.5%	0.6%	1040	63.8%	35.6%	0.6%
企業調査：作成した	2686	34.8%	23.7%	40.6%	0.9%	2686	62.9%	35.7%	1.4%
行動計画：作成していない	1031	27.2%	22.6%	49.4%	0.9%	1031	65.0%	33.6%	1.5%
18-29歳	1616	39.4%	24.3%	35.3%	1.0%	1616	61.8%	36.8%	1.4%
30-39歳	33	51.5%	21.2%	27.3%	-	33	51.5%	45.5%	3.0%
40-65歳	410	26.6%	17.1%	55.1%	1.2%	410	70.0%	28.3%	1.7%
入社年	2204	36.3%	23.4%	37.6%	0.9%	2204	61.5%	37.1%	1.4%
2017(H29)年より前	1869	30.6%	23.4%	44.9%	1.1%	1869	61.9%	36.5%	1.6%
役職	639	43.5%	23.9%	32.2%	0.3%	639	64.6%	34.7%	0.6%
係長・主任相当職	136	50.0%	25.0%	24.3%	0.7%	136	66.9%	30.1%	2.9%
課長・課長相当職	23	56.5%	21.7%	21.7%	-	23	69.6%	30.4%	-
部長・部長相当職	10	30.0%	40.0%	30.0%	-	10	70.0%	30.0%	-
役員	1522	38.4%	24.8%	36.1%	0.6%	1522	64.3%	34.8%	0.9%
配偶関係	1147	30.2%	22.3%	46.4%	1.1%	1147	61.1%	37.1%	1.7%
未婚	1404	30.9%	22.6%	45.3%	1.1%	1404	61.5%	37.0%	1.6%
既婚・離死別	868	37.3%	25.9%	36.5%	0.2%	868	64.9%	34.3%	0.8%
子なし									
末子0-3歳									

1	末子4-6歳	247	40.9%	23.1%	35.2%	0.8%	247	63.6%	35.6%	0.8%
0	末子7歳以上	131	51.1%	20.6%	26.7%	1.5%	131	68.7%	29.8%	1.5%
0	企業調査: 作成した	865	34.8%	22.3%	42.0%	0.9%	865	63.2%	35.3%	1.5%
5	行動計画 作成していない	1401	33.5%	24.5%	41.0%	1.0%	1401	62.5%	36.0%	1.5%
2	女性・計	3188	31.4%	31.6%	36.3%	0.8%	3188	61.5%	37.5%	1.0%
9	年齢	1498	27.2%	28.0%	44.1%	0.7%	1498	61.8%	37.2%	0.9%
9	30-39歳	1652	34.7%	34.9%	29.5%	0.8%	1652	61.3%	37.6%	1.1%
9	40-65歳	30	46.7%	33.3%	20.0%	-	30	70.0%	30.0%	-
人	入社年	480	25.2%	22.1%	51.7%	1.0%	480	61.0%	38.1%	0.8%
	2017(H29)年 より前	2649	32.6%	33.5%	33.1%	0.7%	2649	61.6%	37.4%	1.0%
	役員	2726	29.9%	31.1%	38.3%	0.8%	2726	60.8%	38.2%	1.0%
	役員なし	393	40.2%	35.9%	23.4%	0.5%	393	65.6%	33.1%	1.3%
	係長・主任相当職	35	48.6%	28.6%	22.9%	-	35	68.6%	31.4%	-
	課長・課長相当職	11	63.6%	27.3%	9.1%	-	11	72.7%	27.3%	-
	部長・部長相当職	9	22.2%	44.4%	33.3%	-	9	77.8%	22.2%	-
	役員	1402	34.1%	34.7%	30.5%	0.7%	1402	68.0%	31.2%	0.8%
	配偶関係	1780	29.3%	29.2%	40.8%	0.7%	1780	56.5%	42.4%	1.1%
	既婚・離死別	2110	29.9%	30.1%	39.4%	0.7%	2110	57.6%	41.4%	1.0%
	末子年齢	584	35.4%	32.5%	31.2%	0.9%	584	73.5%	25.9%	0.7%
	末子0-3歳	239	32.6%	37.7%	29.3%	0.4%	239	68.2%	31.4%	0.4%
	末子4-6歳	203	36.5%	34.5%	28.1%	1.0%	203	61.6%	36.5%	2.0%
	末子7歳以上	1049	35.6%	27.0%	36.6%	0.9%	1049	64.3%	34.4%	1.2%
	企業調査: 作成した	1490	29.7%	33.4%	36.1%	0.9%	1490	59.4%	39.5%	1.1%
	行動計画 作成していない	3727	59.6%	10.4%	28.8%	1.1%	3727	67.7%	31.0%	1.3%
	男性・計	1436	51.9%	9.1%	37.5%	1.5%	1436	70.0%	28.3%	1.7%
	年齢	2239	64.3%	11.2%	23.6%	0.9%	2239	66.2%	32.8%	1.0%
	18-29歳	43	72.1%	18.6%	9.3%	-	43	69.8%	30.2%	-
	30-39歳	630	44.0%	7.0%	47.3%	1.7%	630	69.5%	28.3%	2.2%
	40-65歳	3019	63.2%	11.3%	24.5%	1.0%	3019	67.5%	31.5%	1.0%
	入社年	2486	54.7%	10.0%	34.1%	1.2%	2486	66.6%	32.1%	1.4%
	2017(H29)年 より前	1006	70.1%	10.5%	19.0%	0.4%	1006	69.7%	29.7%	0.6%
	役員	189	67.7%	15.3%	13.8%	3.2%	189	72.5%	24.3%	3.2%
	役員なし	28	67.9%	7.1%	25.0%	-	28	75.0%	25.0%	-
	係長・主任相当職	8	62.5%	12.5%	25.0%	-	8	75.0%	25.0%	-
	課長・課長相当職	2115	65.5%	10.7%	22.8%	0.9%	2115	68.6%	30.4%	0.9%
	部長・部長相当職	1593	52.1%	10.1%	36.7%	1.1%	1593	66.7%	31.9%	1.4%
	役員	1966	55.2%	10.0%	33.8%	1.1%	1966	66.4%	32.3%	1.3%
	配偶関係	1204	63.9%	10.8%	24.4%	0.9%	1204	69.0%	30.0%	1.0%
	既婚・離死別	341	69.5%	10.0%	19.1%	1.5%	341	71.3%	27.6%	1.2%
	末子年齢	170	65.3%	12.4%	21.2%	1.2%	170	68.2%	30.6%	1.2%
	末子0-3歳	2817	60.6%	9.5%	28.8%	1.1%	2817	68.1%	30.7%	1.2%
	末子4-6歳	301	50.8%	15.3%	32.9%	1.0%	301	62.8%	35.5%	1.7%
	末子7歳以上	4460	53.4%	16.6%	29.2%	0.8%	4460	67.7%	31.4%	0.8%
	企業調査: 作成した	2076	47.5%	15.6%	35.8%	1.2%	2076	68.5%	30.3%	1.2%
	行動計画 作成していない	2330	58.2%	17.6%	23.8%	0.5%	2330	66.9%	32.6%	0.6%
	男性・計	39	71.8%	17.9%	10.3%	-	39	79.5%	20.5%	-
	年齢	741	42.4%	11.9%	44.9%	0.8%	741	65.9%	32.9%	1.2%
	18-29歳	3645	55.9%	17.5%	25.8%	0.8%	3645	68.3%	31.0%	0.7%
	30-39歳	3657	50.4%	17.0%	31.7%	0.9%	3657	67.0%	32.1%	0.9%
	40-65歳	698	67.3%	14.6%	17.9%	0.1%	698	71.6%	28.2%	0.1%
	入社年	74	70.3%	8.1%	7.4	1.4%	74	67.6%	31.1%	1.4%
	2017(H29)年 より前	5	40.0%	40.0%	20.0%	-	5	20.0%	80.0%	-
	役員	10	50.0%	10.0%	40.0%	-	10	100.0%	-	-
	役員なし	2009	56.9%	16.8%	25.7%	0.5%	2009	70.5%	28.7%	0.8%
	配偶関係	2439	50.6%	16.4%	32.1%	0.9%	2439	65.4%	33.8%	0.9%
	既婚・離死別	2946	51.9%	16.1%	31.1%	0.8%	2946	65.6%	33.6%	0.8%
	末子年齢	932	55.6%	15.5%	28.4%	0.5%	932	72.7%	26.5%	0.8%
	末子0-3歳	321	63.2%	20.2%	15.9%	0.6%	321	73.8%	25.2%	0.9%
	末子4-6歳	208	51.4%	20.2%	27.9%	0.5%	208	67.8%	31.3%	1.0%
	末子7歳以上	3296	56.2%	14.7%	28.4%	0.8%	3296	67.7%	31.4%	0.9%
	企業調査: 作成した	390	36.9%	27.2%	34.4%	1.5%	390	66.7%	32.3%	1.0%
	行動計画 作成していない									

問4-1.c)勤務先のロールモデル(複数回答)

問4-2.a)数値情報の公表の認知

	問4-1.c)勤務先のロールモデル(複数回答)			問4-2.a)数値情報の公表の認知			
	全体n	1)男性の管理職 にいる	2)女性の管理職 にいる	3)管理職以外の 男性にいる	4)管理職以外の 女性にいる	5)いない	無回答
男性・計	1135	49.8%	10.5%	21.7%	6.2%	32.3%	2.5%
年齢							
18-29歳	403	54.1%	11.4%	29.5%	9.2%	24.3%	2.2%
30-39歳	702	47.7%	10.4%	17.5%	4.6%	36.3%	2.6%
40-65歳	26	46.2%	-	15.4%	3.8%	42.3%	-
入社年							
2017(H29)年 より前	156	55.1%	12.8%	37.8%	10.9%	19.9%	2.6%
2017(H29)年 より前	954	49.0%	10.0%	19.2%	5.6%	34.5%	2.4%
役職							
役員なし	784	48.7%	12.0%	25.9%	7.8%	30.6%	2.8%
係長・主任相当職	253	51.4%	7.9%	13.0%	2.8%	36.4%	1.2%
課長・課長相当職	57	54.4%	3.5%	10.5%	1.8%	36.8%	1.8%
部長・部長相当職	27	55.6%	3.7%	11.1%	3.7%	37.0%	-
役員	10	60.0%	10.0%	-	-	40.0%	-
配偶関係							
未婚	648	50.9%	9.0%	17.0%	4.5%	34.7%	1.5%
既婚・離死別	476	48.3%	12.6%	28.2%	8.6%	29.4%	3.2%
未子年齢							
子なし	601	49.9%	11.6%	25.6%	7.8%	30.4%	2.7%
未子0-3歳	336	49.7%	11.3%	17.9%	4.5%	34.5%	1.5%
未子4-6歳	92	51.1%	6.5%	17.4%	6.5%	32.6%	2.2%
未子7歳以上	80	51.3%	2.5%	11.3%	1.3%	38.8%	1.3%
企業調査: 作成した	81	42.0%	11.1%	27.2%	12.3%	33.3%	4.9%
作成していない	880	50.6%	9.5%	22.2%	6.0%	31.6%	2.2%
行動計画	1463	15.2%	27.5%	6.6%	29.0%	42.4%	1.2%
女性・計	625	20.0%	30.1%	10.6%	36.5%	34.1%	1.6%
年齢							
18-29歳	793	11.1%	25.7%	23.8%	3.7%	79.3%	0.9%
30-39歳	42	21.4%	26.2%	2.4%	19.0%	42.9%	-
40-65歳	179	17.9%	33.0%	14.0%	38.5%	29.6%	1.7%
入社年							
2017(H29)年 より前	1260	14.7%	26.7%	5.4%	44.6%	41.0%	1.0%
2017(H29)年 より前	1265	14.9%	27.1%	6.8%	30.9%	42.3%	1.1%
役職							
役員なし	151	15.2%	31.8%	6.0%	31.9%	48.3%	-
係長・主任相当職	15	33.3%	13.3%	-	20.0%	33.3%	6.7%
課長・課長相当職	7	57.1%	42.9%	-	14.3%	14.3%	-
部長・部長相当職	13	30.8%	30.8%	7.7%	46.2%	15.4%	-
役員	703	13.2%	27.3%	4.4%	27.6%	43.2%	0.9%
配偶関係							
未婚	754	17.2%	28.0%	8.6%	30.2%	41.8%	1.3%
既婚・離死別	891	16.6%	26.8%	8.2%	30.2%	42.4%	1.5%
未子年齢							
子なし	260	13.1%	31.2%	5.0%	29.6%	40.8%	0.8%
未子0-3歳	126	13.5%	31.7%	1.6%	29.4%	37.3%	0.8%
未子4-6歳	157	12.7%	26.1%	4.5%	19.1%	48.4%	-
未子7歳以上	120	16.7%	27.5%	10.0%	25.8%	38.3%	4.2%
企業調査: 作成した	1040	15.4%	28.2%	6.3%	44.2%	30.0%	3.0%
作成していない	2686	51.1%	10.0%	23.2%	7.3%	32.4%	1.3%
行動計画	1031	54.4%	9.5%	32.6%	10.2%	25.2%	1.3%
女性・計	1616	42.4%	10.4%	17.6%	5.6%	36.7%	1.2%
年齢							
18-29歳	33	42.4%	6.1%	3.0%	-	45.5%	6.1%
30-39歳	410	55.1%	11.2%	33.9%	12.2%	24.1%	2.0%
40-65歳	2204	49.7%	9.3%	20.8%	5.9%	34.3%	1.2%
入社年							
2017(H29)年 より前	1869	50.0%	10.1%	27.6%	8.7%	31.5%	1.5%
2017(H29)年 より前	639	54.6%	9.5%	14.1%	3.9%	34.3%	0.6%
役職							
役員なし	136	52.9%	8.8%	8.1%	2.9%	37.5%	1.5%
係長・主任相当職	23	52.2%	8.7%	8.7%	4.3%	34.8%	-
課長・課長相当職	10	60.0%	20.0%	20.0%	10.0%	20.0%	-
部長・部長相当職	1522	51.8%	10.1%	19.1%	6.0%	33.6%	0.9%
役員	1147	50.2%	9.9%	28.8%	9.1%	31.0%	1.5%
配偶関係							
未婚	1404	50.4%	9.8%	26.9%	8.5%	31.3%	1.5%
既婚・離死別	868	52.0%	11.1%	21.4%	6.7%	32.6%	0.8%
未子年齢							
子なし							
未子0-3歳							

1	末子4-6歳	247	54.7%	8.9%	13.8%	4.5%	35.6%	-	247	6.5%	8.1%	85.0%	0.4%
0	末子7歳以上	131	50.4%	9.2%	14.5%	5.3%	34.4%	2.3%	131	9.9%	13.7%	74.8%	1.5%
0	企業調査: 作成した	865	51.1%	12.4%	25.2%	9.0%	31.2%	1.0%	865	10.4%	6.1%	82.8%	0.7%
5	行動計画: 作成していない	1401	51.4%	8.1%	23.1%	6.9%	32.4%	1.5%	1401	5.5%	8.4%	85.2%	0.9%
2	女性・計	3188	13.8%	24.9%	5.7%	29.7%	44.5%	0.8%	3188	5.5%	6.7%	87.5%	0.3%
9	年齢	1498	15.6%	25.7%	8.5%	35.7%	38.3%	0.7%	1498	5.0%	4.7%	89.9%	0.5%
9	18-29歳	1652	12.0%	24.1%	3.3%	24.6%	50.4%	0.8%	1652	5.9%	8.5%	85.4%	0.2%
9	30-39歳	30	20.0%	23.3%	3.3%	23.3%	30.0%	3.3%	30	6.0%	10.0%	83.3%	-
9	40-65歳	480	16.3%	30.8%	12.5%	39.8%	33.3%	0.8%	480	6.0%	4.0%	89.8%	0.2%
人	2017(H29)年 より前	2649	13.2%	23.6%	4.5%	27.9%	46.8%	0.8%	2649	5.3%	7.2%	87.1%	0.4%
	役員	2726	13.4%	24.2%	6.3%	31.8%	44.2%	0.7%	2726	5.1%	5.9%	88.6%	0.4%
	役員なし	393	14.8%	29.5%	1.5%	16.8%	47.6%	1.5%	393	6.6%	10.9%	82.2%	0.3%
	係長・主任相当職	35	31.4%	25.7%	5.7%	14.3%	45.7%	-	35	14.3%	17.1%	68.6%	-
	課長・課長相当職	11	9.1%	27.3%	-	9.1%	63.6%	-	11	18.2%	18.2%	63.6%	-
	部長・部長相当職	9	22.2%	22.2%	-	44.4%	33.3%	-	9	11.1%	11.1%	77.8%	-
	役員	1402	12.2%	26.5%	3.4%	26.9%	45.4%	0.7%	1402	6.2%	8.1%	85.2%	0.3%
	未婚	1780	15.1%	23.5%	7.6%	32.0%	43.9%	0.7%	1780	4.7%	5.6%	89.3%	0.3%
	既婚・離死別	2110	14.6%	22.4%	7.2%	30.7%	45.5%	0.5%	2110	4.6%	6.7%	88.3%	0.3%
	子なし	584	12.0%	30.7%	2.7%	28.1%	41.6%	1.4%	584	6.3%	6.3%	87.0%	0.3%
	末子0-3歳	239	10.0%	29.3%	2.1%	28.0%	44.4%	0.4%	239	8.4%	8.4%	82.8%	0.4%
	末子4-6歳	203	14.8%	29.1%	4.4%	28.6%	43.3%	0.5%	203	8.4%	5.9%	85.7%	-
	末子7歳以上	1049	14.2%	26.0%	5.2%	31.5%	40.6%	0.9%	1049	6.2%	5.7%	87.8%	0.3%
	作成した	1490	13.1%	24.1%	6.0%	28.9%	46.8%	0.9%	1490	4.3%	7.3%	87.9%	0.5%
	作成していない	3727	57.6%	10.6%	27.0%	9.1%	28.7%	1.3%	3727	26.9%	1.8%	70.5%	0.8%
	男性・計	1436	56.9%	12.0%	38.0%	13.4%	24.0%	1.7%	1436	22.7%	1.4%	74.7%	1.2%
	年齢	2239	58.0%	9.7%	20.2%	6.5%	31.7%	1.1%	2239	29.0%	2.0%	68.4%	0.6%
	18-29歳	43	60.5%	4.7%	11.6%	4.7%	32.6%	-	43	53.5%	7.0%	39.5%	-
	30-39歳	630	53.5%	12.1%	41.0%	16.0%	24.4%	2.2%	630	19.2%	0.3%	79.2%	1.3%
	40-65歳	3019	58.4%	10.1%	24.1%	7.6%	29.7%	1.1%	3019	28.5%	2.2%	68.7%	0.7%
	2017(H29)年 より前	2486	55.3%	11.3%	32.3%	10.7%	28.4%	1.4%	2486	22.6%	1.6%	75.0%	0.8%
	役員	1006	61.2%	8.8%	18.2%	6.5%	30.5%	0.6%	1006	34.4%	1.8%	63.4%	0.4%
	役員なし	189	69.3%	9.0%	9.0%	3.2%	23.8%	3.7%	189	40.7%	3.7%	52.4%	3.2%
	係長・主任相当職	28	60.7%	17.9%	7.1%	-	28.6%	-	28	32.1%	10.7%	57.1%	-
	課長・課長相当職	8	37.5%	25.0%	-	12.5%	25.0%	-	8	50.0%	-	50.0%	-
	部長・部長相当職	2115	59.2%	10.5%	22.4%	7.2%	29.4%	1.0%	2115	30.0%	1.9%	67.4%	0.7%
	役員	1593	55.5%	10.6%	33.2%	11.7%	28.0%	1.4%	1593	22.8%	1.7%	74.6%	0.9%
	未婚	1966	56.2%	10.5%	31.1%	10.9%	28.6%	1.2%	1966	24.4%	1.8%	72.9%	0.9%
	既婚・離死別	1204	57.8%	10.4%	23.8%	7.7%	29.7%	1.1%	1204	29.7%	1.4%	68.4%	0.6%
	子なし	341	63.0%	11.4%	18.8%	6.2%	26.4%	2.1%	341	31.7%	2.6%	64.8%	0.9%
	末子0-3歳	170	60.0%	9.4%	15.9%	2.4%	31.8%	1.2%	170	30.0%	3.5%	65.9%	0.6%
	末子4-6歳	2817	57.9%	10.6%	28.8%	9.5%	27.8%	1.2%	2817	29.3%	1.8%	68.2%	0.8%
	末子7歳以上	301	52.5%	11.3%	19.6%	5.6%	33.9%	2.5%	301	11.0%	2.7%	84.7%	1.7%
	作成した	4460	16.3%	26.2%	7.7%	32.7%	40.8%	0.9%	4460	23.0%	1.4%	75.2%	0.4%
	作成していない	2076	17.3%	26.8%	10.5%	40.1%	33.6%	1.1%	2076	21.0%	1.1%	77.3%	0.6%
	18-29歳	2330	15.3%	25.6%	5.2%	26.3%	47.3%	0.8%	2330	24.7%	1.7%	73.3%	0.3%
	30-39歳	39	23.1%	28.2%	2.6%	23.1%	38.5%	-	39	28.2%	-	71.8%	-
	40-65歳	741	16.3%	31.3%	12.6%	43.3%	30.8%	0.9%	741	17.4%	0.4%	81.0%	1.2%
	2017(H29)年 より前	3645	16.2%	25.0%	6.6%	30.6%	43.0%	0.9%	3645	24.3%	1.6%	73.8%	0.3%
	役員	3657	15.1%	25.1%	8.1%	35.9%	39.6%	1.0%	3657	21.1%	1.1%	77.4%	0.5%
	役員なし	698	21.9%	30.4%	5.7%	18.5%	46.6%	0.4%	698	31.4%	2.4%	65.9%	0.3%
	係長・主任相当職	74	23.0%	35.1%	2.7%	9.5%	48.6%	-	74	40.5%	2.7%	56.8%	-
	課長・課長相当職	5	-	20.0%	-	-	80.0%	-	5	60.0%	-	40.0%	-
	部長・部長相当職	10	20.0%	60.0%	10.0%	30.0%	20.0%	-	10	20.0%	10.0%	70.0%	-
	役員	2009	14.4%	26.7%	5.4%	30.5%	43.9%	0.9%	2009	24.7%	1.5%	73.4%	0.4%
	未婚	2439	17.8%	25.9%	9.6%	34.5%	38.3%	0.9%	2439	21.6%	1.3%	76.6%	0.5%
	既婚・離死別	2946	17.1%	25.2%	8.9%	33.8%	39.7%	0.9%	2946	23.0%	1.2%	75.3%	0.4%
	子なし	932	12.8%	27.8%	5.5%	34.3%	42.1%	0.5%	932	23.0%	1.7%	76.2%	0.3%
	末子0-3歳	321	17.1%	30.8%	4.4%	26.5%	44.9%	0.6%	321	26.8%	1.6%	71.0%	0.6%
	末子4-6歳	208	17.3%	21.4%	4.3%	20.7%	44.7%	2.9%	208	23.6%	1.0%	75.0%	0.5%
	末子7歳以上	3296	16.2%	26.6%	7.9%	33.6%	39.8%	0.8%	3296	25.2%	1.1%	73.2%	0.5%
	作成した	390	17.7%	25.6%	6.9%	30.0%	43.1%	1.0%	390	7.7%	2.6%	89.0%	0.6%
	作成していない												

問4-2.b)行動計画の中身の認知

問4-3.女性活躍への取り組み

全体n	中身を 知っている	中身を知らない		行動計画を作成 していない		行動計画を作成 しているかどうか 知らない		無回答	全体n	とでも積極的に 取り組んでいる		やや積極的に取 り組んでいる		あまり積極的に取 り組んでいない		わからない・女性 活躍推進法を 知らない	無回答
		28.4%	9.1%	57.4%	1.7%	6.3%	11.3%			7.6%	10.2%	62.6%	2.0%				
男性・計 年齢	1135	3.5%	28.4%	9.1%	57.4%	1.7%	1135	6.3%	11.3%	7.6%	10.2%	62.6%	2.0%				
18-29歳	403	3.7%	27.8%	6.9%	59.8%	1.7%	403	7.2%	8.2%	5.2%	6.7%	70.7%	2.0%				
30-39歳	702	3.4%	28.8%	9.8%	56.4%	1.6%	702	5.8%	13.0%	9.1%	12.0%	58.1%	2.0%				
40-65歳	26	3.8%	26.9%	23.1%	46.2%	-	26	3.8%	15.4%	-	19.2%	61.5%	-				
入社年	156	3.2%	25.6%	5.8%	64.1%	1.3%	156	9.0%	9.0%	5.8%	2.6%	71.8%	1.9%				
2017(H29)年 より前	954	3.7%	28.8%	9.9%	56.1%	1.6%	954	5.9%	11.7%	7.7%	11.5%	61.3%	7.9%				
役職	784	2.9%	28.2%	6.4%	60.5%	2.0%	784	6.3%	9.8%	5.5%	8.3%	67.9%	2.3%				
役員・主任相当職	253	4.0%	30.4%	13.0%	52.2%	0.4%	253	6.7%	13.4%	12.3%	12.6%	54.2%	0.8%				
係長・主任相当職	57	8.8%	24.6%	21.1%	45.6%	-	57	5.3%	15.8%	15.3%	22.8%	40.4%	-				
課長・課長相当職	27	3.7%	25.9%	18.5%	51.9%	-	27	3.7%	29.6%	11.1%	11.1%	44.4%	-				
部長・部長相当職	10	10.0%	30.0%	30.0%	30.0%	-	10	10.0%	-	-	20.0%	60.0%	10.0%				
役員	648	3.5%	30.1%	10.6%	54.9%	0.8%	648	6.3%	11.7%	9.1%	12.2%	59.6%	1.1%				
配偶関係	476	3.6%	25.4%	7.1%	61.6%	2.3%	476	6.3%	10.9%	5.7%	7.6%	67.0%	2.5%				
未婚・離死別	601	4.0%	26.3%	7.8%	60.1%	1.8%	601	6.3%	10.0%	6.8%	7.2%	67.7%	2.0%				
子なし	336	3.9%	31.8%	10.7%	53.6%	-	336	6.5%	11.9%	8.9%	12.2%	59.8%	0.6%				
末子0-3歳	92	1.1%	30.4%	10.9%	56.5%	1.1%	92	7.6%	16.3%	6.0%	17.4%	51.1%	1.1%				
末子4-6歳	80	2.5%	25.0%	11.3%	60.0%	1.3%	80	3.8%	10.0%	10.0%	16.3%	53.8%	1.3%				
末子7歳以上	81	13.6%	25.9%	8.6%	49.4%	2.5%	81	12.3%	8.6%	6.2%	7.4%	63.0%	2.5%				
企業調査: 作成した	880	3.8%	28.1%	8.8%	58.9%	1.5%	880	5.9%	10.8%	5.5%	11.3%	62.7%	1.8%				
作成していない	1463	3.1%	21.6%	13.5%	61.2%	0.6%	1463	6.2%	8.9%	5.5%	14.4%	64.0%	1.0%				
女性・計 年齢	625	3.5%	21.1%	9.4%	65.9%	-	625	5.8%	9.6%	3.0%	9.9%	70.9%	0.8%				
18-29歳	793	2.6%	21.9%	16.3%	58.0%	1.1%	793	6.4%	8.7%	7.1%	17.5%	59.1%	1.1%				
30-39歳	42	4.8%	23.8%	19.0%	52.4%	-	42	7.1%	2.4%	14.3%	19.0%	57.1%	-				
40-65歳	179	1.1%	20.7%	8.4%	69.8%	-	179	5.6%	11.2%	3.4%	7.8%	71.5%	0.6%				
入社年	1260	3.3%	21.7%	14.5%	59.9%	0.6%	1260	6.3%	8.6%	5.8%	15.6%	62.8%	1.0%				
2017(H29)年 より前	1265	2.7%	21.7%	12.9%	62.5%	0.2%	1265	5.8%	8.2%	5.4%	13.8%	66.2%	0.7%				
役職	151	4.6%	22.5%	16.6%	55.6%	0.7%	151	7.9%	14.6%	6.0%	19.9%	51.0%	0.7%				
役員・主任相当職	15	13.3%	13.3%	46.7%	26.7%	-	15	20.0%	-	20.0%	26.7%	33.3%	-				
係長・課長相当職	7	-	14.3%	14.3%	57.1%	14.3%	7	14.3%	-	14.3%	14.3%	42.9%	14.3%				
部長・部長相当職	13	7.7%	30.8%	7.7%	53.8%	-	13	7.7%	7.7%	-	7.7%	76.9%	-				
役員	703	3.6%	24.2%	14.2%	57.2%	0.9%	703	7.7%	8.8%	7.3%	15.2%	59.9%	1.1%				
配偶関係	754	2.7%	19.1%	13.0%	65.0%	0.3%	754	4.8%	8.9%	3.8%	13.7%	68.2%	0.7%				
未婚・離死別	891	2.6%	19.4%	12.5%	65.3%	0.2%	891	4.8%	9.1%	4.3%	14.4%	66.8%	0.7%				
子なし	260	4.2%	26.9%	13.8%	54.6%	0.4%	260	8.5%	8.1%	9.5%	13.1%	60.4%	0.8%				
末子0-3歳	126	4.0%	21.4%	20.6%	53.2%	0.8%	126	5.6%	12.7%	4.0%	18.3%	57.9%	1.6%				
末子4-6歳	157	2.5%	25.5%	14.6%	55.4%	1.9%	157	10.8%	7.0%	7.0%	14.0%	59.9%	1.3%				
末子7歳以上	120	10.0%	22.5%	8.3%	58.3%	0.8%	120	10.0%	12.5%	10.0%	5.8%	59.2%	1.7%				
企業調査: 作成した	1040	2.3%	20.4%	14.2%	62.7%	0.4%	1040	5.2%	8.5%	5.2%	15.4%	65.0%	0.8%				
作成していない	2886	5.2%	28.2%	9.0%	56.9%	0.7%	2886	7.0%	15.6%	9.0%	10.8%	56.7%	0.9%				
男性・計 年齢	1031	4.8%	28.9%	5.7%	59.9%	0.6%	1031	6.7%	14.8%	7.7%	8.5%	61.6%	0.7%				
18-29歳	1616	5.3%	27.8%	11.0%	55.1%	0.7%	1616	12.3%	15.9%	12.3%	53.8%	59.9%	0.9%				
30-39歳	33	9.1%	27.3%	9.1%	51.5%	3.0%	33	12.1%	27.3%	6.1%	12.1%	42.4%	-				
40-65歳	410	5.4%	24.9%	6.8%	62.4%	0.5%	410	10.0%	13.7%	5.9%	7.6%	62.4%	0.5%				
入社年	2204	5.2%	28.7%	9.5%	55.9%	0.7%	2204	6.4%	15.8%	9.8%	11.6%	55.5%	0.8%				
2017(H29)年 より前	1869	4.7%	29.2%	6.9%	58.4%	0.9%	1869	7.3%	14.7%	7.7%	9.8%	59.5%	1.0%				
役職	639	5.5%	26.3%	12.8%	55.1%	0.3%	639	5.3%	17.7%	11.3%	13.5%	51.8%	0.5%				
役員・主任相当職	136	8.8%	25.0%	16.9%	48.5%	0.7%	136	9.6%	16.9%	12.5%	12.5%	47.8%	0.7%				
課長・課長相当職	23	17.4%	13.0%	30.4%	39.1%	-	23	8.7%	17.4%	30.4%	8.7%	34.8%	-				
部長・部長相当職	10	10.0%	40.0%	-	50.0%	-	10	20.0%	30.0%	-	10.0%	40.0%	-				
役員	1522	5.3%	29.0%	9.7%	55.6%	0.5%	1522	7.4%	15.9%	9.5%	11.9%	54.9%	0.5%				
配偶関係	1147	5.1%	27.2%	8.1%	58.9%	0.7%	1147	6.5%	15.3%	8.4%	9.6%	59.3%	0.9%				
未婚・離死別	1404	4.8%	28.8%	8.5%	57.3%	0.6%	1404	6.6%	15.3%	9.6%	9.8%	58.5%	0.9%				
子なし	868	5.2%	28.1%	8.6%	57.7%	0.3%	868	7.8%	16.5%	8.2%	11.8%	55.6%	0.1%				

1	末子4-6歳	247	6.9%	26.7%	9.7%	56.3%	0.4%	247	5.3%	13.0%	11.3%	12.1%	57.9%	0.4%
0	末子7歳以上	131	8.2%	30.4%	15.3%	51.9%	1.5%	131	9.2%	22.1%	9.9%	9.2%	48.1%	1.5%
0	企業調査: 作成した	865	6.9%	30.4%	7.2%	53.5%	0.7%	865	7.5%	18.3%	9.5%	9.1%	54.8%	0.7%
5	行動計画 作成していない	1401	3.6%	26.3%	10.3%	59.0%	0.9%	1401	6.9%	13.5%	8.7%	11.8%	58.0%	1.0%
2	女性・計	3188	4.2%	23.5%	8.2%	51.1%	0.4%	3188	5.1%	15.2%	9.2%	11.3%	58.7%	0.5%
9	年齢	1498	3.7%	24.3%	5.9%	65.5%	0.6%	1498	5.3%	16.2%	7.7%	8.6%	61.5%	0.7%
9	年齢	1652	4.7%	22.7%	10.1%	62.3%	0.2%	1652	5.0%	14.5%	10.5%	13.5%	56.1%	0.4%
人	年齢	30	3.3%	30.0%	13.3%	53.3%	-	30	3.3%	10.0%	6.7%	20.0%	60.0%	-
	入社年	480	3.3%	20.8%	4.0%	71.7%	0.2%	480	5.8%	18.1%	4.4%	6.5%	64.6%	0.6%
	入社年	2649	4.4%	23.6%	9.1%	62.6%	0.4%	2649	5.0%	14.6%	10.0%	12.3%	57.5%	0.5%
	役職	2726	3.8%	23.7%	6.7%	65.3%	0.4%	2726	5.6%	14.4%	8.5%	11.1%	60.5%	0.5%
	役職	393	5.9%	23.2%	16.3%	54.5%	0.3%	393	5.6%	18.6%	13.0%	13.0%	49.1%	0.3%
	係長・主任相当職	35	17.1%	14.3%	-	-	-	35	8.6%	17.1%	11.4%	28.6%	2.9%	
	課長・課長相当職	11	-	-	45.5%	54.5%	-	11	9.1%	36.4%	9.1%	9.1%	36.4%	
	部長・部長相当職	9	11.1%	22.2%	11.1%	55.6%	-	9	11.1%	22.2%	11.1%	-	55.6%	
	役員	1402	5.1%	24.3%	9.1%	61.3%	0.2%	1402	6.0%	14.8%	11.1%	11.9%	55.6%	0.6%
	配偶関係	1780	3.5%	22.9%	7.5%	65.7%	0.5%	1780	4.5%	15.6%	7.6%	10.8%	61.1%	0.4%
	配偶・離死別	2110	3.9%	22.5%	8.1%	65.1%	0.4%	2110	4.5%	15.5%	8.2%	11.5%	60.0%	0.4%
	末子年齢	584	5.5%	23.6%	8.7%	61.8%	0.3%	584	7.9%	15.6%	11.5%	10.8%	53.6%	0.7%
	末子0-3歳	239	3.8%	25.9%	8.8%	61.5%	-	239	4.2%	14.2%	15.5%	8.8%	56.9%	0.4%
	末子4-6歳	203	4.9%	28.1%	6.9%	60.1%	-	203	5.4%	13.3%	13.3%	13.3%	61.6%	0.5%
	末子7歳以上	1049	6.5%	24.7%	7.0%	61.5%	0.4%	1049	6.0%	16.6%	10.3%	9.5%	57.1%	0.5%
	企業調査: 作成した	1490	2.3%	21.7%	9.5%	66.0%	0.5%	1490	4.2%	14.0%	8.9%	11.9%	60.5%	0.5%
	行動計画 作成していない	3727	19.5%	37.0%	9.9%	41.7%	0.9%	3727	13.8%	28.5%	15.4%	4.2%	38.7%	1.1%
	男性・計	1436	15.6%	36.9%	0.7%	45.5%	1.3%	1436	13.2%	26.0%	10.2%	3.9%	45.1%	1.6%
	年齢	2239	21.5%	37.0%	0.9%	39.8%	0.7%	2239	14.2%	29.8%	15.9%	4.4%	34.9%	0.8%
	年齢	43	48.8%	32.6%	4.7%	14.0%	-	43	14.0%	41.9%	16.3%	7.0%	20.9%	-
	入社年	630	11.6%	34.1%	0.6%	52.4%	1.3%	630	14.4%	22.9%	7.0%	3.0%	50.8%	1.9%
	入社年	3019	21.5%	37.1%	1.0%	39.4%	0.8%	3019	13.6%	29.7%	15.4%	4.4%	36.1%	0.8%
	役職	2486	15.2%	38.2%	0.8%	45.0%	0.8%	2486	13.2%	25.3%	11.7%	4.5%	44.2%	1.1%
	役職	1006	27.2%	35.8%	0.8%	35.5%	0.7%	1006	15.2%	35.4%	17.7%	3.6%	27.6%	0.5%
	係長・主任相当職	189	35.4%	29.6%	2.1%	29.6%	3.2%	189	15.3%	34.4%	18.0%	4.2%	24.3%	3.7%
	課長・課長相当職	28	25.0%	32.1%	3.6%	39.3%	-	28	7.1%	32.1%	10.7%	7.1%	42.9%	-
	部長・部長相当職	8	12.5%	25.0%	-	62.5%	-	8	25.0%	12.5%	37.5%	-	25.0%	-
	役員	2115	22.8%	37.4%	1.0%	38.1%	0.8%	2115	14.4%	30.7%	16.4%	4.4%	33.4%	0.7%
	配偶関係	1593	15.3%	36.5%	0.7%	46.5%	0.9%	1593	13.1%	25.5%	10.2%	4.1%	45.8%	1.3%
	配偶・離死別	1966	17.2%	35.9%	0.9%	45.1%	0.9%	1966	12.6%	27.4%	11.9%	4.2%	42.7%	1.2%
	末子年齢	1204	21.5%	37.7%	0.7%	39.2%	0.8%	1204	14.0%	30.6%	15.4%	3.9%	35.2%	0.9%
	末子0-3歳	341	24.3%	40.2%	0.9%	33.7%	0.9%	341	19.9%	29.0%	17.9%	5.0%	28.2%	0.6%
	末子4-6歳	170	23.5%	34.7%	1.8%	39.4%	0.6%	170	13.5%	26.5%	16.5%	6.5%	36.5%	0.6%
	末子7歳以上	2817	21.5%	36.9%	0.7%	40.0%	0.9%	2817	13.7%	30.0%	14.0%	4.1%	37.3%	0.9%
	企業調査: 作成した	301	5.6%	36.2%	3.7%	52.8%	1.7%	301	10.6%	19.3%	12.6%	4.0%	51.8%	1.7%
	行動計画 作成していない	4460	18.9%	33.0%	0.8%	46.7%	0.5%	4460	10.0%	26.6%	14.9%	7.4%	40.6%	0.6%
	女性・計	2076	15.0%	34.0%	0.7%	49.7%	0.6%	2076	9.7%	27.1%	11.7%	6.0%	44.6%	0.9%
	年齢	2330	22.1%	32.1%	0.9%	44.4%	0.5%	2330	10.3%	26.3%	17.5%	8.7%	37.0%	0.3%
	年齢	39	25.6%	38.5%	-	35.9%	-	39	5.1%	20.5%	28.2%	7.7%	38.5%	-
	入社年	741	8.8%	37.0%	0.8%	52.5%	0.9%	741	11.7%	24.6%	9.2%	4.0%	49.3%	1.2%
	入社年	3645	21.2%	32.1%	0.8%	45.5%	0.5%	3645	9.6%	27.1%	16.2%	8.1%	38.6%	0.4%
	役職	3657	16.7%	33.1%	0.8%	48.7%	0.6%	3657	9.4%	25.6%	13.5%	7.4%	43.4%	0.7%
	役職	698	28.1%	32.5%	0.9%	38.4%	0.1%	698	11.0%	31.4%	21.5%	7.6%	28.5%	-
	係長・主任相当職	74	39.2%	31.1%	-	31.1%	-	74	21.6%	33.8%	20.3%	6.8%	17.6%	-
	課長・課長相当職	5	60.0%	20.0%	-	20.0%	-	5	20.0%	-	40.0%	40.0%	-	
	部長・部長相当職	10	20.0%	40.0%	-	40.0%	-	10	30.0%	20.0%	-	10.0%	40.0%	
	役員	2009	21.5%	32.2%	0.7%	45.1%	0.5%	2009	10.3%	26.6%	17.3%	8.0%	37.3%	0.5%
	配偶関係	2439	16.8%	33.7%	0.9%	48.1%	0.6%	2439	9.7%	26.5%	12.9%	7.0%	43.3%	0.6%
	配偶・離死別	2946	18.0%	33.4%	0.8%	47.1%	0.5%	2946	9.7%	27.0%	14.3%	7.3%	41.2%	0.6%
	末子年齢	932	18.8%	33.2%	1.0%	46.7%	0.4%	932	10.7%	26.3%	15.9%	7.5%	39.2%	0.4%
	末子0-3歳	321	25.9%	28.7%	0.3%	44.9%	0.3%	321	10.3%	28.0%	16.2%	8.4%	37.1%	1.0%
	末子4-6歳	208	24.5%	31.7%	1.0%	41.8%	1.0%	208	10.1%	19.7%	16.3%	7.7%	45.2%	0.4%
	末子7歳以上	3296	21.1%	33.6%	0.5%	44.3%	0.5%	3296	10.6%	28.4%	15.7%	6.5%	38.3%	0.5%
	企業調査: 作成した	390	3.3%	27.4%	2.3%	65.9%	1.0%	390	6.9%	16.9%	9.5%	10.0%	55.4%	1.3%
	行動計画 作成していない													

	問4-3付問1.a)仕事にやりがいを感じるようになつた 【問4-3で取り組んでいると回答した方のみ】					問4-3付問1.b)新しいことにチャレンジしてみようと思うようになつた 【問4-3で取り組んでいると回答した方のみ】				
	全体n	あてはまる	どちらかと いえば	どちらかと いえば あてはまる	無回答	全体n	あてはまる	どちらかと いえば	どちらかと いえば あてはまる	無回答
男性・計	285	8.1%	18.6%	44.2%	5.6%	19.6%	8.1%	20.7%	42.1%	4.6%
年齢										
18-29歳	83	14.5%	16.9%	44.6%	4.8%	15.7%	12.0%	18.1%	43.4%	3.6%
30-39歳	196	5.6%	19.4%	44.4%	5.6%	20.9%	6.6%	21.9%	41.8%	4.6%
40-65歳	5	-	20.0%	40.0%	-	40.0%	-	20.0%	40.0%	-
入社年										
2017(H29)年より前	37	10.8%	16.2%	51.4%	-	13.5%	5.4%	21.6%	48.6%	-
2017(H29)年より前	241	7.9%	19.1%	42.7%	6.2%	20.7%	8.7%	20.7%	40.7%	5.0%
役職										
役職なし	169	9.5%	19.5%	45.6%	5.9%	14.8%	9.5%	20.1%	44.4%	4.7%
係長・主任相当職	82	3.7%	22.0%	42.7%	3.7%	26.8%	6.1%	24.4%	37.8%	1.2%
課長・課長相当職	21	4.8%	-	47.6%	14.3%	28.6%	4.8%	14.3%	38.1%	14.3%
部長・部長相当職	12	25.0%	16.7%	25.0%	-	25.0%	8.3%	16.7%	41.7%	-
役員	1	-	-	100.0%	-	-	-	-	100.0%	-
配偶関係										
未婚	176	6.8%	18.2%	45.5%	5.7%	20.5%	7.4%	21.6%	42.0%	5.7%
既婚・離死別	109	10.1%	19.3%	42.2%	5.5%	18.3%	9.2%	19.3%	42.2%	2.8%
末子年齢										
子なし	139	8.6%	18.7%	47.5%	5.0%	16.5%	8.6%	22.2%	47.5%	2.2%
末子0-3歳	92	9.8%	15.2%	37.0%	6.5%	28.3%	7.1%	20.7%	30.4%	9.8%
末子4-6歳	28	3.6%	28.6%	50.0%	-	14.3%	7.1%	28.6%	50.0%	-
末子7歳以上	23	4.3%	21.7%	47.8%	8.7%	13.0%	4.3%	30.4%	43.5%	4.3%
企業調査: 作成した 行動計画										
作成していない	22	9.1%	18.2%	59.1%	-	13.6%	13.6%	22.7%	40.9%	-
作成している	213	7.5%	17.4%	45.1%	6.1%	19.7%	8.0%	19.2%	43.2%	5.6%
女性・計	301	18.3%	30.2%	34.2%	5.0%	9.3%	18.6%	26.6%	35.9%	6.0%
年齢										
18-29歳	115	17.4%	33.9%	34.8%	3.5%	7.8%	20.0%	28.7%	35.7%	5.2%
30-39歳	176	19.3%	26.7%	35.2%	6.3%	17.6%	18.2%	23.9%	36.9%	3.4%
40-65歳	10	10.0%	50.0%	10.0%	-	10.0%	10.0%	50.0%	20.0%	-
入社年										
2017(H29)年より前	36	13.9%	50.0%	22.2%	2.8%	8.3%	11.1%	41.7%	33.3%	5.6%
2017(H29)年より前	260	19.2%	26.9%	36.2%	5.4%	9.6%	19.6%	24.2%	36.5%	6.2%
役職										
役職なし	245	15.5%	29.8%	36.7%	5.3%	9.8%	15.9%	27.3%	36.7%	6.5%
係長・主任相当職	43	27.9%	32.6%	23.3%	4.7%	9.3%	30.2%	23.3%	32.6%	2.3%
課長・課長相当職	6	50.0%	16.7%	33.3%	-	-	33.3%	16.7%	50.0%	-
部長・部長相当職	2	-	50.0%	-	-	-	-	-	50.0%	-
役員	2	100.0%	-	-	-	-	100.0%	-	-	-
配偶関係										
未婚	167	19.8%	29.3%	32.3%	4.8%	9.0%	21.0%	26.9%	34.1%	5.4%
既婚・離死別	132	16.7%	31.1%	36.4%	5.3%	9.8%	15.9%	26.5%	37.1%	6.8%
末子年齢										
子なし	162	17.3%	29.0%	37.0%	5.6%	9.9%	17.3%	24.7%	38.9%	6.8%
末子0-3歳	67	16.4%	23.9%	40.3%	3.0%	10.4%	19.4%	23.9%	34.3%	3.0%
末子4-6歳	28	25.0%	35.7%	17.9%	14.3%	3.6%	21.4%	39.3%	21.4%	14.3%
末子7歳以上	39	23.1%	38.5%	25.6%	-	10.3%	23.1%	33.3%	30.8%	7.7%
企業調査: 作成した 行動計画										
作成していない	40	22.5%	27.5%	32.5%	5.0%	10.0%	15.0%	30.0%	37.5%	5.0%
作成している	196	18.9%	28.1%	33.7%	6.1%	9.7%	19.6%	26.5%	32.7%	7.7%
男性・計	848	6.3%	12.4%	49.6%	4.4%	25.7%	8.0%	11.9%	47.5%	5.0%
年齢										
18-29歳	301	8.0%	15.9%	40.2%	2.7%	22.9%	11.0%	13.6%	49.8%	2.7%
30-39歳	532	5.3%	10.7%	50.2%	5.5%	27.1%	6.4%	10.9%	46.8%	6.2%
40-65歳	15	6.7%	-	40.0%	-	33.3%	6.7%	13.3%	26.7%	6.7%
入社年										
2017(H29)年より前	121	11.6%	14.0%	52.9%	2.5%	17.4%	14.9%	13.2%	52.9%	2.5%
2017(H29)年より前	706	5.1%	11.9%	49.3%	4.7%	27.3%	6.7%	11.3%	47.0%	5.5%
役職										
役職なし	555	6.8%	13.7%	49.9%	3.4%	25.0%	9.4%	12.6%	47.7%	4.3%
係長・主任相当職	219	4.6%	8.2%	53.9%	5.9%	25.6%	4.6%	10.0%	51.6%	6.4%
課長・課長相当職	53	7.5%	17.0%	34.0%	9.4%	30.2%	9.4%	13.2%	32.1%	7.5%
部長・部長相当職	13	-	7.7%	38.5%	-	38.5%	15.4%	15.4%	30.8%	-
役員	5	20.0%	-	20.0%	-	40.0%	20.0%	-	20.0%	-
配偶関係										
未婚	498	4.8%	12.7%	49.6%	4.6%	26.5%	5.4%	11.4%	47.8%	5.8%
既婚・離死別	347	8.4%	11.8%	50.1%	4.0%	24.5%	11.8%	12.4%	47.6%	3.5%
末子年齢										
子なし	433	7.4%	11.5%	50.3%	4.6%	24.7%	10.2%	12.2%	47.6%	3.7%
末子0-3歳	282	3.9%	14.5%	50.4%	4.3%	25.2%	5.3%	12.1%	49.3%	5.7%

1	末子4-6歳	73	6.8%	16.4%	49.3%	2.7%	24.7%	-	73	8.2%	12.3%	47.9%	6.8%	24.7%	-
0	末子7歳以上	54	9.3%	3.7%	44.4%	5.6%	33.3%	3.7%	54	5.6%	9.3%	40.7%	7.4%	33.3%	3.7%
0	企業調査: 作成した	306	4.6%	13.7%	50.3%	5.9%	23.2%	2.3%	306	5.9%	13.4%	49.7%	5.6%	23.2%	2.3%
5	行動計画: 作成していない	408	7.4%	12.7%	49.0%	3.9%	25.7%	1.2%	408	9.8%	11.0%	46.8%	4.7%	26.2%	1.5%
2	女性・計	942	8.8%	26.4%	41.2%	6.0%	15.1%	1.9%	942	8.7%	27.1%	39.1%	6.8%	15.0%	1.8%
9	年齢	438	10.5%	29.2%	38.6%	5.9%	13.9%	1.8%	438	10.3%	29.9%	37.4%	6.8%	13.7%	1.8%
9		496	7.1%	24.0%	43.8%	7.1%	16.3%	1.8%	496	7.1%	24.6%	40.5%	9.9%	16.3%	1.6%
	40-65歳	6	33.3%	16.7%	-	-	-	16.7%	6	33.3%	33.3%	16.7%	-	-	16.7%
	入社年	136	16.2%	33.8%	39.7%	0.7%	5.9%	3.7%	136	14.7%	33.1%	41.9%	0.7%	5.9%	3.7%
	2017(H29)年	787	7.5%	24.8%	41.8%	7.5%	16.9%	1.5%	787	7.8%	25.5%	38.9%	9.7%	16.8%	1.4%
	2017(H29)年より前	759	9.2%	26.7%	40.2%	6.6%	15.0%	2.2%	759	8.6%	27.5%	38.6%	8.3%	14.9%	2.1%
	役員	148	6.8%	23.6%	44.6%	6.1%	18.2%	0.7%	148	8.8%	24.3%	38.5%	9.5%	18.2%	0.7%
	係長・主任相当職	20	10.0%	25.0%	45.0%	15.0%	5.0%	-	20	15.0%	25.0%	45.0%	10.0%	5.0%	-
	課長・課長相当職	6	-	33.3%	66.7%	-	-	-	6	-	16.7%	83.3%	-	-	-
	部長・部長相当職	4	25.0%	25.0%	50.0%	-	-	-	4	25.0%	-	75.0%	-	-	-
	役員	447	8.9%	25.1%	41.2%	6.5%	17.0%	1.3%	447	8.9%	26.4%	37.6%	8.1%	17.9%	1.1%
	配偶関係	493	8.7%	27.8%	41.2%	6.7%	13.2%	2.4%	493	8.5%	27.8%	40.4%	8.7%	12.2%	2.4%
	未婚	593	8.6%	27.2%	41.5%	6.6%	14.2%	2.0%	593	8.9%	27.3%	39.5%	8.6%	13.7%	2.0%
	既婚・離死別	204	8.8%	24.5%	40.7%	8.3%	16.2%	1.5%	204	8.3%	26.5%	38.7%	8.8%	16.7%	1.0%
	子なし	81	6.2%	23.5%	48.1%	6.2%	14.8%	1.2%	81	6.2%	21.0%	48.1%	8.6%	14.8%	1.2%
	末子0-3歳	50	16.0%	28.0%	34.0%	2.0%	18.0%	2.0%	50	12.0%	38.0%	22.0%	6.0%	20.0%	2.0%
	末子4-6歳	345	9.6%	29.9%	38.0%	7.2%	13.9%	1.4%	345	8.1%	29.0%	38.8%	9.6%	13.3%	1.2%
	末子7歳以上	404	7.2%	24.8%	43.1%	7.2%	15.3%	2.5%	404	7.2%	26.2%	38.9%	8.7%	16.6%	2.5%
	作成した	2086	4.0%	11.7%	49.9%	6.1%	27.5%	0.9%	2086	5.3%	12.9%	48.3%	6.5%	26.9%	0.9%
	作成していない	709	5.4%	13.0%	50.4%	6.5%	24.0%	0.8%	709	6.8%	13.3%	48.9%	6.5%	23.7%	0.8%
	男性・計	1341	3.1%	11.0%	49.8%	5.9%	29.3%	0.9%	1341	4.4%	12.5%	48.3%	5.1%	28.6%	1.0%
	年齢	31	3.2%	12.9%	48.4%	12.9%	9.7%	25.8%	31	3.2%	22.6%	38.7%	9.7%	25.8%	-
	入社年	279	5.7%	12.5%	57.0%	3.2%	21.5%	-	279	7.5%	12.9%	55.2%	4.3%	20.1%	-
	2017(H29)年	1771	3.6%	11.7%	48.6%	6.7%	28.5%	1.0%	1771	4.7%	13.0%	47.1%	5.9%	28.1%	1.1%
	2017(H29)年より前	1248	4.1%	11.0%	50.4%	6.1%	27.6%	0.9%	1248	5.7%	11.8%	48.2%	6.3%	27.1%	1.0%
	役員	687	3.6%	12.8%	48.2%	6.4%	28.1%	0.9%	687	4.2%	14.4%	48.3%	4.8%	27.4%	0.9%
	係長・主任相当職	128	4.7%	12.5%	53.1%	5.5%	23.4%	0.8%	128	4.7%	17.2%	48.4%	5.4%	23.4%	0.8%
	課長・課長相当職	14	-	14.3%	50.0%	7.1%	28.6%	-	14	7.1%	14.3%	42.9%	7.1%	28.6%	-
	部長・部長相当職	6	16.7%	16.7%	33.3%	-	33.3%	-	6	33.3%	-	33.3%	-	33.3%	-
	役員	1301	3.5%	11.8%	48.8%	6.0%	28.8%	1.0%	1301	5.0%	12.8%	47.8%	5.4%	27.9%	1.1%
	配偶関係	778	4.6%	11.4%	51.7%	6.4%	25.2%	0.6%	778	5.7%	13.2%	49.0%	6.2%	25.3%	0.6%
	未婚	1020	4.1%	11.7%	50.8%	6.2%	26.4%	0.9%	1020	5.7%	12.5%	48.7%	6.3%	26.0%	0.9%
	既婚・離死別	722	3.2%	10.8%	51.2%	5.3%	28.7%	0.8%	722	4.4%	11.9%	50.0%	4.8%	28.0%	0.8%
	子なし	226	5.8%	13.7%	45.6%	6.2%	27.9%	0.9%	226	5.8%	15.9%	45.1%	4.4%	27.4%	1.3%
	末子0-3歳	96	4.2%	13.5%	40.6%	11.5%	30.2%	-	96	6.3%	17.7%	39.6%	7.3%	29.2%	-
	末子4-6歳	1623	3.8%	11.8%	49.9%	6.2%	27.4%	0.9%	1623	5.0%	13.4%	48.2%	5.7%	26.8%	0.9%
	末子7歳以上	128	6.3%	9.4%	52.3%	7.0%	23.4%	1.6%	128	8.6%	10.2%	48.4%	6.3%	25.0%	1.6%
	作成した	2294	6.1%	21.5%	43.4%	8.2%	19.1%	1.7%	2294	7.2%	23.2%	39.9%	9.7%	18.3%	1.8%
	作成していない	1007	7.7%	24.3%	42.3%	7.6%	15.9%	2.1%	1007	8.6%	25.8%	39.1%	9.3%	14.9%	2.2%
	男性・計	1258	4.7%	19.2%	44.2%	8.7%	21.7%	1.4%	1258	6.0%	21.3%	40.1%	10.1%	21.0%	1.5%
	年齢	21	9.5%	19.0%	61.9%	4.8%	8.8%	-	21	4.8%	14.3%	76.2%	-	8.6%	-
	入社年	337	9.5%	30.0%	41.8%	4.7%	9.5%	4.5%	337	12.2%	29.4%	39.2%	5.9%	8.6%	4.7%
	2017(H29)年	1928	5.4%	19.9%	44.0%	8.9%	20.6%	1.2%	1928	6.3%	22.0%	40.4%	10.3%	19.8%	1.3%
	2017(H29)年より前	1777	5.5%	22.1%	43.4%	8.1%	19.1%	1.8%	1777	6.9%	23.5%	40.0%	9.6%	18.1%	1.9%
	役員	446	7.0%	20.0%	43.7%	9.0%	19.1%	1.3%	446	7.6%	21.7%	39.5%	10.8%	19.1%	1.3%
	係長・主任相当職	56	8.9%	19.6%	41.1%	8.9%	21.4%	-	56	8.9%	23.2%	42.9%	5.4%	19.6%	-
	課長・課長相当職	3	-	-	66.7%	-	33.3%	-	3	-	-	66.7%	-	33.3%	-
	部長・部長相当職	5	60.0%	20.0%	20.0%	-	-	-	5	40.0%	40.0%	20.0%	-	-	-
	役員	1089	5.9%	19.4%	44.4%	8.1%	20.8%	1.5%	1089	6.4%	21.5%	41.1%	9.6%	19.8%	1.6%
	配偶関係	1197	6.1%	23.4%	42.4%	8.4%	17.7%	1.9%	1197	7.7%	24.7%	38.8%	9.9%	17.0%	2.0%
	未婚	1501	6.0%	21.7%	42.8%	8.8%	19.1%	1.7%	1501	7.3%	23.6%	39.3%	9.9%	18.1%	1.9%
	既婚・離死別	493	5.7%	20.3%	45.4%	6.9%	20.1%	1.6%	493	6.3%	21.7%	42.0%	9.1%	18.1%	1.8%
	子なし	175	5.7%	22.3%	41.1%	8.6%	20.6%	1.7%	175	6.9%	20.6%	39.4%	10.3%	21.1%	1.7%
	末子0-3歳	96	9.4%	21.9%	45.8%	6.3%	14.6%	2.1%	96	10.4%	27.1%	40.6%	6.3%	14.6%	1.0%
	末子4-6歳	1802	6.0%	21.1%	43.8%	8.7%	18.7%	1.7%	1802	6.9%	22.4%	41.0%	10.1%	17.8%	1.8%
	末子7歳以上	130	8.5%	28.5%	41.5%	5.4%	12.3%	3.8%	130	11.5%	30.0%	36.9%	7.7%	11.5%	2.3%
	作成した														
	作成していない														

	問4-3付問1.0)昇進したいと思うようになった 【問4-3で取り組んでいると回答した方のみ】				問4-3付問1.0)これからも、今の会社で働き続けたいと思うようになった 【問4-3で取り組んでいると回答した方のみ】			
	全体n	あてはまる どちらかと いえば あてはまる	どちらと もいえない	無回答 ない	全体n	あてはまる どちらかと いえば あてはまる	どちらと もいえない	無回答 ない
男性・計	285	7.0%	14.7%	45.6%	6.7%	21.8%	4.2%	16.1%
年齢								
18-29歳	83	9.6%	18.1%	39.8%	7.2%	20.5%	4.8%	12.0%
30-39歳	196	6.1%	13.8%	48.0%	6.1%	21.9%	4.1%	17.3%
40-65歳	5	-	-	60.0%	-	40.0%	-	40.0%
入社年								
2017(H29)年	37	8.1%	18.9%	51.4%	2.7%	10.8%	8.1%	10.8%
2017(H29)年より前	241	7.1%	14.5%	44.0%	7.1%	23.7%	3.7%	17.0%
役職								
役職なし	169	7.7%	14.2%	50.3%	5.9%	17.2%	4.7%	11.2%
係長・主任相当職	82	6.1%	17.1%	40.2%	6.1%	28.0%	2.4%	20.7%
課長・課長相当職	21	4.8%	9.5%	38.1%	14.3%	28.6%	4.8%	33.3%
部長・部長相当職	12	8.3%	16.7%	33.3%	-	33.3%	8.3%	25.0%
役員	1	-	-	100.0%	-	-	-	-
配偶関係								
未婚	176	7.4%	15.9%	45.5%	7.4%	21.0%	2.8%	18.2%
既婚・離死別	109	6.4%	12.8%	45.9%	5.5%	22.9%	6.4%	12.8%
末子年齢								
子なし	139	5.8%	13.7%	49.6%	5.0%	20.9%	5.0%	12.9%
末子0-3歳	92	6.5%	14.1%	39.1%	8.7%	28.3%	3.3%	22.8%
末子4-6歳	28	17.9%	14.3%	42.9%	7.1%	14.3%	3.6%	10.7%
末子7歳以上	23	4.3%	26.1%	47.8%	8.7%	13.0%	-	17.4%
企業調査：作成した	22	9.1%	9.1%	54.5%	4.5%	18.2%	4.5%	18.2%
行動計画：作成していない	213	7.5%	15.5%	45.1%	6.6%	21.6%	3.8%	16.4%
女性・計	301	13.0%	17.6%	37.5%	10.3%	17.6%	4.0%	10.3%
年齢								
18-29歳	115	10.4%	21.7%	41.7%	9.6%	13.0%	3.5%	13.0%
30-39歳	176	14.2%	15.3%	35.8%	10.8%	20.5%	3.4%	28.4%
40-65歳	10	20.0%	10.0%	20.0%	10.0%	20.0%	20.0%	10.0%
入社年								
2017(H29)年	36	5.6%	22.2%	47.2%	8.3%	11.1%	5.6%	5.6%
2017(H29)年より前	260	13.8%	17.3%	35.8%	10.8%	18.8%	3.5%	25.8%
役職								
役職なし	245	9.4%	16.7%	40.8%	11.0%	18.0%	4.1%	11.0%
係長・主任相当職	43	25.6%	23.3%	23.3%	9.3%	16.3%	2.3%	7.0%
課長・課長相当職	6	50.0%	16.7%	33.3%	-	-	-	-
部長・部長相当職	2	50.0%	-	-	-	-	-	-
役員	2	50.0%	50.0%	-	-	-	-	-
配偶関係								
未婚	167	13.8%	16.8%	32.9%	13.2%	16.8%	6.6%	7.2%
既婚・離死別	132	12.1%	18.9%	42.4%	6.8%	18.9%	0.8%	14.4%
末子年齢								
子なし	162	12.3%	17.9%	41.4%	8.6%	18.5%	1.2%	13.0%
末子0-3歳	67	16.4%	11.9%	31.3%	13.4%	19.4%	7.5%	7.5%
末子4-6歳	28	7.1%	35.7%	17.9%	21.4%	10.7%	7.1%	3.6%
末子7歳以上	39	15.4%	15.4%	41.0%	5.1%	17.9%	5.1%	10.3%
企業調査：作成した	40	5.0%	27.5%	35.0%	10.0%	20.0%	2.5%	10.0%
行動計画：作成していない	196	13.8%	18.4%	35.7%	11.7%	15.8%	4.6%	11.2%
男性・計	848	7.5%	9.8%	51.7%	3.4%	25.2%	2.4%	22.6%
年齢								
18-29歳	301	11.3%	11.0%	52.5%	1.7%	21.3%	2.3%	18.9%
30-39歳	532	5.6%	9.0%	51.5%	4.5%	27.6%	1.7%	24.6%
40-65歳	15	-	13.3%	40.0%	-	20.0%	26.7%	20.0%
入社年								
2017(H29)年	121	14.0%	8.3%	56.2%	1.7%	17.4%	2.5%	14.9%
2017(H29)年より前	706	6.2%	9.6%	51.3%	3.8%	26.6%	2.4%	24.1%
役職								
役職なし	555	9.7%	9.2%	52.8%	2.7%	23.8%	1.8%	20.9%
係長・主任相当職	219	3.7%	10.0%	53.9%	4.1%	26.5%	1.8%	24.7%
課長・課長相当職	53	1.9%	13.2%	37.7%	9.4%	32.1%	5.7%	28.3%
部長・部長相当職	13	-	15.4%	30.8%	-	38.5%	15.4%	38.5%
役員	5	20.0%	-	20.0%	-	40.0%	20.0%	40.0%
配偶関係								
未婚	498	5.8%	10.2%	51.0%	4.0%	26.9%	2.0%	23.9%
既婚・離死別	347	10.1%	9.2%	52.4%	2.6%	23.1%	2.6%	21.0%
末子年齢								
子なし	433	8.8%	9.0%	52.0%	3.0%	24.5%	2.8%	21.5%
末子0-3歳	282	6.7%	9.9%	53.2%	3.5%	24.8%	1.8%	22.7%

1	末子4-6歳	73	6.8%	9.6%	53.4%	6.8%	23.3%	-	73	9.6%	19.2%	47.9%	1.4%	21.9%	-
0	末子7歳以上	54	3.7%	16.7%	40.7%	1.9%	33.3%	3.7%	54	7.4%	18.5%	37.4%	7.4%	29.6%	3.7%
0	企業調査：作成した	306	7.5%	10.5%	54.6%	2.6%	21.9%	2.9%	306	7.5%	18.3%	47.4%	5.6%	18.6%	2.6%
5	行動計画：作成していない	408	7.8%	9.3%	51.0%	4.2%	26.0%	1.7%	408	10.8%	20.1%	40.2%	4.2%	23.8%	1.0%
2	女性・計	942	5.4%	15.1%	43.2%	11.7%	22.0%	2.7%	942	11.7%	30.3%	37.0%	6.7%	11.7%	1.8%
9	18-29歳	438	5.5%	17.1%	43.6%	11.0%	20.1%	2.7%	438	12.6%	26.9%	40.0%	7.3%	11.4%	1.8%
9	30-39歳	496	5.2%	13.1%	42.9%	12.5%	24.0%	2.2%	496	12.3%	33.3%	34.5%	6.3%	12.1%	1.6%
人	40-65歳	6	16.7%	16.7%	33.3%	-	-	33.3%	6	33.3%	33.3%	16.7%	-	16.7%	-
	2017(H29)年	136	9.6%	19.1%	44.4%	9.6%	13.2%	3.7%	136	18.4%	31.6%	34.6%	4.4%	7.4%	3.7%
	2017(H29)年より前	787	4.7%	13.9%	43.2%	12.1%	23.8%	2.4%	787	11.7%	29.5%	37.6%	7.2%	12.6%	1.4%
	役員	759	4.9%	14.9%	43.9%	10.8%	22.8%	2.8%	759	12.8%	30.6%	36.1%	6.6%	11.9%	2.1%
	係長・主任相当職	148	7.4%	15.5%	39.2%	14.9%	21.6%	1.4%	148	10.1%	28.4%	40.5%	6.8%	13.5%	0.7%
	課長・課長相当職	20	15.0%	15.0%	45.0%	20.0%	5.0%	-	20	20.0%	25.0%	45.0%	10.0%	-	-
	部長・部長相当職	6	-	16.7%	50.0%	16.7%	-	16.7%	6	-	50.0%	33.3%	16.7%	-	-
	役員	4	-	-	75.0%	-	-	25.0%	4	25.0%	25.0%	50.0%	-	-	-
	配偶関係	447	6.7%	13.6%	41.6%	11.4%	24.6%	2.0%	447	13.6%	33.3%	32.4%	6.9%	12.5%	1.1%
	未婚	493	4.3%	16.4%	44.6%	12.0%	19.5%	3.2%	493	11.6%	27.6%	41.2%	6.5%	10.8%	2.4%
	既婚・離死別	593	5.1%	15.7%	44.0%	11.5%	20.9%	2.9%	593	11.8%	27.7%	40.5%	6.9%	11.1%	2.0%
	子なし	204	5.4%	15.7%	42.2%	12.7%	1.0%	204	13.7%	33.3%	31.4%	7.4%	13.2%	1.0%	
	末子0-3歳	81	3.7%	9.9%	46.9%	16.0%	22.2%	1.2%	81	12.3%	30.9%	38.3%	6.2%	11.1%	1.2%
	末子4-6歳	50	12.0%	14.0%	34.0%	4.0%	28.0%	8.0%	50	18.0%	46.0%	20.0%	4.0%	10.0%	2.0%
	末子7歳以上	345	5.2%	17.4%	42.0%	14.5%	18.6%	2.3%	345	13.9%	33.6%	34.5%	8.1%	8.7%	1.2%
	企業調査：作成した	404	4.5%	13.4%	44.3%	10.1%	25.0%	2.7%	404	11.1%	27.5%	39.1%	5.9%	13.9%	2.5%
	行動計画：作成していない	2086	5.4%	11.3%	48.7%	6.8%	26.4%	1.3%	2086	7.5%	19.2%	43.6%	5.9%	22.8%	1.0%
	男性・計	709	7.6%	13.0%	47.4%	7.9%	22.6%	1.6%	709	7.9%	20.2%	43.0%	7.6%	20.3%	1.0%
	18-29歳	1341	4.1%	10.6%	49.4%	6.3%	28.4%	1.3%	1341	7.3%	18.3%	44.2%	5.1%	24.0%	1.0%
	30-39歳	31	9.7%	6.5%	51.6%	6.5%	25.8%	-	31	9.5%	32.3%	35.5%	3.2%	22.6%	-
	40-65歳	279	9.0%	11.1%	55.9%	4.3%	19.4%	0.4%	279	9.0%	21.9%	47.0%	4.7%	17.6%	-
	2017(H29)年	1771	4.9%	11.3%	47.4%	7.3%	21.6%	1.5%	1771	7.3%	18.8%	42.8%	6.2%	23.7%	1.2%
	2017(H29)年より前	1248	5.4%	11.4%	48.0%	7.5%	26.2%	1.4%	1248	7.0%	18.0%	44.6%	7.1%	22.4%	1.0%
	役員	687	4.9%	11.2%	49.2%	6.1%	27.2%	1.3%	687	8.0%	20.4%	41.9%	4.4%	24.2%	1.2%
	係長・主任相当職	128	6.3%	12.5%	53.1%	3.1%	24.2%	0.8%	128	10.9%	22.7%	44.5%	2.3%	18.8%	0.8%
	課長・課長相当職	14	7.1%	7.1%	42.9%	14.3%	28.6%	-	14	-	28.6%	35.7%	7.1%	28.6%	-
	部長・部長相当職	6	33.3%	-	33.3%	-	33.3%	-	6	16.7%	16.7%	33.3%	-	33.3%	-
	役員	1301	5.1%	11.1%	48.3%	6.4%	27.5%	1.5%	1301	8.0%	18.8%	43.4%	5.3%	23.4%	1.2%
	配偶関係	778	5.8%	11.6%	49.4%	7.6%	24.6%	1.2%	778	6.7%	20.1%	44.0%	6.9%	21.7%	0.6%
	未婚	1020	5.6%	11.3%	49.1%	7.5%	25.3%	1.2%	1020	7.1%	19.3%	44.2%	6.8%	21.8%	0.9%
	既婚・離死別	722	4.8%	10.5%	49.9%	5.5%	27.6%	1.7%	722	6.8%	19.7%	44.0%	5.0%	23.3%	1.2%
	子なし	226	7.1%	13.7%	44.2%	7.1%	26.5%	0.9%	226	10.2%	16.8%	42.5%	5.8%	23.9%	0.9%
	末子0-3歳	96	4.2%	12.5%	46.9%	6.3%	30.2%	-	96	12.5%	19.8%	36.5%	4.2%	27.1%	-
	末子4-6歳	1623	5.4%	11.8%	48.4%	6.8%	26.1%	1.5%	1623	7.5%	19.3%	44.0%	5.7%	22.5%	1.0%
	末子7歳以上	128	6.3%	9.4%	50.0%	6.3%	25.8%	2.3%	128	7.0%	14.8%	43.8%	10.9%	21.1%	2.3%
	企業調査：作成した	2294	5.8%	17.9%	37.8%	12.8%	23.8%	1.9%	2294	12.3%	29.7%	34.9%	7.7%	13.5%	1.9%
	行動計画：作成していない	1007	6.3%	18.4%	39.8%	12.2%	21.0%	2.4%	1007	12.9%	28.2%	36.5%	8.7%	11.3%	2.3%
	18-29歳	1258	5.4%	17.7%	35.9%	13.3%	26.2%	1.5%	1258	11.8%	30.9%	33.5%	6.9%	15.2%	1.7%
	30-39歳	21	4.8%	9.5%	61.9%	9.5%	14.3%	-	21	14.3%	33.3%	47.6%	-	4.8%	-
	40-65歳	337	7.7%	21.1%	43.6%	8.6%	14.5%	4.5%	337	18.4%	30.0%	31.5%	8.0%	7.1%	5.0%
	2017(H29)年	1928	5.4%	17.4%	37.1%	13.4%	25.2%	1.5%	1928	11.2%	29.8%	35.5%	7.6%	14.5%	1.4%
	2017(H29)年より前	1777	4.6%	17.7%	38.3%	12.7%	24.6%	2.0%	1777	12.7%	29.8%	34.9%	7.8%	13.4%	2.0%
	役員	446	9.4%	19.3%	35.0%	13.0%	22.0%	1.3%	446	13.2%	29.6%	34.5%	7.2%	13.9%	1.6%
	係長・主任相当職	56	8.9%	16.1%	44.6%	14.3%	16.1%	-	56	8.9%	32.1%	35.7%	7.1%	16.1%	-
	課長・課長相当職	3	33.3%	-	33.3%	-	33.3%	-	3	-	-	66.7%	-	33.3%	-
	部長・部長相当職	5	20.0%	20.0%	60.0%	-	-	-	5	40.0%	40.0%	20.0%	-	-	-
	役員	1089	6.2%	16.3%	37.0%	13.4%	25.2%	1.9%	1089	13.9%	31.1%	32.3%	7.2%	13.9%	1.7%
	配偶関係	1197	5.3%	19.3%	38.5%	12.3%	22.8%	1.8%	1197	10.7%	28.7%	37.1%	8.1%	13.3%	2.2%
	未婚	1501	5.7%	18.5%	37.8%	13.0%	23.3%	1.8%	1501	11.3%	28.4%	36.9%	7.8%	13.7%	1.9%
	既婚・離死別	493	6.1%	15.2%	36.3%	13.6%	26.4%	2.4%	493	14.4%	33.3%	29.8%	7.3%	13.0%	2.2%
	子なし	175	4.0%	17.1%	38.9%	12.0%	26.3%	1.7%	175	12.0%	31.4%	31.4%	8.0%	14.9%	2.3%
	末子0-3歳	96	10.4%	24.0%	36.5%	8.3%	19.8%	1.0%	96	18.8%	28.1%	35.4%	4.2%	12.5%	1.0%
	末子4-6歳	1802	5.8%	17.5%	37.8%	13.3%	23.8%	1.8%	1802	12.6%	29.7%	35.0%	7.6%	13.3%	1.8%
	末子7歳以上	130	4.6%	20.0%	43.1%	14.6%	15.4%	2.3%	130	11.5%	33.8%	35.4%	6.9%	8.5%	3.8%
	企業調査：作成した														
	行動計画：作成していない														

3 0 0 人以上

	問4-3付問1.e)この会社で働くことに安心感をもつようになった 【問4-3で取り組んでいると回答した方のみ】					問4-3付問1.f)自分の持っている能力を十分に発揮できるようになった 【問4-3で取り組んでいると回答した方のみ】						
	全体n	あてはまる どちらかと いえば あてはまる	どちらと もいえない	あてはまら ない	無回答	全体n	あてはまる どちらかと いえば あてはまる	どちらと もいえない	あてはまら ない	無回答		
男性・計	285	12.6%	24.2%	38.2%	4.9%	16.1%	7.4%	16.1%	46.7%	7.4%	18.6%	3.9%
年齢	83	14.5%	31.3%	31.3%	3.6%	15.7%	9.6%	10.8%	50.6%	8.4%	15.7%	4.8%
18-29歳	196	12.2%	21.4%	41.3%	5.1%	15.8%	6.6%	18.9%	44.9%	6.6%	19.4%	3.6%
30-39歳	5	-	20.0%	40.0%	-	40.0%	-	-	60.0%	-	40.0%	-
40-65歳	37	16.2%	27.0%	40.5%	2.7%	8.1%	2.7%	18.9%	56.8%	5.4%	8.1%	8.1%
入社年	241	12.0%	25.4%	37.3%	5.0%	17.4%	8.3%	15.8%	44.8%	7.5%	20.3%	3.3%
2017(H29)年	169	14.8%	24.5%	38.5%	5.3%	11.8%	8.3%	17.2%	48.5%	8.3%	13.0%	4.7%
2017(H29)年より前	82	8.5%	22.0%	41.5%	3.7%	22.0%	6.1%	13.4%	47.6%	4.9%	26.8%	1.2%
役員	21	4.8%	28.6%	28.6%	9.5%	23.8%	4.8%	19.0%	33.3%	9.5%	28.6%	4.8%
役員なし	12	16.7%	16.7%	33.3%	-	25.0%	8.3%	16.7%	33.3%	8.3%	25.0%	8.3%
係長・主任相当職	1	100.0%	-	-	-	-	-	-	100.0%	-	-	-
課長・課長相当職	176	10.2%	23.3%	41.5%	5.1%	17.0%	6.8%	17.6%	46.6%	6.3%	19.9%	2.8%
部長・部長相当職	109	16.5%	25.7%	33.0%	4.6%	14.7%	8.3%	13.8%	46.8%	9.2%	16.5%	5.5%
役員	139	14.4%	23.7%	40.3%	3.6%	13.7%	7.9%	13.7%	51.8%	7.2%	15.1%	4.3%
配偶関係	92	12.0%	19.6%	34.8%	6.5%	23.9%	7.6%	15.2%	37.0%	8.7%	28.3%	3.3%
未婚	28	10.7%	35.7%	39.3%	3.6%	7.1%	3.6%	28.6%	50.0%	3.6%	10.7%	3.6%
既婚・離死別	23	8.7%	34.8%	39.1%	4.3%	13.0%	8.7%	21.7%	52.2%	4.3%	13.0%	-
末子0-3歳	22	18.2%	13.6%	50.0%	-	13.6%	18.2%	4.5%	54.5%	4.5%	13.6%	4.5%
末子4-6歳	213	10.3%	27.7%	36.2%	5.6%	16.0%	6.6%	17.4%	46.5%	7.5%	18.3%	3.8%
末子7歳以上	301	19.3%	30.3%	29.6%	6.3%	10.6%	12.0%	26.9%	41.5%	6.0%	10.0%	3.7%
企業調査：作成した	115	18.3%	33.9%	24.3%	7.0%	13.0%	8.7%	33.0%	37.4%	7.0%	11.3%	2.6%
行動計画：作成していない	176	19.9%	29.5%	31.8%	6.3%	9.7%	14.2%	23.3%	44.9%	5.1%	9.1%	3.4%
男性・計	10	20.0%	20.0%	50.0%	-	-	10.0%	30.0%	30.0%	10.0%	10.0%	20.0%
年齢	36	11.1%	44.4%	33.3%	2.8%	5.6%	47.2%	36.1%	36.1%	5.6%	8.3%	2.8%
18-29歳	260	20.0%	29.2%	29.2%	6.9%	11.5%	13.5%	23.8%	42.7%	6.2%	10.4%	3.5%
30-39歳	245	17.1%	31.0%	31.0%	5.7%	11.4%	9.8%	28.2%	41.2%	6.1%	11.0%	3.7%
40-65歳	43	27.9%	27.9%	23.3%	11.6%	7.0%	18.6%	20.9%	44.2%	7.0%	7.0%	2.3%
入社年	6	50.0%	-	50.0%	-	-	33.3%	-	66.7%	-	-	-
2017(H29)年	2	50.0%	-	-	-	-	100.0%	-	50.0%	-	-	50.0%
2017(H29)年より前	2	-	50.0%	-	-	-	100.0%	-	-	-	-	-
役員	167	22.8%	28.7%	30.5%	4.8%	7.8%	14.4%	25.1%	40.7%	6.0%	7.8%	6.0%
役員なし	132	15.2%	33.3%	28.0%	8.3%	14.4%	9.1%	28.8%	42.4%	6.1%	12.9%	0.8%
配偶関係	162	17.3%	33.3%	26.5%	8.0%	13.6%	9.9%	28.4%	42.6%	6.2%	11.7%	1.2%
未婚	67	26.9%	22.4%	31.3%	6.0%	7.5%	13.4%	17.9%	41.8%	9.0%	10.4%	7.5%
既婚・離死別	28	17.9%	32.1%	39.3%	-	3.6%	21.4%	42.9%	28.6%	-	3.6%	3.6%
末子0-3歳	39	17.9%	33.3%	33.3%	5.1%	7.7%	12.8%	23.1%	48.7%	7.7%	5.1%	5.1%
末子4-6歳	40	17.5%	30.0%	30.0%	10.0%	10.0%	12.5%	22.5%	50.0%	2.5%	10.0%	2.5%
末子7歳以上	196	19.4%	29.1%	29.6%	7.7%	10.2%	11.2%	29.6%	38.8%	6.6%	9.2%	4.6%
企業調査：作成した	848	9.2%	20.4%	41.6%	5.5%	17.6%	10.6%	10.6%	53.4%	4.8%	24.8%	1.8%
行動計画：作成していない	301	12.3%	22.3%	41.9%	5.0%	17.3%	6.3%	11.0%	55.1%	4.7%	21.6%	1.3%
男性・計	532	7.5%	19.2%	42.1%	5.8%	24.1%	3.8%	10.5%	53.0%	4.7%	26.5%	1.5%
年齢	15	6.7%	26.7%	20.0%	6.7%	20.0%	3.8%	6.7%	33.3%	13.3%	26.7%	20.0%
18-29歳	121	14.0%	23.1%	43.0%	5.0%	13.2%	8.3%	10.7%	59.5%	4.1%	15.7%	1.7%
30-39歳	706	8.1%	19.7%	41.4%	5.8%	23.4%	3.5%	10.5%	52.8%	5.1%	26.2%	1.8%
40-65歳	555	10.5%	21.0%	42.2%	5.4%	19.3%	5.0%	11.4%	54.8%	4.3%	23.2%	1.3%
入社年	219	6.4%	18.3%	44.3%	5.9%	23.7%	3.2%	8.2%	56.2%	5.5%	25.1%	1.8%
2017(H29)年	53	9.4%	17.0%	30.2%	7.5%	32.1%	5.7%	13.2%	34.0%	9.4%	35.8%	1.9%
2017(H29)年より前	13	-	15.4%	30.8%	-	38.5%	-	7.7%	38.5%	-	38.5%	15.4%
役員	5	20.0%	-	20.0%	-	40.0%	20.0%	-	20.0%	-	40.0%	20.0%
役員なし	498	7.0%	19.9%	43.4%	5.0%	22.7%	3.6%	11.0%	52.6%	4.6%	26.3%	1.8%
配偶関係	347	12.4%	21.0%	39.5%	6.1%	20.2%	6.1%	9.8%	54.8%	5.2%	22.8%	1.4%
未婚	433	11.3%	20.3%	40.2%	6.2%	20.8%	5.5%	9.5%	54.5%	5.1%	23.8%	1.6%
既婚・離死別	282	6.7%	20.6%	45.4%	4.3%	20.9%	3.2%	11.3%	55.7%	3.9%	24.1%	1.8%
末子0-3歳												

3 0 9 9 人

1	末子4-6歳	73	6.8%	27.4%	41.1%	4.1%	20.5%	-	73	8.2%	11.0%	50.7%	5.5%	24.7%	-
0	末子7歳以上	54	9.3%	13.0%	37.0%	7.4%	29.6%	3.7%	54	-	16.7%	38.9%	7.4%	33.3%	3.7%
0	企業調査: 作成した	306	7.2%	21.2%	44.1%	4.6%	20.6%	2.3%	306	3.3%	12.1%	54.6%	5.6%	22.2%	2.3%
5	行動計画: 作成していない	408	11.0%	20.1%	41.4%	5.8%	20.6%	1.2%	408	5.6%	10.0%	53.2%	4.9%	25.0%	1.2%
2	女性・計	942	11.3%	29.9%	36.3%	8.4%	12.0%	2.1%	942	5.1%	22.8%	48.0%	8.0%	14.2%	1.9%
9	18-29歳	438	11.2%	32.4%	35.6%	9.1%	9.8%	1.8%	438	5.5%	24.9%	46.8%	8.0%	13.0%	1.8%
9	30-39歳	496	11.3%	27.8%	36.9%	7.9%	14.1%	2.0%	496	4.6%	21.0%	49.2%	7.9%	15.5%	1.8%
人	40-65歳	6	16.7%	33.3%	16.7%	-	-	33.3%	6	16.7%	33.3%	33.3%	-	16.7%	-
	2017(H29)年	136	16.2%	39.7%	29.4%	5.1%	5.9%	3.7%	136	8.8%	27.2%	45.6%	7.4%	7.4%	3.7%
	2017(H29)年より前	787	10.5%	27.6%	37.9%	9.0%	13.2%	1.8%	787	4.4%	22.0%	48.3%	8.1%	15.6%	1.5%
	役職なし	759	11.5%	30.3%	36.4%	7.8%	11.9%	2.2%	759	4.7%	23.2%	47.7%	8.0%	14.2%	2.1%
	係長・主任相当職	148	8.8%	28.4%	35.8%	10.1%	15.5%	1.4%	148	6.1%	21.6%	45.9%	7.4%	17.6%	1.4%
	課長・課長相当職	20	25.0%	15.0%	45.0%	15.0%	-	-	20	10.0%	10.0%	70.0%	10.0%	-	-
	部長・部長相当職	6	-	66.7%	16.7%	16.7%	-	-	6	-	50.0%	33.3%	16.7%	-	-
	役員	4	-	50.0%	25.0%	-	-	25.0%	4	25.0%	-	75.0%	-	-	-
	配偶関係	447	12.1%	30.2%	33.3%	8.5%	14.1%	1.8%	447	6.0%	22.1%	47.7%	7.2%	15.7%	1.3%
	未婚	493	10.5%	29.6%	39.1%	8.3%	9.9%	2.4%	493	4.3%	23.5%	48.3%	8.7%	12.8%	2.4%
	既婚・離死別	593	10.6%	28.3%	39.3%	8.6%	11.1%	2.0%	593	4.6%	22.1%	49.2%	8.8%	13.3%	2.0%
	子なし	204	12.7%	33.3%	31.4%	7.8%	13.2%	1.5%	204	5.4%	24.5%	44.6%	8.3%	16.2%	1.0%
	末子0-3歳	81	6.2%	27.2%	40.7%	12.3%	12.3%	1.2%	81	3.7%	18.5%	59.3%	6.2%	11.1%	1.2%
	末子4-6歳	50	22.0%	32.0%	22.0%	4.0%	14.0%	6.0%	50	12.0%	30.0%	34.0%	2.0%	18.0%	4.0%
	末子7歳以上	345	11.0%	31.6%	38.0%	8.4%	9.3%	1.7%	345	6.1%	23.5%	47.2%	9.6%	12.2%	1.4%
	作成した	404	10.4%	29.7%	35.9%	7.2%	14.4%	2.5%	404	2.7%	23.5%	49.3%	6.2%	15.8%	2.5%
	作成していない	2086	8.2%	20.8%	42.0%	6.7%	21.2%	1.1%	2086	3.0%	10.0%	52.9%	6.1%	27.1%	1.0%
	男性・計	709	7.6%	24.0%	41.3%	8.0%	18.1%	1.0%	709	3.7%	10.7%	53.5%	7.8%	23.3%	1.1%
	18-29歳	1341	8.5%	19.0%	42.5%	6.0%	22.7%	1.2%	1341	2.6%	9.3%	52.9%	5.3%	29.0%	0.9%
	30-39歳	31	9.7%	25.8%	35.5%	3.2%	25.8%	-	31	6.5%	19.4%	41.9%	3.2%	29.0%	-
	40-65歳	279	9.0%	26.9%	43.7%	3.9%	16.5%	-	279	5.0%	11.5%	58.1%	4.7%	20.8%	-
	2017(H29)年	1771	8.1%	19.8%	41.6%	7.2%	22.1%	1.3%	1771	2.7%	9.7%	51.9%	6.4%	28.2%	1.1%
	2017(H29)年より前	1248	7.5%	21.4%	41.7%	7.6%	20.7%	1.1%	1248	3.0%	9.2%	52.6%	7.2%	27.1%	1.0%
	役職なし	687	8.7%	19.8%	42.4%	5.5%	22.4%	1.2%	687	2.5%	10.8%	52.8%	4.8%	28.1%	1.0%
	係長・主任相当職	128	13.3%	18.0%	43.3%	3.9%	20.3%	0.8%	128	5.5%	11.7%	57.8%	7.1%	21.9%	0.8%
	課長・課長相当職	14	-	35.7%	28.6%	7.1%	28.6%	-	14	-	21.4%	42.9%	7.1%	28.6%	-
	部長・部長相当職	6	16.7%	16.7%	50.0%	-	16.7%	-	6	33.3%	-	33.3%	-	33.3%	-
	役員	1301	8.6%	20.3%	42.2%	5.8%	21.7%	1.4%	1301	2.8%	10.3%	52.5%	5.5%	27.8%	1.2%
	配偶関係	778	7.5%	21.6%	41.8%	8.1%	20.4%	0.6%	778	3.3%	9.5%	53.5%	7.2%	25.8%	0.6%
	未婚	1020	7.2%	21.7%	42.0%	8.1%	20.2%	0.9%	1020	2.9%	9.1%	53.7%	7.1%	26.3%	0.9%
	子なし	722	8.9%	20.5%	43.1%	5.3%	21.1%	1.2%	722	2.5%	9.8%	53.6%	5.4%	27.6%	1.1%
	末子0-3歳	226	8.4%	17.3%	42.0%	5.3%	25.2%	1.8%	226	5.3%	11.9%	49.6%	4.4%	27.9%	0.9%
	末子4-6歳	96	14.6%	19.8%	35.4%	5.2%	25.0%	-	96	3.1%	13.5%	47.9%	4.2%	31.3%	-
	末子7歳以上	1623	8.5%	21.4%	41.7%	6.7%	20.9%	0.9%	1623	3.1%	10.2%	52.6%	5.8%	27.4%	1.0%
	作成した	128	6.3%	14.8%	46.1%	8.8%	21.9%	2.3%	128	2.3%	10.9%	53.1%	7.0%	24.2%	2.3%
	作成していない	2294	10.6%	30.3%	34.0%	8.8%	14.3%	1.9%	2294	3.3%	18.0%	49.7%	10.2%	17.2%	1.7%
	女性・計	1007	11.9%	31.6%	34.7%	8.7%	10.7%	2.4%	1007	4.0%	19.5%	50.1%	10.3%	13.8%	2.3%
	18-29歳	1258	9.5%	29.5%	33.4%	8.8%	17.2%	1.6%	1258	2.6%	16.8%	49.1%	10.3%	20.0%	1.3%
	30-39歳	21	14.3%	28.6%	42.9%	9.5%	4.8%	-	21	9.5%	19.0%	66.7%	4.8%	-	-
	40-65歳	337	19.3%	34.4%	28.5%	6.5%	6.5%	4.7%	337	4.5%	22.8%	51.0%	8.3%	8.9%	4.5%
	2017(H29)年	1928	9.1%	29.5%	35.1%	9.2%	15.6%	1.5%	1928	3.1%	17.0%	49.7%	10.6%	18.4%	1.2%
	2017(H29)年より前	1777	11.0%	30.6%	33.9%	8.8%	13.6%	2.1%	1777	3.0%	17.6%	49.9%	10.5%	17.2%	1.9%
	役職なし	446	9.2%	30.3%	33.2%	9.4%	16.8%	1.1%	446	3.6%	19.3%	50.0%	9.2%	16.8%	1.1%
	係長・主任相当職	56	7.1%	26.8%	41.1%	5.4%	19.6%	-	56	7.1%	14.3%	44.6%	12.5%	21.4%	-
	課長・課長相当職	3	-	-	33.3%	-	66.7%	-	3	-	33.3%	33.3%	-	33.3%	-
	部長・部長相当職	5	40.0%	40.0%	20.0%	-	-	-	5	20.0%	60.0%	20.0%	-	-	-
	役員	1089	11.8%	30.1%	32.8%	7.7%	15.8%	1.7%	1089	3.3%	18.1%	49.3%	9.6%	18.2%	1.5%
	配偶関係	1197	9.5%	30.7%	34.5%	9.8%	13.1%	2.1%	1197	3.2%	17.7%	50.0%	10.8%	16.4%	1.9%
	未婚	1501	10.0%	30.2%	34.6%	9.3%	13.9%	2.0%	1501	2.9%	17.7%	49.9%	10.5%	17.2%	1.7%
	既婚・離死別	493	12.4%	31.6%	32.0%	7.1%	15.0%	1.8%	493	4.9%	17.4%	49.3%	9.3%	18.1%	1.8%
	子なし	175	10.3%	30.3%	30.9%	9.7%	16.6%	2.3%	175	1.7%	18.3%	49.7%	11.4%	17.1%	1.7%
	末子0-3歳	96	13.5%	25.0%	37.5%	9.4%	13.5%	1.0%	96	8.3%	21.9%	46.9%	7.3%	14.6%	1.0%
	末子4-6歳	1802	11.2%	29.4%	34.7%	8.9%	13.9%	2.0%	1802	3.3%	17.7%	49.9%	10.4%	17.0%	1.8%
	末子7歳以上	130	9.2%	38.5%	26.9%	11.5%	10.8%	3.1%	130	4.6%	26.2%	43.8%	10.0%	13.1%	2.3%
	作成した														
	作成していない														

性別・計 年齢	問4-3付問2.a)女性活躍に向けた社内の意識統一ができた 【問4-3で取り組んでいると回答した方のみ】				問4-3付問2.b)職場が活性化した 【問4-3で取り組んでいると回答した方のみ】				
	全体n	そう思う	ややそう思う	どちらとも いえない	無回答	そう思う	ややそう思う	どちらとも いえない	無回答
		そう思う	ややそう思う	どちらとも いえない	無回答	そう思う	ややそう思う	どちらとも いえない	無回答
男性・計	285	4.6%	23.5%	38.9%	16.5%	11.9%	4.6%	2.4%	11.2%
18-29歳	83	7.2%	22.9%	44.6%	14.5%	8.4%	2.4%	36.1%	7.2%
30-39歳	196	3.6%	24.0%	36.7%	16.8%	13.3%	5.6%	33.2%	8.4%
40-65歳	5	-	20.0%	40.0%	20.0%	20.0%	-	40.0%	13.3%
入社年	37	8.1%	21.6%	48.6%	13.5%	5.4%	2.7%	48.6%	2.7%
2017(H29)年	241	4.1%	24.1%	37.3%	16.6%	13.3%	4.6%	31.5%	8.1%
2017(H29)年より前	169	4.1%	25.4%	40.8%	14.8%	9.5%	5.3%	34.3%	11.8%
役職	82	4.9%	18.3%	41.5%	14.6%	14.6%	2.4%	25.6%	11.0%
役員・主任相当職	21	4.8%	23.8%	38.1%	14.3%	23.8%	4.8%	38.1%	14.3%
課長・課長相当職	12	8.3%	25.0%	41.7%	8.3%	8.3%	8.3%	58.3%	25.0%
部長・部長相当職	1	-	100.0%	-	-	-	-	100.0%	-
役員	176	4.0%	21.6%	40.3%	17.0%	12.5%	4.5%	32.4%	10.8%
配偶関係	109	5.5%	26.6%	36.7%	15.6%	11.0%	4.6%	27.5%	11.9%
未婚	139	5.8%	26.6%	38.1%	15.1%	11.5%	2.9%	29.5%	11.5%
既婚・離死別	92	5.4%	19.6%	34.8%	17.4%	16.3%	6.5%	28.3%	15.2%
子なし	28	-	28.6%	39.3%	17.9%	7.1%	7.1%	39.3%	7.1%
末子0-3歳	23	-	17.4%	60.9%	17.4%	4.3%	34.8%	47.8%	-
末子4-6歳	22	-	45.5%	40.9%	9.1%	4.5%	-	22.7%	18.2%
末子7歳以上	213	5.2%	20.7%	38.0%	19.2%	12.7%	4.2%	25.8%	11.7%
企業調査：作成した	301	6.6%	24.6%	36.2%	15.3%	13.3%	4.0%	27.6%	13.3%
行動計画：作成していない	115	8.7%	24.3%	37.4%	15.7%	12.2%	1.7%	30.4%	13.9%
女性・計	176	5.7%	25.0%	35.2%	17.6%	14.8%	4.5%	25.6%	13.1%
年齢	10	-	20.0%	40.0%	20.0%	20.0%	-	40.0%	10.0%
入社年	36	8.3%	33.3%	38.9%	11.1%	8.3%	-	38.9%	41.7%
2017(H29)年	260	6.5%	23.5%	35.8%	15.8%	14.2%	4.2%	26.5%	14.2%
2017(H29)年より前	245	6.9%	23.7%	35.9%	16.3%	13.5%	3.7%	29.0%	14.3%
役職	43	4.7%	27.9%	44.2%	9.3%	11.6%	2.3%	23.3%	7.0%
役員・主任相当職	6	16.7%	33.3%	-	16.7%	33.3%	-	16.7%	33.3%
課長・課長相当職	2	-	50.0%	-	-	-	50.0%	-	-
部長・部長相当職	2	-	50.0%	50.0%	-	-	-	50.0%	-
役員	167	7.8%	21.6%	35.9%	16.2%	13.2%	5.4%	25.7%	12.0%
配偶関係	132	5.3%	28.0%	37.1%	14.4%	12.9%	2.3%	28.8%	12.9%
未婚	162	6.8%	25.9%	37.0%	14.2%	13.0%	3.1%	27.2%	11.1%
既婚・離死別	67	9.0%	22.4%	29.9%	19.4%	14.9%	4.5%	28.4%	19.4%
子なし	28	7.1%	21.4%	50.0%	17.9%	-	3.6%	42.9%	7.1%
末子0-3歳	39	2.6%	25.6%	35.9%	12.8%	17.9%	5.1%	23.1%	7.7%
末子4-6歳	40	5.0%	27.5%	45.0%	10.0%	10.0%	2.5%	17.5%	5.0%
末子7歳以上	196	5.6%	25.0%	33.7%	16.8%	13.8%	5.1%	29.6%	16.8%
企業調査：作成した	848	4.7%	17.9%	46.8%	13.1%	15.0%	2.5%	18.9%	11.8%
行動計画：作成していない	301	7.0%	20.3%	49.2%	10.8%	11.0%	2.0%	19.9%	9.3%
女性・計	532	3.4%	16.4%	45.7%	17.3%	24.7%	2.4%	18.6%	13.5%
年齢	15	6.7%	26.7%	40.0%	40.0%	13.3%	13.3%	6.7%	53.3%
入社年	121	8.3%	15.7%	57.0%	9.1%	6.6%	3.3%	15.7%	9.9%
2017(H29)年	706	4.1%	18.3%	44.8%	14.0%	16.4%	2.4%	19.5%	12.3%
2017(H29)年より前	555	6.1%	19.1%	48.6%	10.8%	13.2%	2.2%	19.8%	9.0%
役職	219	1.8%	15.1%	45.7%	17.8%	18.3%	1.4%	16.4%	45.2%
役員・主任相当職	53	1.9%	18.9%	35.8%	18.9%	17.0%	1.9%	17.0%	5.7%
課長・課長相当職	13	-	7.7%	30.8%	15.4%	30.8%	15.4%	23.1%	7.7%
部長・部長相当職	5	20.0%	40.0%	20.0%	-	-	20.0%	20.0%	-
役員	498	3.4%	17.9%	45.4%	14.1%	17.1%	2.2%	19.3%	16.5%
配偶関係	347	6.6%	18.2%	48.7%	11.8%	12.1%	2.6%	18.2%	9.8%
未婚	433	6.2%	17.6%	48.0%	11.8%	13.9%	2.5%	18.2%	10.2%
既婚・離死別	282	3.9%	18.4%	47.5%	13.5%	14.2%	2.5%	19.1%	14.5%
子なし									
末子0-3歳									

1	0	末子4-6歳	73	1.4%	17.8%	45.2%	17.8%	17.8%	3.7%	73	2.7%	23.3%	39.7%	15.1%	19.2%
0	0	末子7歳以上	54	1.9%	18.5%	38.9%	14.8%	22.2%	3.7%	54	3.3%	18.5%	44.4%	7.4%	22.2%
5	5	企業調査: 作成した	306	2.9%	19.3%	37.1%	13.1%	14.4%	3.3%	306	3.9%	18.3%	47.4%	12.1%	14.7%
2	2	行動計画: 作成していない	408	6.6%	18.1%	47.1%	12.5%	14.2%	1.5%	408	7.8%	19.9%	46.1%	11.8%	13.5%
9	9	女性・計	942	3.2%	18.2%	44.2%	17.9%	11.0%	2.5%	942	3.8%	18.5%	44.2%	17.1%	14.2%
9	9	年齢	438	3.9%	20.1%	44.5%	17.6%	10.0%	3.0%	438	5.3%	22.1%	43.4%	16.4%	10.3%
		18-29歳	496	2.6%	16.1%	43.8%	18.3%	16.9%	2.2%	496	2.6%	14.9%	44.8%	17.7%	17.9%
		30-39歳	6	-	50.0%	50.0%	-	-	-	6	-	50.0%	50.0%	-	2.0%
		40-65歳	136	3.7%	24.3%	48.5%	14.0%	3.7%	5.9%	136	2.2%	27.9%	47.1%	12.5%	4.4%
		2017(H29)年	787	2.8%	17.3%	43.5%	18.7%	16.0%	1.8%	787	3.8%	16.9%	43.6%	18.2%	1.4%
		2017(H29)年	759	3.6%	19.0%	44.3%	17.8%	12.5%	2.9%	759	4.1%	19.2%	44.1%	17.4%	2.5%
		役員なし	148	2.0%	12.8%	39.2%	21.6%	23.0%	1.4%	148	2.7%	13.5%	39.9%	18.2%	1.4%
		係長・主任相当職	20	-	25.0%	60.0%	10.0%	5.0%	-	20	-	30.0%	60.0%	10.0%	-
		課長・課長相当職	6	-	16.7%	50.0%	-	33.3%	-	6	-	66.7%	66.7%	-	33.3%
		部長・部長相当職	4	-	25.0%	75.0%	-	-	-	4	-	50.0%	50.0%	-	-
		役員	447	3.1%	18.8%	42.1%	18.3%	16.1%	1.6%	447	3.8%	16.6%	41.8%	19.0%	1.3%
		未梢	493	3.2%	17.6%	46.2%	17.4%	12.0%	3.4%	493	3.9%	20.3%	46.5%	15.2%	3.0%
		既婚・離死別	593	3.2%	16.7%	46.5%	18.4%	12.3%	2.9%	593	3.9%	18.9%	46.0%	16.5%	2.5%
		子なし	204	2.5%	21.6%	39.2%	21.1%	14.2%	1.5%	204	2.9%	19.1%	40.7%	21.6%	1.0%
		末子0-3歳	81	2.5%	16.0%	45.7%	14.8%	18.5%	2.5%	81	4.9%	13.6%	44.4%	14.8%	2.5%
		末子4-6歳	50	6.0%	28.0%	38.0%	6.0%	20.0%	2.0%	50	4.0%	22.0%	42.0%	8.0%	2.0%
		末子7歳以上	345	3.5%	18.8%	42.9%	19.7%	13.0%	2.0%	345	3.8%	19.1%	43.2%	18.0%	1.7%
		作成した	404	2.7%	16.6%	46.0%	17.8%	14.1%	2.7%	404	3.5%	16.6%	45.8%	17.8%	13.9%
		作成していない	2086	5.1%	24.8%	41.8%	14.7%	12.8%	0.9%	2086	3.9%	20.0%	47.6%	13.5%	14.0%
		男性・計	709	5.5%	24.8%	45.3%	15.2%	8.5%	0.7%	709	4.8%	23.4%	49.8%	11.8%	9.4%
		18-29歳	1341	5.0%	24.5%	39.8%	14.5%	15.2%	1.0%	1341	3.4%	18.2%	46.4%	14.4%	16.6%
		30-39歳	31	-	32.3%	48.4%	12.9%	6.5%	-	31	3.2%	19.4%	58.1%	12.9%	6.5%
		40-65歳	279	6.5%	26.9%	48.7%	11.5%	6.1%	0.4%	279	6.8%	24.7%	53.4%	8.6%	6.1%
		2017(H29)年	1771	5.0%	24.7%	40.2%	15.3%	13.9%	1.0%	1771	3.4%	19.3%	46.9%	14.4%	15.4%
		2017(H29)年	1248	5.0%	22.7%	43.3%	15.9%	12.4%	0.6%	1248	3.9%	19.4%	48.2%	14.0%	13.9%
		役員なし	687	4.7%	29.0%	38.1%	13.1%	14.0%	1.2%	687	5.3%	20.4%	47.2%	12.4%	15.4%
		係長・主任相当職	128	7.8%	22.7%	45.3%	11.7%	10.2%	2.3%	128	5.5%	22.7%	44.5%	15.6%	8.6%
		課長・課長相当職	14	-	35.7%	35.7%	-	-	-	14	7.1%	35.7%	28.6%	14.3%	-
		部長・部長相当職	6	-	16.7%	66.7%	-	16.7%	-	6	-	33.3%	50.0%	-	-
		役員	1301	4.6%	24.4%	41.4%	14.8%	13.8%	0.9%	1301	3.8%	19.0%	47.0%	14.2%	15.0%
		未梢	778	5.8%	25.3%	42.7%	14.5%	10.9%	0.8%	778	4.0%	22.0%	48.7%	12.3%	12.3%
		既婚・離死別	1020	5.2%	25.8%	42.9%	13.5%	11.8%	0.8%	1020	3.5%	21.2%	49.4%	12.5%	12.5%
		子なし	722	4.7%	24.2%	40.3%	15.2%	14.7%	0.8%	722	3.6%	19.0%	46.3%	15.0%	0.9%
		末子0-3歳	226	5.8%	21.7%	43.8%	14.2%	13.3%	1.3%	226	5.3%	19.0%	45.6%	11.9%	16.8%
		末子4-6歳	96	4.2%	22.9%	43.8%	18.8%	10.4%	-	96	4.2%	19.8%	45.8%	15.6%	14.6%
		末子7歳以上	1623	5.1%	24.3%	41.9%	15.4%	12.6%	0.7%	1623	3.8%	19.8%	48.5%	13.6%	0.7%
		作成した	128	6.3%	26.6%	36.7%	14.8%	13.3%	2.3%	128	5.5%	19.5%	43.0%	14.1%	14.8%
		作成していない	2294	3.6%	21.1%	37.9%	19.2%	16.0%	2.1%	2294	2.7%	17.7%	41.9%	18.9%	16.5%
		女性・計	1007	4.7%	21.3%	39.7%	19.2%	12.8%	2.4%	1007	4.4%	20.5%	42.2%	17.5%	13.1%
		18-29歳	1258	2.9%	20.7%	36.6%	19.2%	18.7%	1.9%	1258	1.5%	15.2%	41.7%	20.2%	19.2%
		30-39歳	21	-	33.3%	42.9%	23.8%	-	-	21	-	38.1%	42.9%	14.3%	4.8%
		40-65歳	337	5.3%	22.8%	45.4%	13.1%	7.7%	5.6%	337	6.8%	19.9%	47.5%	12.8%	7.4%
		2017(H29)年	1928	3.3%	20.7%	36.7%	20.4%	17.4%	1.6%	1928	2.0%	17.1%	41.1%	20.0%	18.0%
		2017(H29)年	1777	3.8%	20.1%	37.7%	19.9%	16.2%	2.3%	1777	2.6%	18.3%	40.9%	19.1%	16.7%
		役員なし	446	2.5%	23.3%	39.0%	17.3%	16.4%	1.6%	446	2.0%	15.9%	44.4%	18.4%	2.4%
		係長・主任相当職	56	5.4%	26.8%	41.1%	14.3%	12.5%	-	56	5.4%	14.3%	51.8%	17.9%	2.0%
		課長・課長相当職	3	-	66.7%	33.3%	-	-	-	3	-	100.0%	100.0%	-	1.8%
		部長・部長相当職	5	20.0%	60.0%	20.0%	-	-	-	5	40.0%	20.0%	40.0%	-	-
		役員	1089	3.5%	20.7%	36.8%	19.7%	17.4%	1.8%	1089	2.0%	16.2%	41.5%	19.4%	2.3%
		未梢	1197	3.8%	21.5%	38.8%	18.8%	14.7%	2.4%	1197	3.4%	19.0%	42.3%	18.5%	2.3%
		既婚・離死別	1501	3.7%	21.3%	38.8%	18.9%	15.1%	2.2%	1501	3.1%	18.2%	42.2%	19.5%	2.2%
		子なし	493	3.4%	19.1%	34.9%	21.3%	19.3%	2.0%	493	2.0%	15.2%	39.4%	21.7%	2.6%
		末子0-3歳	175	3.4%	22.9%	37.1%	20.0%	14.3%	2.3%	175	1.7%	16.0%	45.1%	17.7%	2.9%
		末子4-6歳	96	4.2%	22.9%	42.7%	13.5%	14.6%	2.1%	96	3.1%	24.0%	43.8%	13.5%	2.1%
		末子7歳以上	1802	3.8%	20.8%	38.0%	19.3%	15.9%	2.2%	1802	2.8%	17.5%	41.8%	19.5%	2.4%
		作成した	130	3.1%	24.6%	38.5%	14.6%	15.4%	3.8%	130	3.1%	23.1%	43.8%	13.1%	13.8%
		作成していない													3.1%

	問4-3付問2.c)残業削減がすすんだ 【問4-3で取り組んでいると回答した方のみ】						問4-3付問2.d)仕事の進め方が効率的になった 【問4-3で取り組んでいると回答した方のみ】					
	全体n	そう思う	ややそう思う	どちらとも いえない	あまり そう 思わない	無回答	全体n	そう思う	ややそう思う	どちらとも いえない	あまり そう 思わない	無回答
男性・計	285	4.2%	18.6%	38.9%	12.6%	21.1%	4.6%	4.9%	22.5%	39.3%	11.2%	4.2%
年齢	83	2.4%	25.3%	34.9%	9.6%	22.9%	4.8%	4.8%	24.1%	44.6%	6.0%	4.8%
18-29歳	196	5.1%	15.8%	40.3%	13.8%	20.4%	4.6%	5.1%	20.0%	37.2%	12.8%	4.1%
30-39歳	5	-	20.0%	60.0%	-	20.0%	-	-	20.0%	40.0%	20.0%	-
40-65歳	37	5.4%	13.5%	43.2%	16.2%	13.5%	8.1%	8.1%	27.0%	43.2%	8.1%	5.4%
入社年	241	4.1%	19.5%	38.6%	11.2%	22.8%	3.7%	4.6%	22.0%	38.6%	11.2%	3.7%
2017(H29)年より前	169	5.3%	18.9%	37.9%	13.8%	18.9%	5.3%	4.7%	23.7%	42.0%	10.1%	4.7%
役職	82	2.4%	15.9%	41.5%	11.0%	26.8%	2.4%	4.9%	20.7%	35.4%	10.2%	2.4%
役職なし	21	4.8%	19.0%	38.1%	9.5%	23.8%	4.8%	4.8%	14.3%	33.3%	19.0%	4.8%
係長・主任相当職	12	-	33.3%	41.7%	8.3%	8.3%	8.3%	8.3%	33.3%	41.7%	-	8.3%
課長・課長相当職	1	-	-	-	100.0%	-	-	-	-	100.0%	-	-
部長・部長相当職	176	4.5%	17.0%	41.5%	13.1%	19.9%	4.0%	4.5%	21.6%	39.8%	11.9%	4.0%
役員	109	3.7%	21.1%	34.9%	11.9%	22.9%	5.5%	5.5%	23.9%	38.5%	10.1%	4.6%
配偶関係	139	3.6%	20.9%	35.3%	15.1%	20.9%	3.6%	5.8%	25.2%	39.6%	10.1%	2.9%
未婚・離死別	92	6.5%	8.7%	40.2%	12.0%	27.2%	5.4%	5.4%	13.0%	39.1%	12.0%	5.4%
既婚・離死別	28	3.6%	25.0%	46.4%	8.7%	14.3%	7.1%	-	32.1%	39.3%	7.1%	7.1%
子なし	23	-	34.8%	52.2%	8.7%	4.3%	-	-	30.4%	43.5%	17.4%	-
末子0-3歳	22	-	22.7%	40.9%	9.1%	22.7%	4.5%	-	22.7%	45.5%	9.1%	4.5%
末子4-6歳	213	5.2%	18.3%	37.2%	13.6%	19.7%	4.2%	6.1%	19.7%	39.9%	12.2%	3.8%
末子7歳以上	301	10.3%	17.6%	39.2%	16.6%	12.3%	4.0%	9.0%	19.3%	42.5%	12.6%	5.3%
企業調査：作成した	115	12.2%	18.3%	34.8%	19.1%	13.9%	1.7%	11.3%	19.1%	40.9%	13.0%	3.5%
行動計画	176	9.7%	16.5%	42.0%	15.3%	11.4%	5.1%	8.0%	18.8%	43.8%	12.5%	5.7%
作成していない	10	-	30.0%	40.0%	10.0%	10.0%	10.0%	-	30.0%	40.0%	10.0%	-
女性・計	36	8.3%	25.0%	38.9%	13.9%	13.9%	-	2.8%	22.2%	50.0%	11.1%	2.8%
年齢	260	10.8%	16.9%	39.2%	16.9%	12.3%	3.8%	9.6%	18.5%	41.9%	13.1%	5.4%
18-29歳	245	9.8%	16.3%	38.8%	16.7%	14.3%	4.1%	8.6%	18.4%	43.3%	12.7%	4.5%
30-39歳	43	14.0%	25.6%	37.2%	18.6%	2.3%	2.3%	14.0%	23.3%	39.5%	11.6%	4.7%
40-65歳	6	16.7%	-	66.7%	-	16.7%	-	-	33.3%	33.3%	16.7%	-
入社年	2	-	50.0%	50.0%	-	-	-	-	-	50.0%	-	50.0%
2017(H29)年より前	167	10.2%	18.6%	38.3%	15.0%	12.6%	5.4%	10.2%	21.6%	38.9%	12.6%	6.0%
役職	132	10.6%	15.9%	40.2%	18.9%	12.1%	2.3%	7.6%	15.9%	47.0%	12.9%	4.5%
役職なし	162	9.9%	16.0%	38.9%	19.1%	13.0%	3.1%	8.6%	14.2%	44.4%	14.8%	4.9%
係長・主任相当職	67	14.9%	13.4%	38.8%	16.4%	11.9%	4.5%	11.9%	22.4%	35.8%	13.4%	4.5%
課長・課長相当職	28	7.1%	21.4%	50.0%	14.3%	3.6%	3.6%	7.1%	28.6%	57.1%	3.6%	3.6%
部長・部長相当職	39	7.7%	28.2%	33.3%	10.3%	15.4%	5.1%	7.7%	25.6%	38.5%	10.3%	7.7%
役員	40	5.0%	17.5%	55.0%	7.5%	12.5%	2.5%	5.0%	22.5%	55.0%	7.5%	2.5%
配偶関係	196	11.7%	17.9%	34.7%	19.4%	11.7%	4.6%	9.2%	18.4%	41.3%	14.8%	6.1%
未婚・離死別	848	5.1%	14.4%	40.9%	16.5%	20.3%	2.8%	3.2%	12.7%	48.2%	15.1%	2.9%
既婚・離死別	301	7.6%	15.3%	44.5%	15.9%	14.0%	2.7%	5.0%	13.0%	53.5%	14.0%	3.0%
子なし	532	3.8%	13.9%	39.1%	17.3%	23.5%	2.4%	2.3%	12.6%	45.7%	6.0%	2.4%
末子0-3歳	15	-	13.3%	33.3%	-	33.3%	20.0%	-	13.3%	33.3%	6.7%	20.0%
末子4-6歳	121	9.9%	16.5%	51.2%	10.7%	9.1%	2.5%	6.6%	12.4%	59.5%	12.4%	2.5%
末子7歳以上	706	4.2%	14.2%	38.7%	17.7%	22.2%	3.0%	2.7%	12.6%	46.2%	15.6%	3.1%
企業調査：作成した	555	6.1%	14.8%	43.1%	14.6%	18.9%	2.5%	4.1%	13.2%	50.5%	13.7%	2.5%
行動計画	219	3.7%	11.9%	40.2%	11.9%	21.5%	1.8%	1.8%	9.6%	48.4%	19.2%	2.3%
作成していない	53	-	20.8%	28.3%	20.8%	24.5%	5.7%	-	18.9%	32.1%	15.1%	2.3%
女性	13	-	15.4%	15.4%	15.4%	38.5%	15.4%	-	7.7%	30.8%	15.4%	5.7%
2017(H29)年より前	5	20.0%	20.0%	20.0%	-	20.0%	20.0%	-	40.0%	20.0%	-	20.0%
役職	498	3.2%	14.1%	38.8%	17.9%	23.7%	2.4%	1.6%	13.1%	45.4%	15.9%	2.6%
係長・主任相当職	347	7.8%	15.0%	43.8%	14.7%	15.6%	3.2%	5.5%	12.1%	52.4%	14.1%	3.2%
課長・課長相当職	433	7.2%	13.6%	43.2%	15.0%	18.0%	3.0%	4.8%	11.5%	51.3%	14.1%	3.0%
部長・部長相当職	282	3.2%	14.2%	39.0%	20.2%	20.6%	2.8%	1.1%	13.5%	47.2%	16.3%	3.2%
役員	498	3.2%	14.2%	39.0%	20.2%	20.6%	2.8%	1.1%	13.5%	47.2%	16.3%	3.2%

1	末子4-6歳	73	4.1%	19.2%	39.7%	12.3%	24.7%	-	73	2.7%	13.7%	47.9%	13.7%	21.9%	-
0	末子7歳以上	54	-	16.7%	33.3%	14.8%	31.5%	3.7%	54	1.9%	14.8%	33.3%	20.4%	25.9%	3.7%
0	企業調査: 作成した	306	4.9%	12.1%	40.5%	18.6%	19.9%	3.9%	306	2.9%	12.4%	46.7%	16.3%	17.6%	3.9%
5	行動計画: 作成していない	408	5.4%	15.7%	41.4%	15.7%	20.1%	1.7%	408	3.7%	13.2%	49.5%	14.7%	16.9%	2.0%
2	女性・計	942	19.4%	7.6%	35.6%	16.0%	18.9%	2.4%	942	4.2%	17.4%	41.1%	19.4%	15.1%	2.8%
9	年齢	438	8.4%	20.5%	33.8%	17.8%	16.7%	2.7%	438	5.3%	17.1%	42.7%	21.2%	11.0%	2.7%
9	30-39歳	496	7.1%	18.1%	37.1%	14.3%	21.2%	2.2%	496	3.4%	17.7%	39.3%	18.1%	19.0%	2.4%
	40-65歳	6	-	33.3%	33.3%	33.3%	-	-	6	-	16.7%	50.0%	-	33.3%	-
	2017(H29)年 より前	136	8.1%	22.1%	39.0%	14.0%	11.0%	5.9%	136	4.4%	19.9%	49.3%	14.7%	5.9%	5.9%
	2017(H29)年 より前	787	7.8%	18.7%	35.1%	16.4%	20.5%	1.7%	787	4.2%	17.0%	39.6%	20.5%	16.8%	1.9%
	役員	759	7.9%	19.6%	36.1%	15.9%	17.7%	2.8%	759	4.3%	18.1%	41.5%	19.2%	13.7%	3.2%
	役員・主任相当職	148	5.4%	18.2%	31.8%	15.5%	27.7%	1.4%	148	2.7%	14.2%	35.8%	22.3%	24.3%	0.7%
	課長・課長相当職	20	15.0%	20.0%	35.0%	25.0%	5.0%	-	20	10.0%	15.0%	55.0%	15.0%	5.0%	-
	部長・部長相当職	6	-	33.3%	33.3%	16.7%	16.7%	-	6	-	33.3%	50.0%	-	16.7%	-
	役員	4	-	25.0%	50.0%	25.0%	-	-	4	-	25.0%	25.0%	-	25.0%	-
	配偶関係	447	7.4%	21.0%	34.0%	16.1%	19.9%	1.6%	447	4.3%	18.6%	38.0%	19.9%	17.0%	2.2%
	既婚・離死別	493	7.9%	18.1%	37.1%	15.8%	17.8%	3.2%	493	4.3%	16.4%	44.0%	18.9%	13.2%	3.2%
	末子年齢	593	6.9%	18.5%	36.6%	16.7%	18.4%	2.9%	593	4.2%	15.3%	43.8%	20.1%	13.8%	2.7%
	末子0-3歳	204	7.8%	23.0%	32.8%	16.7%	19.1%	0.5%	204	3.9%	24.0%	33.3%	21.6%	15.7%	1.5%
	末子4-6歳	81	4.9%	21.0%	35.8%	14.8%	19.8%	3.7%	81	3.7%	16.0%	38.3%	19.8%	17.3%	4.9%
	末子7歳以上	50	16.0%	16.0%	40.0%	8.0%	18.0%	2.0%	50	6.0%	18.0%	52.0%	4.0%	16.0%	4.0%
	企業調査: 作成した	345	5.5%	21.4%	34.8%	15.1%	21.2%	2.0%	345	2.6%	19.4%	40.6%	21.2%	14.2%	2.0%
	2017(H29)年 より前	404	8.4%	19.1%	36.9%	16.3%	16.6%	2.7%	404	4.7%	15.8%	42.8%	19.1%	14.6%	3.0%
	2017(H29)年 より前	2086	5.4%	13.7%	43.1%	15.0%	22.1%	0.9%	2086	3.0%	14.0%	46.4%	15.4%	19.7%	1.5%
	男性・計	709	7.3%	13.7%	45.8%	16.8%	15.7%	0.7%	709	4.7%	15.0%	50.9%	15.7%	13.7%	1.4%
	年齢	1341	4.3%	13.4%	41.5%	14.2%	25.7%	1.0%	1341	2.7%	13.6%	43.8%	15.3%	23.1%	1.5%
	30-39歳	31	6.5%	22.6%	51.6%	6.5%	12.9%	-	31	6.5%	9.7%	54.8%	16.1%	9.7%	3.2%
	40-65歳	279	7.9%	11.8%	55.9%	13.3%	10.8%	0.4%	279	4.7%	15.1%	59.1%	11.8%	8.6%	0.7%
	2017(H29)年 より前	1771	5.1%	14.1%	40.6%	15.2%	24.1%	1.0%	1771	2.7%	14.0%	43.9%	16.1%	21.6%	1.6%
	役員	1248	5.4%	11.3%	45.7%	15.4%	21.7%	0.6%	1248	2.8%	13.0%	48.3%	15.1%	19.6%	1.1%
	役員・主任相当職	687	5.2%	15.7%	38.9%	14.7%	24.3%	1.2%	687	3.1%	15.0%	43.2%	15.7%	21.5%	1.5%
	課長・課長相当職	128	7.0%	25.0%	39.8%	13.3%	12.5%	2.3%	128	4.7%	18.8%	45.3%	17.2%	10.2%	3.9%
	部長・部長相当職	14	-	14.3%	42.9%	7.1%	35.7%	-	14	-	14.3%	42.9%	7.1%	28.6%	7.1%
	役員	6	-	16.7%	50.0%	16.7%	16.7%	-	6	-	16.7%	33.3%	33.3%	16.7%	-
	配偶関係	1301	4.6%	14.4%	45.1%	14.4%	23.7%	1.0%	1301	2.8%	14.3%	44.0%	15.4%	21.8%	1.8%
	既婚・離死別	778	6.6%	12.6%	46.4%	14.5%	19.3%	0.6%	778	3.1%	13.8%	50.4%	15.7%	16.1%	1.0%
	末子年齢	1020	6.2%	13.7%	44.2%	14.1%	21.2%	0.6%	1020	3.1%	14.1%	49.2%	14.2%	18.1%	1.2%
	末子0-3歳	722	4.7%	11.8%	43.1%	16.6%	22.7%	1.1%	722	2.6%	11.8%	45.0%	17.3%	21.5%	1.8%
	末子4-6歳	226	4.4%	16.4%	39.8%	13.7%	24.3%	1.3%	226	3.1%	16.8%	41.6%	15.0%	21.7%	1.8%
	末子7歳以上	96	4.2%	18.8%	41.7%	13.5%	21.9%	-	96	4.2%	17.5%	37.5%	16.7%	18.8%	1.0%
	企業調査: 作成した	1623	5.2%	13.9%	43.1%	15.5%	21.6%	0.7%	1623	2.8%	14.2%	46.8%	15.6%	19.4%	1.2%
	2017(H29)年 より前	128	5.5%	11.7%	46.1%	10.9%	23.4%	2.3%	128	3.1%	14.8%	43.0%	14.1%	20.3%	4.7%
	2017(H29)年 より前	2294	7.3%	21.2%	34.9%	16.5%	18.0%	2.0%	2294	2.8%	17.7%	41.2%	18.7%	17.0%	2.6%
	女性・計	1007	9.3%	21.0%	34.8%	16.3%	16.5%	2.2%	1007	3.9%	18.2%	42.6%	18.2%	14.3%	2.9%
	年齢	1258	5.7%	21.4%	34.9%	16.9%	19.2%	1.9%	1258	2.1%	17.2%	39.9%	19.4%	19.2%	2.3%
	30-39歳	21	4.8%	28.6%	47.6%	9.5%	9.5%	-	21	-	33.3%	52.4%	9.5%	4.8%	-
	40-65歳	337	10.4%	17.5%	38.9%	16.8%	11.0%	5.3%	337	5.6%	17.5%	49.3%	13.4%	8.3%	5.9%
	2017(H29)年 より前	1928	6.7%	21.8%	34.2%	16.6%	19.2%	1.5%	1928	2.3%	17.7%	39.8%	19.7%	18.5%	2.0%
	役員	1777	7.2%	20.3%	35.8%	16.7%	17.9%	2.1%	1777	3.0%	17.3%	41.1%	18.7%	17.2%	2.6%
	役員・主任相当職	446	6.7%	25.8%	30.9%	15.9%	19.1%	1.8%	446	1.6%	19.5%	40.8%	18.2%	17.5%	2.5%
	課長・課長相当職	56	10.7%	23.2%	35.7%	14.3%	14.3%	-	56	5.4%	19.6%	42.9%	23.2%	8.9%	-
	部長・部長相当職	3	-	-	33.3%	-	66.7%	-	3	-	-	66.7%	-	33.3%	-
	役員	5	20.0%	-	60.0%	20.0%	-	-	5	20.0%	20.0%	60.0%	-	-	-
	配偶関係	1089	6.4%	22.8%	35.7%	15.1%	18.2%	1.8%	1089	2.7%	17.9%	40.9%	17.6%	18.5%	2.5%
	既婚・離死別	1197	8.0%	19.9%	34.1%	17.8%	18.0%	2.3%	1197	2.9%	17.6%	41.4%	19.7%	15.7%	2.7%
	末子年齢	1501	7.2%	22.1%	33.0%	17.5%	18.3%	2.0%	1501	2.8%	17.7%	40.2%	20.0%	16.9%	2.5%
	末子0-3歳	493	7.1%	20.5%	37.5%	13.8%	18.9%	4.2%	493	2.8%	17.8%	41.2%	20.0%	18.7%	2.8%
	末子4-6歳	175	8.6%	17.7%	36.6%	19.4%	15.4%	2.3%	175	1.7%	17.7%	44.0%	18.3%	15.4%	2.9%
	末子7歳以上	96	22.9%	22.9%	45.8%	5.2%	21.4%	2.1%	96	4.2%	15.6%	50.0%	14.6%	12.5%	3.1%
	企業調査: 作成した	1802	7.3%	20.6%	35.3%	17.3%	17.4%	2.1%	1802	2.8%	17.3%	41.3%	19.1%	16.8%	2.7%
	2017(H29)年 より前	130	3.1%	33.1%	33.1%	11.5%	15.4%	3.8%	130	2.3%	23.8%	45.4%	12.3%	11.5%	4.6%
	2017(H29)年 より前	130	3.1%	33.1%	33.1%	11.5%	15.4%	3.8%	130	2.3%	23.8%	45.4%	12.3%	11.5%	4.6%

	問4-3付問2.0)職場の女性社員が以前より活躍できると回答した方のみ 【問4-3で取り組んでいると回答した方のみ】					問4-3付問2.0)離職者が減った 【問4-3で取り組んでいると回答した方のみ】						
	全体n	そう思う	ややそう思う	どちらとも いえない	あまり そう 思わない	無回答	全体n	そう思う	ややそう思う	どちらとも いえない	あまり そう 思わない	無回答
男性・計	285	8.1%	30.5%	41.1%	7.4%	8.4%	285	6.0%	10.2%	45.6%	14.4%	4.6%
年齢												
18-29歳	83	12.0%	26.5%	45.8%	3.6%	7.2%	83	7.2%	4.8%	55.4%	13.3%	4.8%
30-39歳	196	6.6%	32.1%	38.8%	8.7%	9.2%	196	5.6%	12.8%	41.8%	20.9%	4.6%
40-65歳	5	-	40.0%	60.0%	-	-	5	-	-	40.0%	20.0%	-
入社年												
2017(H29)年	37	8.1%	27.0%	54.1%	-	2.7%	37	2.7%	2.7%	67.6%	8.1%	10.8%
2017(H29)年より前	241	8.3%	30.7%	39.4%	8.3%	9.5%	241	11.6%	11.6%	42.3%	14.9%	3.7%
役職												
役職なし	169	8.3%	27.8%	45.0%	7.1%	6.5%	169	5.3%	9.5%	51.5%	13.0%	15.4%
係長・主任相当職	82	8.5%	30.5%	37.8%	8.5%	12.2%	82	4.9%	11.0%	35.4%	17.1%	29.3%
課長・課長相当職	21	4.8%	38.1%	28.6%	9.5%	14.3%	21	9.5%	14.3%	38.1%	14.3%	19.0%
部長・部長相当職	12	8.3%	50.0%	33.3%	-	8.3%	12	16.7%	8.3%	41.7%	16.7%	8.3%
役員	1	-	100.0%	-	-	-	1	-	-	100.0%	-	-
配偶関係												
未婚	176	6.8%	35.2%	36.9%	7.4%	9.7%	176	5.7%	11.9%	43.2%	15.9%	19.3%
既婚・離死別	109	10.1%	22.9%	47.7%	7.3%	6.4%	109	6.4%	7.3%	49.5%	11.9%	19.3%
末子年齢												
子なし	139	7.9%	28.1%	46.8%	6.5%	7.2%	139	6.5%	10.1%	50.4%	12.9%	16.5%
末子0-3歳	92	6.5%	28.3%	37.0%	10.9%	12.0%	92	3.3%	7.6%	41.3%	14.1%	28.3%
末子4-6歳	28	14.3%	39.3%	28.6%	-	10.7%	28	7.1%	25.0%	28.6%	17.9%	14.3%
末子7歳以上	23	4.3%	47.8%	43.5%	4.3%	-	23	13.0%	4.3%	52.2%	21.7%	8.7%
企業調査: 作成した 行動計画 作成していない												
作成した	22	9.1%	36.4%	31.8%	9.1%	9.1%	22	4.5%	18.2%	36.4%	13.6%	22.7%
作成していない	213	8.0%	27.7%	43.2%	7.0%	9.9%	213	5.6%	10.3%	46.9%	15.0%	17.8%
女性・計	301	11.6%	33.2%	34.2%	9.0%	8.3%	301	6.6%	17.3%	43.5%	15.6%	13.3%
年齢												
18-29歳	115	11.3%	33.9%	40.0%	6.1%	7.8%	115	7.0%	20.0%	39.1%	14.8%	17.4%
30-39歳	176	11.9%	31.8%	31.8%	10.2%	9.1%	176	6.8%	14.8%	46.6%	16.5%	4.0%
40-65歳	10	10.0%	50.0%	10.0%	20.0%	-	10	-	30.0%	40.0%	10.0%	-
入社年												
2017(H29)年	36	13.9%	36.1%	44.4%	2.8%	2.8%	36	-	16.7%	52.8%	16.7%	13.9%
2017(H29)年より前	260	11.2%	32.3%	33.1%	10.0%	9.2%	260	7.3%	17.3%	42.7%	15.4%	13.5%
役職												
役職なし	245	10.6%	33.1%	35.5%	8.2%	9.4%	245	6.5%	16.7%	44.5%	15.1%	13.9%
係長・主任相当職	43	16.3%	32.6%	37.2%	9.3%	2.3%	43	9.3%	16.3%	44.2%	18.6%	3.3%
課長・課長相当職	6	16.7%	50.0%	-	16.7%	16.7%	6	-	16.7%	33.3%	33.3%	-
部長・部長相当職	2	50.0%	50.0%	-	-	-	2	-	50.0%	-	-	50.0%
役員	2	50.0%	50.0%	-	-	-	2	-	100.0%	-	-	-
配偶関係												
未婚	167	15.6%	33.5%	29.9%	7.2%	7.8%	167	7.2%	16.2%	44.3%	16.2%	10.2%
既婚・離死別	132	6.8%	32.6%	39.4%	11.4%	9.1%	132	6.1%	18.9%	41.7%	15.2%	17.4%
末子年齢												
子なし	162	8.0%	30.2%	40.1%	10.5%	8.6%	162	6.2%	16.0%	43.2%	16.7%	1.9%
末子0-3歳	67	19.4%	32.8%	26.9%	9.0%	7.5%	67	10.4%	13.4%	46.3%	13.4%	4.5%
末子4-6歳	28	10.7%	53.6%	28.6%	3.6%	3.6%	28	3.6%	32.1%	46.4%	14.3%	3.6%
末子7歳以上	39	15.4%	30.8%	28.2%	7.7%	12.8%	39	5.1%	17.9%	38.5%	17.9%	7.7%
企業調査: 作成した 行動計画 作成していない												
作成した	40	7.5%	30.0%	45.0%	5.0%	7.5%	40	2.5%	15.0%	55.0%	15.0%	10.0%
作成していない	196	10.7%	35.7%	30.6%	11.7%	7.1%	196	15.3%	15.3%	43.9%	16.3%	4.6%
男性・計	848	7.4%	31.0%	41.4%	7.9%	10.0%	848	2.8%	8.7%	49.2%	15.4%	2.8%
年齢												
18-29歳	301	8.3%	35.9%	40.5%	6.0%	7.3%	301	3.0%	13.0%	53.5%	11.0%	2.3%
30-39歳	532	7.0%	28.2%	42.3%	9.2%	11.3%	532	6.4%	17.0%	47.0%	18.2%	2.6%
40-65歳	15	6.7%	33.3%	26.7%	-	20.0%	15	6.7%	6.7%	40.0%	6.7%	20.0%
入社年												
2017(H29)年	121	8.8%	30.6%	43.8%	9.9%	5.0%	121	4.1%	11.6%	57.9%	15.7%	3.3%
2017(H29)年より前	706	7.4%	31.2%	40.8%	7.5%	10.9%	706	2.7%	8.1%	47.5%	15.6%	2.8%
役職												
役職なし	555	8.3%	32.4%	42.2%	6.8%	8.3%	555	3.1%	10.1%	51.9%	13.9%	18.7%
係長・主任相当職	219	6.8%	27.9%	43.4%	9.6%	11.4%	219	3.2%	5.9%	45.7%	19.2%	2.3%
課長・課長相当職	53	1.9%	32.1%	28.3%	13.2%	18.9%	53	-	5.7%	41.5%	15.1%	28.3%
部長・部長相当職	13	-	23.1%	30.8%	7.7%	23.1%	13	-	7.7%	23.1%	23.1%	9.4%
役員	5	20.0%	20.0%	-	-	20.0%	5	-	20.0%	20.0%	20.0%	15.4%
配偶関係												
未婚	498	6.2%	30.5%	40.8%	9.0%	11.4%	498	2.4%	7.0%	46.6%	17.7%	2.4%
既婚・離死別	347	9.2%	31.7%	42.4%	6.3%	8.1%	347	3.5%	11.2%	53.0%	12.1%	17.0%
末子年齢												
子なし	433	8.8%	31.9%	41.3%	7.2%	8.5%	433	2.8%	9.9%	53.1%	12.2%	3.0%
末子0-3歳	282	6.4%	28.7%	45.7%	8.2%	8.9%	282	2.5%	5.7%	45.4%	20.6%	2.1%

1	末子4-6歳	73	6.8%	34.2%	11.0%	13.7%	-	73	4.1%	12.3%	47.9%	16.4%	17.8%	1.4%
0	末子7歳以上	54	1.9%	31.5%	9.3%	22.2%	3.7%	54	3.7%	11.1%	42.6%	11.1%	25.9%	5.6%
0	企業調査: 作成した	306	6.2%	32.4%	6.5%	9.5%	3.3%	306	2.9%	10.8%	50.0%	14.4%	17.6%	4.2%
5	行動計画 作成していない	408	8.3%	31.9%	8.3%	10.3%	1.0%	408	3.4%	8.3%	50.0%	15.4%	21.3%	1.5%
2	女性・計	942	7.1%	38.2%	12.3%	11.3%	2.2%	942	2.9%	10.4%	45.8%	18.5%	20.0%	2.5%
9	年齢	438	8.7%	29.5%	11.0%	8.0%	2.5%	438	3.4%	10.0%	48.9%	18.5%	16.7%	2.5%
9	入社年	496	5.6%	28.2%	13.5%	14.3%	2.0%	496	2.4%	10.7%	42.5%	18.8%	23.0%	2.6%
人	2017(H29)年 より前	136	16.7%	33.3%	50.0%	-	-	6	-	16.7%	66.7%	-	16.7%	-
	役員	787	6.7%	28.8%	13.3%	12.7%	6.6%	787	3.7%	10.3%	56.6%	14.7%	8.8%	5.9%
	配偶関係	447	7.2%	28.2%	13.2%	14.1%	1.3%	447	2.9%	12.8%	40.9%	19.5%	21.9%	2.0%
	未婚	493	7.1%	29.6%	11.4%	8.5%	3.0%	493	2.8%	8.3%	50.3%	17.4%	18.1%	3.0%
	既婚・離死別	593	6.4%	27.8%	12.1%	10.1%	2.7%	593	2.9%	8.6%	49.2%	18.7%	17.7%	2.9%
	末子なし	204	8.3%	32.4%	12.7%	11.8%	0.5%	204	2.5%	14.2%	39.7%	20.1%	22.5%	1.0%
	末子0-3歳	81	3.7%	23.5%	17.3%	12.3%	3.7%	81	2.5%	11.1%	43.2%	14.8%	24.7%	3.7%
	末子4-6歳	50	14.0%	34.0%	4.0%	16.0%	-	50	2.0%	18.0%	40.0%	14.0%	24.0%	2.0%
	末子7歳以上	345	4.9%	32.2%	12.8%	11.0%	1.4%	345	3.2%	13.3%	44.3%	18.0%	19.1%	2.0%
	作成した	404	7.2%	26.7%	13.1%	10.9%	2.7%	404	2.7%	8.2%	48.3%	19.6%	18.6%	2.7%
	作成していない	2086	8.2%	35.1%	8.1%	10.5%	1.1%	2086	2.5%	8.8%	51.2%	15.4%	20.7%	1.3%
	男性・計	709	9.2%	36.4%	9.3%	6.6%	1.0%	709	3.5%	8.0%	55.0%	15.4%	16.5%	1.6%
	年齢	1341	7.7%	34.3%	7.5%	12.5%	1.1%	1341	2.0%	9.2%	49.2%	15.3%	23.1%	1.2%
	18-29歳	31	9.7%	45.2%	29.0%	6.5%	-	31	3.2%	9.7%	51.6%	22.6%	12.9%	-
	30-39歳	279	14.0%	33.0%	40.1%	6.8%	5.0%	279	4.7%	8.2%	64.2%	12.2%	10.0%	0.7%
	2017(H29)年 より前	1771	7.3%	35.9%	8.5%	11.3%	1.1%	1771	2.3%	9.0%	48.7%	16.0%	22.6%	1.4%
	役員	1248	8.3%	32.6%	38.9%	9.0%	0.7%	1248	2.9%	7.2%	53.4%	15.3%	20.3%	0.9%
	配偶関係	687	7.7%	38.6%	6.6%	11.9%	1.3%	687	1.9%	10.2%	48.2%	15.0%	22.9%	1.9%
	未婚	128	9.4%	39.8%	8.6%	3.1%	3.1%	128	2.3%	16.4%	128	16.4%	14.1%	2.3%
	既婚・離死別	14	7.1%	50.0%	28.6%	7.1%	-	14	-	21.4%	42.9%	14.3%	21.4%	-
	末子なし	6	16.7%	16.7%	16.7%	16.7%	-	6	16.7%	-	33.3%	33.3%	16.7%	-
	末子0-3歳	1301	8.1%	35.1%	36.4%	7.9%	1.2%	1301	2.5%	8.8%	49.7%	15.8%	22.1%	1.2%
	末子4-6歳	778	8.2%	35.2%	8.5%	8.9%	0.9%	778	2.6%	8.9%	54.1%	14.9%	18.1%	1.4%
	末子7歳以上	1020	8.3%	34.8%	38.5%	7.9%	9.4%	1020	2.5%	8.5%	53.8%	15.0%	18.8%	1.3%
	作成した	722	7.3%	37.3%	34.5%	8.3%	11.8%	722	1.8%	8.6%	72.2%	15.5%	22.4%	1.1%
	作成していない	226	10.2%	30.1%	8.8%	11.9%	2.2%	226	4.4%	8.4%	44.7%	17.3%	23.5%	1.8%
	女性・計	96	9.4%	34.4%	41.7%	6.3%	8.3%	96	4.2%	11.5%	47.9%	14.6%	21.9%	-
	年齢	1623	8.2%	34.5%	37.5%	8.6%	10.2%	1623	2.1%	9.0%	51.4%	15.4%	20.8%	1.2%
	入社年	128	7.0%	35.9%	32.0%	7.8%	14.1%	128	4.7%	8.6%	45.3%	16.4%	22.7%	2.3%
	2017(H29)年 より前	2294	5.3%	31.2%	13.8%	11.9%	2.1%	2294	2.3%	8.4%	44.6%	21.4%	20.9%	2.4%
	役員	1007	7.0%	31.4%	11.2%	9.6%	2.4%	1007	2.4%	9.3%	44.8%	22.5%	18.5%	2.5%
	配偶関係	1258	4.1%	30.9%	16.1%	13.8%	1.9%	1258	2.3%	7.6%	44.2%	21.0%	22.7%	2.2%
	未婚	21	-	42.9%	57.1%	-	-	21	-	14.3%	61.9%	-	23.8%	-
	既婚・離死別	337	9.2%	27.0%	8.0%	5.0%	5.6%	337	3.9%	10.7%	51.9%	15.1%	12.5%	5.9%
	末子なし	1928	4.7%	31.7%	14.8%	13.1%	1.6%	1928	2.0%	8.0%	43.3%	22.6%	22.7%	1.8%
	末子0-3歳	1777	5.5%	36.4%	13.2%	12.3%	2.2%	1777	2.0%	8.2%	45.1%	21.2%	20.8%	2.6%
	末子4-6歳	446	4.0%	33.4%	17.0%	10.5%	2.0%	446	2.5%	9.0%	43.0%	22.2%	21.7%	1.6%
	末子7歳以上	56	7.1%	42.9%	10.7%	8.9%	-	56	7.1%	10.7%	39.3%	25.0%	17.9%	-
	作成した	3	-	-	-	66.7%	-	3	-	-	33.3%	-	66.7%	-
	作成していない	5	20.0%	40.0%	-	-	-	5	20.0%	20.0%	60.0%	-	-	-
	男性・計	1089	5.3%	29.2%	14.9%	13.6%	1.8%	1089	2.4%	7.9%	43.7%	21.5%	22.0%	2.5%
	年齢	1197	5.3%	33.0%	12.9%	10.4%	2.4%	1197	2.3%	8.9%	45.2%	21.5%	20.0%	2.3%
	18-29歳	1501	5.3%	36.0%	13.7%	11.3%	2.3%	1501	2.3%	8.5%	44.2%	22.2%	20.5%	2.3%
	30-39歳	493	5.9%	30.0%	15.2%	13.4%	1.8%	493	2.2%	43.8%	21.5%	22.5%	2.6%	
	2017(H29)年 より前	175	5.1%	29.7%	14.3%	12.6%	2.3%	175	2.9%	8.6%	47.4%	20.0%	18.3%	2.9%
	役員	96	3.1%	35.4%	40.6%	13.9%	10.4%	96	2.1%	12.5%	47.5%	15.6%	19.8%	2.9%
	配偶関係	1802	5.0%	31.6%	13.3%	11.3%	2.2%	1802	2.3%	8.3%	45.5%	21.1%	20.4%	2.4%
	未婚	130	6.2%	37.7%	14.6%	11.5%	3.1%	130	-	13.8%	33.8%	26.9%	21.5%	3.8%
	既婚・離死別													
	末子なし													
	末子0-3歳													
	末子4-6歳													
	末子7歳以上													
	作成した													
	作成していない													

	問4-3付問2.g)女性に対する偏見が強まった 【問4-3で取り組んでいると回答した方のみ】					問4-3付問2.h)気楽に働けなくなった 【問4-3で取り組んでいると回答した方のみ】						
	全体n	そう思う	ややそう思う	どちらとも いえない	あまり そう 思わない	無回答	全体n	そう思う	ややそう思う	どちらとも いえない	あまり そう 思わない	無回答
男性・計	285	1.4%	2.8%	32.6%	20.7%	37.9%	4.6%	3.5%	1.8%	34.0%	22.1%	4.6%
年齢												
18-29歳	83	4.8%	1.2%	31.3%	22.9%	34.9%	4.8%	6.0%	1.2%	28.8%	25.3%	4.8%
30-39歳	196	-	3.6%	33.2%	19.9%	38.8%	4.6%	2.6%	2.0%	36.2%	20.9%	4.6%
40-65歳	5	-	-	40.0%	-	60.0%	-	-	-	40.0%	-	-
入社年												
2017(H29)年	37	-	-	37.8%	27.0%	27.0%	8.1%	-	-	40.3%	21.6%	8.1%
2017(H29)年より前	241	1.7%	3.3%	31.5%	19.1%	40.7%	3.7%	4.1%	2.1%	32.8%	21.6%	3.7%
役職												
役職なし	169	1.2%	1.8%	31.4%	20.7%	39.6%	5.3%	3.0%	0.6%	34.3%	25.4%	31.4%
係長・主任相当職	82	1.2%	4.9%	36.6%	15.9%	39.0%	2.4%	3.7%	3.7%	36.6%	11.0%	2.4%
課長・課長相当職	21	-	4.8%	28.8%	38.1%	23.8%	4.8%	-	4.8%	23.8%	38.1%	4.8%
部長・部長相当職	12	8.3%	-	33.3%	16.7%	33.3%	8.3%	16.7%	-	25.0%	25.0%	8.3%
役員	1	-	-	-	100.0%	-	-	-	-	100.0%	-	-
配偶関係												
未婚	176	1.1%	2.3%	33.0%	20.5%	39.2%	4.0%	3.4%	2.3%	33.0%	21.6%	3.4%
既婚・離死別	109	1.8%	3.7%	32.1%	21.1%	35.8%	5.5%	3.7%	0.9%	35.8%	22.9%	3.7%
末子年齢												
なし	139	2.2%	2.2%	35.3%	21.6%	35.3%	3.6%	5.0%	1.4%	35.3%	22.3%	3.6%
末子0-3歳	92	-	1.1%	29.3%	18.5%	45.7%	5.4%	1.1%	-	32.6%	22.8%	5.4%
末子4-6歳	28	3.6%	10.7%	17.9%	21.4%	39.3%	7.1%	3.6%	7.1%	17.9%	25.0%	7.1%
末子7歳以上	23	-	-	52.2%	26.1%	21.7%	-	4.3%	4.3%	52.2%	13.0%	-
企業調査: 作成した 行動計画 作成していない												
作成した	22	-	-	22.7%	18.2%	54.5%	4.5%	-	-	27.3%	13.6%	4.5%
作成していない	213	1.4%	2.3%	31.5%	22.2%	38.5%	4.2%	4.2%	1.9%	32.4%	22.1%	4.2%
女性・計	301	2.0%	3.7%	27.6%	25.2%	37.9%	3.7%	1.3%	6.3%	27.6%	24.9%	3.7%
年齢												
18-29歳	115	0.9%	3.5%	26.1%	26.1%	41.7%	1.7%	0.9%	5.2%	26.1%	26.1%	1.7%
30-39歳	176	2.8%	3.4%	29.0%	25.6%	35.2%	4.0%	1.7%	7.4%	27.8%	20.0%	4.0%
40-65歳	10	-	10.0%	20.0%	10.0%	40.0%	20.0%	-	-	40.0%	10.0%	20.0%
入社年												
2017(H29)年	36	-	8.3%	19.4%	30.6%	41.7%	-	-	2.8%	33.3%	30.6%	33.3%
2017(H29)年より前	260	2.3%	3.1%	28.8%	24.2%	37.7%	3.8%	1.5%	6.9%	26.9%	23.8%	3.8%
役職												
役職なし	245	2.0%	3.3%	26.8%	26.5%	38.0%	3.3%	1.6%	6.5%	27.8%	26.1%	3.3%
係長・主任相当職	43	2.3%	4.7%	34.9%	20.9%	34.9%	2.3%	-	7.0%	25.6%	23.3%	2.3%
課長・課長相当職	6	-	-	16.7%	16.7%	66.7%	-	-	-	50.0%	-	-
部長・部長相当職	2	-	-	50.0%	-	50.0%	50.0%	-	-	-	-	50.0%
役員	2	-	-	-	50.0%	-	-	-	-	-	-	-
配偶関係												
未婚	167	1.8%	4.8%	26.3%	23.4%	37.1%	6.0%	1.8%	6.0%	26.3%	23.4%	6.0%
既婚・離死別	132	2.3%	2.3%	28.0%	28.0%	38.6%	0.8%	0.8%	6.8%	28.8%	27.3%	0.8%
末子年齢												
なし	162	1.9%	3.7%	29.0%	25.9%	37.7%	1.9%	0.6%	6.8%	29.6%	24.7%	1.9%
末子0-3歳	67	3.0%	1.5%	25.4%	28.4%	37.3%	4.5%	3.0%	6.0%	22.4%	29.9%	4.5%
末子4-6歳	28	-	3.6%	28.6%	21.4%	42.9%	3.6%	-	3.6%	32.1%	21.4%	3.6%
末子7歳以上	39	2.6%	7.7%	20.5%	23.1%	38.5%	7.7%	2.6%	7.7%	20.5%	23.1%	7.7%
企業調査: 作成した 行動計画 作成していない												
作成した	40	2.5%	2.5%	37.5%	20.0%	35.0%	2.5%	-	2.5%	32.5%	30.0%	2.5%
作成していない	196	2.0%	3.6%	25.0%	28.6%	36.2%	4.6%	1.5%	7.7%	23.5%	27.0%	4.6%
男性・計	848	2.0%	3.8%	33.8%	19.1%	38.6%	2.7%	1.9%	4.2%	35.1%	19.3%	2.7%
年齢												
18-29歳	301	2.7%	4.7%	36.2%	19.3%	34.9%	2.3%	3.0%	5.3%	35.9%	18.6%	2.0%
30-39歳	532	1.7%	3.0%	32.7%	19.5%	40.6%	2.4%	1.3%	3.6%	35.0%	19.9%	2.4%
40-65歳	15	-	13.3%	26.7%	-	40.0%	20.0%	-	6.7%	26.7%	13.3%	20.0%
入社年												
2017(H29)年	121	4.1%	2.5%	43.0%	19.0%	28.1%	3.3%	2.5%	4.1%	42.1%	16.5%	2.5%
2017(H29)年より前	706	1.6%	4.0%	31.9%	19.3%	40.7%	2.2%	1.8%	4.1%	33.9%	19.7%	2.7%
役職												
役職なし	555	2.2%	4.1%	36.2%	18.7%	36.6%	2.2%	2.3%	4.9%	36.8%	19.3%	2.0%
係長・主任相当職	219	1.4%	2.7%	31.1%	21.5%	41.6%	2.2%	0.9%	3.2%	35.2%	20.1%	1.8%
課長・課長相当職	53	1.9%	1.9%	24.5%	18.9%	45.3%	7.5%	1.9%	7.7%	22.6%	18.9%	4.2%
部長・部長相当職	13	-	7.7%	30.8%	7.7%	38.5%	15.4%	-	7.7%	23.1%	15.4%	7.5%
役員	5	20.0%	-	20.0%	-	40.0%	20.0%	-	-	20.0%	40.0%	20.0%
配偶関係												
未婚	498	1.2%	3.4%	32.3%	19.5%	40.6%	2.4%	1.4%	3.4%	34.4%	20.5%	2.4%
既婚・離死別	347	3.0%	4.0%	35.4%	18.7%	35.7%	2.9%	2.3%	5.5%	35.7%	17.8%	2.6%
末子年齢												
なし	433	3.0%	3.9%	35.6%	18.2%	36.5%	2.8%	2.3%	5.3%	37.0%	17.6%	2.5%
末子0-3歳	282	0.7%	3.2%	31.6%	21.6%	40.4%	2.5%	1.8%	3.2%	34.0%	20.9%	2.5%

問5-1.利用できる両立支援制度(複数回答)

全体n	1)産前産後休業(産休)制度 配偶者出産休暇	2)育児休業(育休)制度	3)育児のため 短時間勤務 (時短)制度	4)育児のため 利用できる 始業・終業時 刻の繰上・繰下	5)育児のため に休業や休日 が免除される 制度	6)病気や介護 した子どもの 看護休暇制度	7)介護休業制 度(介護のため に取得できる 休業)	8)介護休暇制 度(介護のため に取得できる 休暇)	9)介護のため に利用できる 短時間勤務 (時短)制度	10)介護のため に利用できる 始業・終業時 刻の繰上・繰下	11)介護のため に休業や休日 が免除される 制度	12)いずれ もない	無回答
1135	36.3%	44.0%	26.5%	24.1%	21.5%	26.8%	28.2%	24.0%	21.0%	19.2%	19.2%	22.7%	17.9%
403	37.5%	46.4%	25.6%	24.3%	21.6%	26.1%	27.0%	23.3%	19.1%	18.1%	17.6%	21.3%	16.6%
702	35.8%	42.3%	24.1%	22.5%	21.2%	26.9%	28.5%	21.5%	19.5%	19.7%	19.8%	23.8%	18.8%
26	34.6%	53.8%	30.8%	19.2%	26.9%	19.2%	38.5%	30.8%	34.6%	26.9%	30.8%	15.4%	7.7%
156	37.8%	46.8%	26.9%	21.2%	21.8%	21.2%	25.0%	24.4%	17.9%	16.0%	16.0%	15.4%	19.2%
954	35.8%	43.5%	26.3%	24.2%	21.2%	27.4%	28.5%	23.6%	21.3%	19.5%	23.6%	23.8%	17.7%
784	34.4%	42.1%	23.7%	21.3%	20.4%	25.1%	26.4%	23.5%	18.6%	17.1%	17.6%	23.5%	18.9%
253	40.3%	48.6%	32.0%	28.5%	23.4%	32.4%	32.4%	24.5%	24.1%	23.3%	24.1%	21.7%	15.0%
57	40.4%	42.1%	33.3%	33.3%	17.5%	19.3%	26.3%	21.1%	15.8%	14.0%	22.8%	17.5%	15.0%
27	48.1%	51.9%	40.7%	40.7%	40.7%	40.7%	40.7%	37.0%	44.4%	44.4%	37.0%	18.5%	11.1%
10	30.0%	70.0%	40.0%	40.0%	40.0%	40.0%	50.0%	40.0%	40.0%	40.0%	40.0%	10.0%	10.0%
648	38.4%	44.6%	27.9%	24.7%	22.4%	30.1%	30.2%	24.7%	23.0%	20.4%	20.5%	23.0%	16.2%
476	34.0%	43.7%	24.8%	23.3%	20.4%	22.5%	25.8%	23.3%	18.3%	17.4%	17.2%	22.7%	19.1%
601	35.3%	44.8%	24.6%	22.8%	20.8%	22.6%	25.8%	22.1%	18.6%	17.1%	17.6%	23.3%	18.5%
336	41.4%	47.9%	31.8%	28.3%	25.3%	35.7%	35.1%	28.6%	26.8%	24.4%	23.2%	19.6%	13.7%
92	35.9%	39.1%	26.1%	23.9%	17.4%	22.8%	22.8%	23.8%	19.6%	17.4%	17.4%	25.0%	23.9%
80	30.0%	70.0%	22.5%	17.5%	18.8%	26.3%	28.8%	23.8%	16.3%	18.8%	16.3%	30.0%	16.3%
81	33.3%	48.1%	24.7%	22.2%	19.8%	25.9%	27.2%	24.7%	21.0%	18.5%	16.0%	28.4%	18.5%
880	36.3%	43.6%	26.7%	24.3%	21.7%	26.3%	28.1%	23.6%	20.8%	19.3%	19.3%	21.8%	18.5%
1463	73.8%	77.0%	47.8%	35.5%	27.3%	33.6%	36.7%	28.0%	27.0%	21.3%	20.1%	7.1%	7.6%
625	76.6%	80.2%	45.6%	36.8%	25.9%	29.1%	33.3%	25.0%	25.8%	21.4%	18.4%	5.9%	5.9%
793	72.4%	75.2%	49.1%	34.4%	27.6%	36.7%	38.6%	29.5%	20.6%	20.6%	20.6%	8.2%	8.8%
42	59.5%	69.0%	57.1%	35.7%	40.5%	40.5%	52.4%	45.2%	38.1%	31.0%	33.3%	4.8%	9.5%
179	70.4%	78.2%	44.7%	39.1%	27.4%	26.8%	34.1%	26.3%	28.5%	21.2%	21.2%	7.3%	7.8%
1260	74.6%	77.3%	48.5%	35.0%	27.3%	34.6%	37.1%	26.9%	26.9%	21.3%	19.9%	7.0%	7.4%
1265	73.2%	76.8%	46.3%	34.5%	25.5%	31.8%	35.2%	26.2%	25.2%	20.1%	18.5%	7.5%	7.4%
151	79.5%	80.1%	61.6%	45.0%	42.4%	49.0%	50.3%	43.0%	43.0%	32.5%	33.8%	5.3%	6.0%
15	73.3%	73.3%	60.0%	40.0%	33.3%	53.3%	60.0%	40.0%	33.3%	26.7%	33.3%	-	13.3%
7	57.1%	57.1%	14.3%	14.3%	14.3%	14.3%	28.6%	28.6%	14.3%	14.3%	14.3%	14.3%	28.6%
13	92.3%	84.6%	46.2%	46.2%	38.5%	38.5%	38.5%	30.8%	30.8%	23.1%	23.1%	-	-
703	73.7%	76.1%	52.5%	37.0%	30.3%	40.0%	39.0%	31.0%	27.6%	20.2%	21.8%	5.3%	9.1%
754	74.0%	78.0%	43.5%	34.1%	24.4%	27.5%	34.8%	25.1%	26.4%	22.3%	18.6%	8.8%	6.1%
891	75.9%	78.0%	44.6%	34.7%	24.9%	29.0%	35.0%	25.9%	26.8%	22.0%	19.0%	8.4%	5.7%
260	77.7%	80.0%	62.3%	42.7%	36.5%	45.8%	43.1%	36.2%	31.9%	24.2%	26.5%	2.3%	8.1%
126	70.6%	74.6%	48.4%	29.4%	24.6%	41.3%	37.3%	28.6%	25.4%	16.7%	16.7%	4.8%	12.7%
157	61.8%	69.4%	43.9%	33.1%	27.4%	33.8%	36.9%	23.6%	23.6%	18.5%	20.4%	10.2%	10.8%
120	74.2%	80.8%	50.0%	36.7%	30.8%	44.2%	44.2%	41.7%	35.0%	27.5%	27.5%	1.7%	8.3%
1040	74.0%	77.3%	48.8%	35.6%	27.2%	33.3%	36.2%	27.3%	26.8%	21.2%	19.8%	7.1%	7.0%
2886	43.8%	57.8%	36.8%	29.7%	23.1%	30.9%	36.2%	28.9%	25.5%	21.1%	20.4%	16.7%	12.9%
1031	40.1%	55.0%	32.4%	27.6%	19.4%	27.5%	29.1%	23.7%	22.0%	19.3%	17.7%	17.7%	15.1%
1616	46.3%	59.3%	31.1%	25.4%	19.4%	33.0%	40.2%	31.7%	27.5%	22.2%	22.0%	16.3%	11.4%
33	39.4%	75.8%	36.4%	30.3%	27.3%	39.4%	60.6%	51.5%	39.4%	27.3%	30.3%	3.0%	12.1%
410	38.5%	54.9%	29.3%	21.5%	20.2%	24.4%	27.3%	21.7%	17.3%	14.9%	16.6%	16.3%	17.1%
2204	45.3%	58.8%	38.6%	32.4%	23.7%	32.4%	38.2%	30.5%	27.2%	22.4%	21.3%	16.8%	11.7%
1869	41.9%	55.1%	33.2%	27.4%	21.3%	28.5%	31.9%	25.5%	23.1%	19.2%	19.0%	18.8%	13.9%
639	49.5%	63.7%	32.7%	32.7%	26.1%	35.1%	44.8%	36.2%	29.6%	23.5%	22.2%	11.3%	11.0%
136	43.4%	66.2%	46.3%	42.6%	30.3%	40.4%	52.9%	39.7%	36.8%	32.4%	30.1%	17.6%	8.1%
23	60.9%	69.6%	69.6%	60.9%	43.5%	56.5%	65.2%	47.8%	47.8%	47.8%	39.1%	8.7%	8.7%
10	30.0%	40.0%	40.0%	40.0%	40.0%	40.0%	50.0%	40.0%	40.0%	40.0%	40.0%	-	40.0%
1522	48.0%	59.3%	40.1%	32.6%	24.8%	34.3%	40.1%	32.1%	27.7%	22.7%	22.1%	15.6%	10.8%
1147	38.9%	56.6%	32.8%	26.1%	21.4%	24.8%	31.2%	24.8%	22.8%	19.1%	18.2%	18.2%	15.0%
1404	39.7%	56.1%	33.7%	26.8%	21.4%	26.6%	31.8%	24.9%	22.8%	19.1%	18.4%	14.7%	14.7%
868	49.9%	60.1%	40.4%	34.0%	25.3%	37.1%	40.4%	33.4%	28.1%	22.9%	22.5%	15.3%	9.6%

1	1	247	49.0%	61.5%	42.5%	30.4%	26.3%	33.6%	42.5%	34.8%	31.2%	23.9%	23.5%	15.4%	10.1%
0	0	131	45.8%	63.4%	43.5%	35.9%	26.0%	38.9%	49.6%	36.6%	25.9%	27.5%	26.7%	10.7%	12.2%
0	0	865	44.0%	58.6%	37.5%	30.2%	22.7%	31.4%	34.9%	28.4%	32.9%	21.6%	19.7%	14.9%	13.8%
5	5	1401	82.7%	86.6%	62.9%	42.2%	31.6%	40.3%	46.3%	34.7%	24.2%	19.5%	20.6%	18.4%	12.4%
2	2	3188	81.6%	86.8%	57.2%	40.3%	25.0%	33.0%	40.9%	29.7%	26.7%	22.8%	22.5%	3.1%	4.8%
9	9	1498	84.0%	86.9%	68.4%	44.1%	36.9%	47.2%	52.2%	39.3%	37.2%	25.6%	26.8%	2.8%	4.4%
9	9	1652	73.3%	66.7%	46.7%	33.3%	30.0%	26.7%	33.3%	30.0%	30.0%	16.7%	23.3%	6.7%	10.0%
人	人	30	78.8%	86.3%	54.8%	38.3%	24.2%	30.6%	36.7%	27.3%	23.3%	16.0%	13.5%	3.8%	5.6%
		480	83.7%	86.7%	42.9%	42.9%	32.9%	42.1%	48.7%	36.1%	33.6%	23.8%	24.1%	2.9%	4.7%
		2649	82.3%	86.5%	29.9%	40.9%	29.9%	38.8%	45.2%	32.8%	30.1%	21.2%	20.5%	3.1%	5.1%
		2726	86.0%	87.0%	72.8%	48.9%	41.0%	49.4%	56.2%	45.0%	45.0%	31.6%	33.1%	3.3%	2.8%
		393	85.7%	87.1%	71.1%	48.6%	42.9%	57.1%	65.7%	42.9%	42.9%	31.5%	34.9%	—	8.6%
		35	100.0%	100.0%	90.9%	81.8%	63.6%	72.7%	81.8%	81.8%	72.7%	72.7%	63.6%	—	—
		11	77.8%	88.9%	66.7%	66.7%	66.7%	44.4%	44.4%	44.4%	44.4%	66.7%	55.6%	—	—
		9	85.1%	86.4%	70.3%	44.4%	38.3%	49.9%	54.3%	39.6%	38.3%	26.0%	28.2%	1.8%	5.3%
		1402	81.0%	87.0%	57.1%	40.4%	25.9%	32.9%	41.0%	30.9%	27.2%	20.2%	18.0%	4.1%	4.4%
		1780	82.9%	88.2%	59.1%	41.9%	27.8%	34.1%	42.7%	31.8%	28.7%	21.4%	19.6%	3.6%	4.0%
		2110	85.1%	86.6%	78.6%	44.2%	44.2%	59.4%	60.4%	43.8%	43.8%	26.0%	31.5%	0.5%	5.0%
		584	85.4%	86.2%	68.6%	41.0%	35.1%	51.9%	55.6%	41.8%	37.7%	25.9%	26.4%	0.8%	5.9%
		239	74.9%	74.9%	56.2%	43.8%	35.3%	40.9%	43.8%	34.0%	31.0%	26.6%	25.6%	5.9%	10.3%
		203	84.5%	88.8%	64.5%	43.9%	31.8%	40.7%	47.6%	35.6%	32.8%	21.9%	22.1%	2.0%	3.9%
		1049	83.0%	86.8%	63.4%	41.5%	33.2%	40.6%	47.2%	34.8%	32.8%	23.6%	23.9%	3.1%	4.5%
		1490	53.2%	74.5%	55.2%	44.2%	35.4%	47.1%	55.4%	46.4%	42.1%	34.9%	32.4%	7.6%	9.0%
		3727	59.4%	76.9%	58.6%	46.1%	38.5%	51.5%	60.3%	50.7%	46.7%	37.7%	36.1%	7.3%	7.6%
		2239	55.8%	60.5%	55.8%	44.2%	51.2%	58.1%	62.8%	51.2%	51.2%	46.5%	53.5%	9.3%	11.6%
		43	53.3%	70.5%	47.3%	39.2%	28.4%	36.0%	43.3%	34.6%	30.0%	26.2%	23.7%	9.0%	11.3%
		630	58.0%	75.6%	57.2%	45.5%	37.0%	49.5%	58.0%	49.1%	44.9%	36.5%	34.4%	7.3%	8.4%
		3019	54.9%	72.4%	52.4%	42.0%	32.2%	43.2%	51.1%	42.6%	37.7%	31.0%	29.0%	8.2%	9.9%
		2486	61.5%	78.8%	61.4%	49.3%	42.0%	55.1%	64.2%	54.3%	50.4%	41.5%	38.7%	6.0%	7.3%
		1006	59.8%	80.4%	59.3%	46.6%	42.3%	52.4%	63.0%	53.4%	54.5%	43.9%	45.0%	7.9%	5.8%
		189	71.4%	82.1%	67.9%	60.0%	42.9%	64.3%	75.0%	57.1%	64.3%	46.4%	39.3%	7.1%	7.1%
		28	62.5%	72.0%	50.0%	37.5%	25.0%	50.0%	50.0%	37.5%	37.5%	37.5%	25.0%	12.5%	12.5%
		8	60.6%	77.0%	59.4%	47.2%	39.1%	53.3%	60.9%	51.3%	47.0%	37.5%	36.6%	6.9%	7.2%
		2115	52.5%	71.8%	50.0%	40.5%	30.8%	39.2%	48.3%	40.2%	36.0%	30.4%	27.1%	8.6%	11.1%
		1593	54.5%	73.0%	51.5%	41.8%	32.4%	40.8%	51.2%	42.4%	38.3%	31.9%	28.8%	8.1%	10.1%
		1966	60.7%	76.8%	60.4%	47.4%	39.0%	54.6%	60.4%	51.4%	46.4%	37.7%	37.2%	7.1%	7.1%
		1204	60.7%	77.1%	62.5%	51.3%	44.0%	57.2%	61.6%	53.7%	49.9%	40.8%	38.7%	5.9%	8.5%
		341	57.6%	74.7%	51.8%	39.4%	34.1%	51.8%	61.2%	47.6%	43.5%	34.1%	31.8%	7.6%	8.8%
		170	57.4%	75.8%	56.5%	45.0%	36.7%	48.8%	56.9%	48.3%	43.7%	35.6%	33.5%	7.4%	8.5%
		2817	52.2%	67.4%	42.2%	37.5%	30.9%	38.9%	44.5%	38.2%	32.9%	28.2%	28.2%	9.0%	12.6%
		301	88.4%	90.7%	77.9%	52.5%	43.2%	55.3%	64.6%	50.9%	48.4%	34.6%	33.7%	1.3%	3.8%
		4460	88.2%	91.4%	73.7%	51.7%	35.5%	44.7%	56.4%	43.9%	39.9%	28.9%	25.8%	1.3%	4.1%
		2076	88.8%	90.4%	81.9%	53.2%	50.2%	64.7%	71.9%	57.5%	56.0%	39.7%	40.8%	1.2%	3.3%
		2330	71.8%	74.4%	61.5%	35.9%	32.9%	48.7%	56.4%	41.0%	40.8%	30.8%	25.6%	—	12.8%
		39	84.8%	89.7%	67.3%	48.3%	32.3%	41.3%	50.8%	40.8%	34.4%	26.7%	22.8%	2.0%	4.9%
		741	89.3%	91.0%	80.2%	53.4%	45.8%	58.4%	67.6%	53.3%	51.5%	36.3%	36.1%	1.0%	3.5%
		3645	87.9%	90.5%	76.4%	51.6%	41.1%	52.8%	62.2%	48.6%	45.6%	32.5%	31.3%	1.4%	3.9%
		2076	90.8%	91.8%	84.7%	55.3%	51.9%	65.5%	72.9%	60.7%	60.2%	41.7%	43.1%	0.7%	2.9%
		3657	91.9%	91.9%	90.5%	60.8%	60.8%	77.0%	83.8%	68.9%	70.3%	60.8%	56.8%	—	4.1%
		698	100.0%	100.0%	80.0%	60.0%	60.0%	80.0%	80.0%	60.0%	60.0%	60.0%	60.0%	—	—
		74	90.0%	90.0%	80.0%	80.0%	80.0%	70.0%	80.0%	80.0%	80.0%	60.0%	50.0%	—	—
		5	88.2%	89.1%	82.0%	52.7%	51.7%	66.9%	71.3%	57.5%	56.9%	39.4%	41.9%	0.9%	4.0%
		10	88.7%	92.2%	74.7%	52.5%	36.3%	45.8%	59.1%	45.6%	41.5%	30.6%	27.0%	1.5%	3.4%
		2009	89.5%	92.8%	76.5%	53.1%	38.4%	48.4%	61.2%	47.6%	44.3%	32.2%	29.1%	1.4%	3.3%
		2439	87.0%	87.0%	83.0%	50.9%	58.5%	69.6%	71.8%	58.5%	43.1%	38.6%	43.1%	0.3%	3.3%
		2946	90.3%	90.7%	84.4%	53.9%	56.4%	74.8%	76.6%	63.6%	61.4%	44.2%	48.6%	—	1.9%
		932	77.4%	79.8%	68.3%	48.1%	42.8%	59.6%	64.4%	46.6%	47.6%	34.6%	34.6%	7.2%	7.2%
		321	89.2%	91.3%	78.5%	52.2%	44.5%	57.3%	66.2%	52.6%	49.0%	34.8%	34.6%	1.1%	3.4%
		208	80.8%	85.9%	69.5%	51.3%	34.4%	45.4%	52.3%	40.0%	38.5%	28.7%	24.4%	2.6%	6.7%
		3296													
		390													

問5-2.現在の勤務先で利用経験のある両立支援制度(複数回答)

全体n	1)産前産後休業(産休)制度 配偶者出産休業	2)育児休業(育児)制度	3)育児のため 短時間勤務 (時短)制度	4)育児のため 利用できる 始業・終業時 刻の繰上・繰下	5)育児のため に利用できる 労働が免除される 制度	6)病気や介護 した子どもの 看護休暇制度	7)介護休業制 に取得できる (休業)	8)介護のため に取得できる (休暇)	9)介護のため に利用できる 短時間勤務 (時短)制度	10)介護のため に利用できる 始業・終業時 刻の繰上・繰下	11)介護のため に利用できる 労働が免除される 制度	12)いずれ もない	無回答
男性・計	8.2%	5.0%	3.4%	4.1%	2.6%	5.3%	1.9%	1.6%	2.0%	1.7%	1.4%	32.4%	53.2%
年齢	4.0%	3.7%	3.5%	3.2%	2.0%	4.0%	1.7%	1.7%	2.2%	2.0%	2.0%	30.8%	59.8%
18-29歳	10.8%	5.7%	3.4%	4.7%	3.0%	6.3%	2.1%	1.6%	2.0%	1.6%	1.1%	33.6%	48.9%
30-39歳	3.8%	7.7%	3.8%	—	—	—	—	—	—	—	—	26.9%	65.4%
40-65歳	3.8%	3.2%	1.3%	1.9%	1.3%	3.2%	1.9%	1.3%	3.2%	1.9%	1.9%	34.6%	58.3%
入社年	9.1%	3.9%	3.9%	9.1%	4.5%	5.8%	2.0%	1.7%	5.2%	1.7%	1.7%	32.0%	52.1%
2017(H29)年	6.9%	4.5%	3.1%	3.4%	2.7%	5.2%	1.8%	1.5%	2.2%	1.9%	1.7%	33.8%	53.7%
2017(H29)年より前	11.9%	6.3%	4.7%	6.3%	3.2%	7.1%	2.4%	1.6%	2.6%	1.2%	0.8%	29.6%	49.0%
役職	12.3%	7.0%	5.3%	5.3%	—	1.8%	3.5%	3.5%	3.5%	1.8%	1.8%	31.6%	52.6%
役員	3.7%	3.7%	—	—	—	—	—	—	—	—	—	29.6%	66.7%
係長・主任相当職	10.0%	10.0%	—	—	—	—	—	—	—	—	—	20.0%	70.0%
課長・課長相当職	12.2%	6.5%	4.6%	5.4%	3.1%	7.7%	1.9%	1.4%	1.7%	1.7%	1.1%	29.9%	49.4%
部長・部長相当職	2.7%	2.9%	1.7%	1.7%	1.7%	1.9%	1.7%	1.7%	2.3%	1.5%	1.7%	35.9%	58.6%
配偶関係	2.8%	3.0%	2.3%	2.3%	1.7%	1.8%	1.7%	1.5%	2.0%	1.3%	1.5%	37.1%	57.2%
未婚	17.3%	8.0%	5.1%	6.3%	3.9%	10.1%	1.5%	1.8%	1.8%	2.1%	1.2%	24.4%	48.5%
既婚・離死別	14.1%	8.7%	5.4%	6.5%	4.3%	13.0%	5.4%	2.2%	4.3%	3.3%	2.2%	31.5%	41.3%
子なし	5.0%	3.8%	2.5%	2.5%	1.3%	2.5%	—	—	—	—	—	36.3%	51.3%
末子0-3歳	3.7%	4.9%	2.5%	2.5%	—	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%	34.6%	56.8%
末子4-6歳	8.4%	5.0%	3.5%	4.3%	3.1%	5.8%	2.3%	1.6%	2.4%	1.5%	1.5%	32.5%	52.8%
末子7歳以上	23.0%	22.4%	11.1%	7.5%	4.5%	7.5%	1.5%	1.6%	1.1%	1.4%	1.1%	24.9%	47.8%
企業調査: 作成した 行動計画	10.6%	10.4%	5.8%	4.8%	2.6%	3.0%	1.4%	1.8%	1.4%	1.4%	1.6%	27.5%	58.7%
作成していない	32.9%	32.0%	15.5%	9.7%	5.7%	11.0%	1.5%	1.6%	0.9%	1.3%	0.8%	23.1%	39.2%
女性・計	23.8%	19.0%	7.1%	4.8%	11.9%	7.1%	2.4%	2.4%	—	2.4%	—	19.0%	47.6%
年齢	3.4%	3.9%	2.2%	1.7%	0.6%	1.1%	0.6%	1.1%	—	0.6%	0.6%	29.6%	63.1%
18-29歳	26.2%	25.3%	12.5%	8.4%	5.2%	8.5%	1.7%	1.4%	1.2%	1.1%	1.1%	24.2%	45.3%
30-39歳	22.0%	21.6%	10.9%	7.3%	4.2%	6.9%	1.3%	1.3%	0.9%	1.1%	0.8%	25.1%	48.8%
40-65歳	27.8%	27.2%	11.3%	7.3%	6.0%	10.6%	2.0%	2.6%	1.3%	1.3%	2.0%	26.5%	40.4%
入社年	53.3%	26.7%	26.7%	20.0%	20.0%	26.7%	6.7%	6.7%	6.7%	13.3%	6.7%	40.0%	40.0%
2017(H29)年	42.9%	42.9%	—	—	—	—	—	—	—	—	—	14.3%	42.9%
2017(H29)年より前	33.8%	30.8%	15.4%	15.4%	—	—	7.7%	7.7%	7.7%	7.7%	7.7%	30.8%	30.8%
役職	43.4%	41.5%	19.9%	13.7%	8.3%	13.9%	2.1%	2.0%	1.3%	1.7%	1.1%	14.9%	35.6%
役員	4.1%	4.5%	2.9%	1.7%	1.1%	1.5%	0.9%	1.3%	0.9%	1.1%	1.1%	34.2%	59.2%
未婚	4.0%	4.5%	3.1%	2.0%	1.3%	1.6%	1.1%	1.5%	1.2%	1.3%	1.3%	33.9%	59.4%
既婚・離死別	78.1%	75.4%	35.4%	23.5%	13.8%	18.1%	2.7%	1.5%	1.2%	1.5%	1.2%	2.7%	14.6%
子なし	48.4%	46.8%	23.0%	13.5%	8.7%	27.8%	2.4%	2.4%	0.8%	1.6%	0.8%	11.1%	30.2%
末子0-3歳	22.3%	19.1%	7.6%	8.3%	4.5%	7.6%	1.3%	2.5%	0.6%	1.3%	—	23.6%	45.9%
末子4-6歳	27.5%	25.8%	13.3%	7.5%	6.7%	7.5%	1.7%	1.7%	1.7%	1.7%	0.8%	26.7%	42.5%
末子7歳以上	23.3%	22.8%	10.8%	7.8%	4.1%	7.9%	1.5%	1.3%	1.1%	1.1%	0.8%	24.7%	47.7%
企業調査: 作成した 行動計画	11.9%	5.6%	3.5%	3.3%	2.4%	4.6%	2.2%	1.6%	1.3%	1.5%	1.3%	30.0%	53.4%
作成していない	8.0%	4.6%	3.2%	2.9%	1.7%	3.0%	2.0%	1.2%	1.3%	1.4%	0.9%	28.5%	60.2%
女性・計	14.1%	6.1%	3.6%	3.5%	2.8%	5.7%	2.3%	2.0%	1.4%	1.7%	1.6%	31.1%	49.3%
年齢	27.3%	15.2%	9.1%	6.1%	6.1%	6.1%	—	—	1.4%	1.7%	1.6%	24.2%	39.4%
18-29歳	4.4%	2.9%	1.7%	2.0%	1.0%	2.0%	1.5%	1.5%	1.2%	1.2%	1.0%	27.8%	65.6%
30-39歳	13.3%	5.9%	3.8%	3.5%	2.7%	5.1%	2.3%	1.6%	1.4%	1.6%	1.4%	30.7%	50.8%
40-65歳	10.1%	5.4%	3.5%	3.3%	2.3%	3.8%	2.0%	1.5%	1.3%	1.4%	1.1%	30.4%	55.2%
入社年	17.7%	5.9%	3.3%	3.1%	2.5%	3.1%	2.5%	2.0%	1.4%	1.7%	1.7%	28.8%	48.5%
2017(H29)年	8.8%	5.9%	4.4%	3.7%	2.9%	5.1%	1.5%	0.7%	—	0.7%	—	34.6%	48.5%
2017(H29)年より前	17.4%	8.7%	8.7%	4.3%	4.3%	8.7%	4.3%	4.3%	4.3%	4.3%	4.3%	26.1%	56.5%
役員	—	—	—	10.0%	—	—	10.0%	10.0%	20.0%	20.0%	20.0%	10.0%	70.0%
係長・主任相当職	17.5%	6.6%	4.0%	3.9%	2.7%	6.1%	1.8%	1.4%	1.2%	1.4%	1.1%	28.1%	48.4%
課長・課長相当職	4.6%	4.4%	2.9%	2.5%	2.1%	2.5%	2.6%	1.9%	1.5%	1.7%	1.6%	33.0%	59.6%
部長・部長相当職	4.6%	4.5%	3.0%	2.8%	2.2%	2.6%	2.4%	1.9%	1.7%	1.7%	1.6%	31.9%	60.9%
配偶関係	23.6%	7.5%	4.0%	4.0%	1.7%	6.3%	1.8%	1.4%	0.9%	1.5%	0.8%	26.2%	43.7%
未婚	—	—	—	—	—	—	—	—	—	—	—	—	—
既婚・離死別	—	—	—	—	—	—	—	—	—	—	—	—	—
子なし	—	—	—	—	—	—	—	—	—	—	—	—	—
末子0-3歳	—	—	—	—	—	—	—	—	—	—	—	—	—

1	末子4-6歳	247	15.4%	5.3%	4.5%	4.0%	6.1%	8.9%	2.0%	2.4%	1.6%	1.6%	2.0%	32.0%	44.5%
0	末子7歳以上	131	7.6%	5.8%	4.6%	3.1%	2.3%	5.3%	2.3%	—	—	—	—	34.4%	50.4%
0	企業調査: 作成した	865	11.4%	5.8%	3.0%	3.0%	1.3%	3.9%	2.1%	1.4%	1.0%	1.0%	1.0%	29.0%	55.1%
5	行動計画 作成していない	1401	12.3%	5.1%	3.6%	3.1%	2.5%	4.6%	2.3%	1.6%	1.4%	1.7%	1.3%	31.8%	51.6%
2	女性・計	3188	23.5%	23.8%	14.7%	7.2%	5.8%	8.2%	1.9%	1.3%	1.3%	1.3%	1.3%	22.1%	51.1%
9	年齢	1498	9.1%	9.3%	5.7%	3.7%	3.2%	3.2%	1.6%	1.5%	1.4%	1.4%	1.3%	26.6%	61.9%
9	年齢	1652	36.4%	36.9%	22.9%	10.3%	8.9%	12.7%	2.1%	1.8%	1.2%	1.2%	1.1%	18.0%	41.2%
人	年齢	30	33.3%	26.7%	13.3%	10.0%	3.3%	10.0%	6.7%	3.3%	3.3%	3.3%	6.7%	16.7%	50.0%
	入社年	480	3.5%	4.2%	3.3%	2.3%	0.6%	2.5%	1.3%	1.0%	1.0%	1.0%	0.8%	26.0%	67.5%
	入社年	2649	27.3%	27.5%	16.9%	8.0%	6.7%	9.1%	1.9%	1.7%	1.3%	1.2%	1.3%	21.3%	48.0%
	2017(H29)年より前	2726	21.0%	21.3%	12.9%	6.2%	5.2%	7.2%	1.8%	1.3%	1.2%	1.2%	1.2%	22.5%	53.1%
	役員	393	40.2%	40.7%	26.7%	13.5%	10.4%	14.8%	2.0%	2.8%	1.5%	1.2%	1.0%	19.1%	38.2%
	役員	35	34.3%	28.6%	22.9%	20.0%	5.7%	14.3%	2.9%	8.6%	2.9%	2.9%	5.7%	22.9%	34.3%
	役員	11	45.5%	45.5%	18.2%	9.1%	—	9.1%	9.1%	9.1%	9.1%	9.1%	9.1%	18.2%	27.3%
	役員	9	—	—	—	—	—	—	11.1%	11.1%	—	—	—	11.1%	77.8%
	配偶関係	1402	48.7%	49.0%	29.7%	13.6%	11.3%	16.5%	2.4%	1.9%	1.5%	1.6%	1.5%	11.8%	34.5%
	配偶関係	1780	3.7%	4.0%	2.9%	2.2%	1.5%	1.7%	1.5%	1.4%	1.2%	1.2%	1.1%	30.1%	64.0%
	配偶関係	2110	3.9%	4.2%	2.8%	2.4%	1.8%	1.8%	1.5%	1.4%	1.2%	1.2%	1.0%	29.5%	64.7%
	末子年齢	584	81.8%	82.4%	51.4%	21.6%	18.8%	24.1%	2.9%	2.1%	1.5%	1.4%	1.4%	2.1%	12.7%
	末子年齢	239	59.4%	59.8%	35.6%	15.9%	12.6%	23.8%	2.9%	2.1%	1.7%	1.7%	2.5%	10.0%	20.1%
	末子年齢	1049	25.3%	25.7%	16.0%	7.9%	5.5%	8.1%	2.2%	1.6%	1.3%	1.3%	1.3%	20.2%	50.9%
	末子年齢	1490	22.9%	23.2%	14.4%	7.0%	6.2%	8.3%	1.4%	1.3%	1.1%	1.1%	1.1%	24.6%	49.2%
	男性・計	3727	12.9%	6.0%	3.6%	3.5%	2.5%	5.3%	2.2%	2.1%	1.7%	1.4%	1.6%	23.9%	58.5%
	年齢	1436	6.1%	4.4%	3.0%	2.7%	2.2%	3.0%	2.4%	2.0%	1.8%	1.7%	1.7%	23.1%	67.8%
	年齢	2239	17.2%	7.0%	3.8%	3.9%	2.6%	6.6%	2.0%	2.0%	1.6%	1.6%	1.4%	24.5%	52.6%
	年齢	43	16.3%	4.7%	7.0%	4.7%	2.3%	9.3%	2.3%	2.3%	2.3%	2.3%	2.3%	18.6%	62.8%
	入社年	630	3.8%	3.5%	2.7%	2.1%	2.4%	2.5%	1.9%	1.7%	1.7%	1.7%	1.9%	25.1%	68.1%
	入社年	3019	14.8%	6.4%	3.7%	3.8%	2.4%	5.8%	2.1%	2.0%	1.7%	1.3%	1.4%	23.8%	56.2%
	2017(H29)年より前	2486	10.7%	5.3%	3.2%	3.0%	2.5%	4.5%	2.0%	1.9%	1.5%	1.5%	1.4%	23.6%	61.3%
	役員	1006	17.6%	7.1%	3.8%	4.3%	2.6%	7.1%	2.4%	2.4%	2.2%	2.2%	1.9%	25.0%	52.4%
	役員	189	16.4%	4.8%	7.4%	4.8%	2.1%	4.2%	1.6%	1.6%	1.1%	1.6%	1.6%	22.8%	54.5%
	役員	28	10.7%	7.1%	10.7%	7.1%	3.6%	10.7%	7.1%	7.1%	7.1%	7.1%	3.6%	25.0%	60.7%
	役員	8	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	12.5%	12.5%	62.5%	62.5%
	配偶関係	2115	20.7%	7.9%	4.1%	4.3%	2.9%	7.9%	2.1%	2.2%	1.7%	1.7%	1.5%	21.5%	51.3%
	配偶関係	1593	2.6%	3.5%	3.0%	2.4%	2.0%	1.9%	2.3%	2.1%	1.8%	1.8%	1.8%	27.1%	67.8%
	末子年齢	1966	3.2%	4.0%	3.2%	2.7%	2.2%	2.1%	2.5%	2.1%	2.0%	2.0%	1.8%	26.8%	67.7%
	末子年齢	1204	28.0%	9.6%	4.1%	4.7%	4.8%	2.1%	4.4%	4.8%	4.1%	4.1%	0.9%	45.1%	45.1%
	末子年齢	341	18.2%	6.5%	4.7%	4.1%	2.9%	11.4%	3.2%	3.8%	2.3%	2.3%	1.8%	22.9%	52.5%
	末子年齢	170	8.8%	2.9%	2.4%	2.9%	2.4%	4.7%	1.8%	2.4%	1.8%	2.4%	1.8%	31.8%	55.3%
	企業調査: 作成した	2817	13.4%	5.8%	3.3%	3.3%	2.2%	5.5%	2.0%	2.1%	1.8%	1.8%	1.5%	24.2%	57.7%
	企業調査: 作成していない	301	8.3%	6.0%	4.3%	5.0%	4.7%	4.3%	2.7%	1.7%	1.3%	1.3%	1.3%	27.2%	59.1%
	女性・計	4460	27.2%	27.2%	17.8%	7.7%	6.7%	10.6%	1.7%	1.5%	1.1%	1.2%	1.3%	18.6%	51.6%
	年齢	2076	8.0%	8.1%	5.4%	2.9%	2.8%	2.9%	1.3%	1.3%	0.8%	1.1%	1.1%	22.7%	67.4%
	年齢	2330	44.1%	44.0%	28.6%	11.9%	9.9%	17.3%	2.0%	1.6%	1.2%	1.2%	1.3%	15.3%	37.6%
	年齢	39	35.9%	35.9%	23.1%	12.8%	17.9%	20.5%	5.1%	5.1%	7.7%	7.7%	5.1%	7.7%	51.3%
	入社年	741	2.4%	2.6%	1.9%	1.1%	1.3%	2.7%	0.7%	0.5%	0.7%	0.8%	0.7%	20.9%	74.2%
	入社年	3645	32.6%	32.6%	21.2%	9.1%	7.8%	12.4%	2.0%	1.8%	1.2%	1.3%	1.4%	18.3%	46.5%
	2017(H29)年より前	3657	24.6%	24.7%	16.2%	6.9%	6.4%	9.6%	1.7%	1.5%	1.1%	1.1%	1.2%	19.4%	53.5%
	役員	698	40.7%	40.5%	26.4%	11.6%	8.7%	15.9%	1.9%	1.3%	1.3%	1.4%	1.1%	15.3%	41.5%
	役員	74	31.1%	29.7%	16.2%	9.5%	2.7%	12.2%	2.7%	2.7%	1.4%	1.4%	2.7%	10.8%	52.7%
	役員	5	20.0%	20.0%	—	—	—	—	—	—	—	—	—	60.0%	20.0%
	役員	10	10.0%	10.0%	20.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	40.0%	40.0%
	配偶関係	2009	57.4%	57.3%	36.9%	14.8%	12.9%	21.8%	2.3%	1.8%	1.1%	1.1%	1.3%	9.7%	29.0%
	配偶関係	2439	2.4%	2.5%	2.1%	1.8%	1.6%	1.5%	1.3%	1.2%	1.1%	1.1%	1.2%	26.0%	70.0%
	末子年齢	2946	2.6%	2.6%	2.1%	1.8%	1.5%	1.5%	1.5%	1.2%	1.0%	1.2%	1.0%	26.4%	69.5%
	末子年齢	932	85.0%	85.2%	57.6%	22.2%	20.5%	32.1%	2.0%	1.7%	1.0%	1.1%	1.5%	10.5%	10.5%
	末子年齢	321	78.5%	79.1%	45.5%	19.0%	13.1%	28.3%	2.8%	2.8%	2.2%	2.2%	1.9%	12.5%	12.5%
	末子年齢	208	42.3%	40.9%	21.2%	10.1%	17.8%	17.8%	2.9%	2.4%	1.9%	2.4%	3.4%	15.4%	35.6%
	企業調査: 作成した	3296	28.1%	28.2%	18.2%	7.4%	6.9%	11.0%	1.8%	1.5%	1.2%	1.2%	1.2%	18.2%	51.2%
	企業調査: 作成していない	390	22.3%	22.1%	11.5%	6.7%	5.6%	9.0%	1.5%	1.5%	1.3%	1.3%	1.3%	24.9%	49.5%

	問5-2.a)女性が結婚・出産後も辞めることなく働ける環境にあると思う				問5-2.b)女性が育児休業をとりやすい環境にあると思う							
	全体n	そう思う	ややそう思う	あまりそう思わない	無回答	全体n	そう思う	ややそう思う	どちらともいえない	あまりそう思わない	そう思わない	無回答
男性・計	1135	31.8%	25.7%	24.4%	7.8%	6.3%	25.9%	23.7%	27.4%	10.8%	8.1%	4.1%
年齢	403	31.0%	27.8%	24.3%	7.7%	5.7%	25.3%	24.3%	27.8%	11.2%	7.9%	3.5%
18-29歳	702	31.8%	24.9%	24.6%	7.8%	7.0%	25.8%	23.5%	27.6%	10.8%	8.4%	3.5%
30-39歳	26	46.2%	15.4%	19.2%	11.5%	-	38.5%	23.1%	15.4%	7.7%	3.8%	11.5%
40-65歳	156	34.6%	28.8%	29.5%	4.5%	0.6%	28.8%	23.1%	37.2%	7.7%	1.3%	1.9%
入社年	954	31.4%	25.1%	23.7%	8.4%	7.3%	25.6%	23.7%	25.6%	11.5%	9.3%	4.3%
2017(H29)年	784	31.5%	25.5%	26.1%	7.5%	5.2%	26.3%	21.9%	30.1%	9.9%	7.5%	4.2%
2017(H29)年より前	253	32.8%	26.1%	22.1%	7.5%	2.0%	26.5%	21.5%	27.3%	11.5%	10.3%	2.0%
役職	57	24.6%	26.3%	17.5%	12.3%	12.3%	17.5%	28.1%	15.8%	19.3%	10.5%	8.8%
役員・主任相当職	27	44.4%	29.6%	11.1%	11.1%	-	25.9%	33.3%	18.5%	14.8%	3.7%	3.7%
課長・課長相当職	10	40.0%	20.0%	30.0%	10.0%	-	30.0%	30.0%	30.0%	10.0%	-	-
部長・部長相当職	648	32.3%	24.8%	23.6%	9.0%	7.4%	26.9%	23.5%	24.7%	12.0%	9.6%	3.4%
役員	476	31.3%	27.5%	25.4%	6.5%	5.0%	24.8%	24.6%	31.1%	9.2%	6.3%	4.0%
配偶関係	601	31.4%	26.6%	25.8%	6.8%	5.7%	25.1%	24.3%	29.6%	10.3%	7.2%	3.5%
未婚・離死別	336	33.3%	26.5%	22.0%	10.1%	5.4%	28.6%	23.8%	23.5%	12.8%	8.0%	3.3%
既婚	92	32.6%	22.8%	21.7%	9.8%	12.0%	26.1%	18.5%	25.0%	14.1%	15.2%	1.1%
子なし	80	28.8%	21.3%	28.8%	6.3%	7.5%	21.3%	26.3%	31.3%	6.3%	31.8%	8.8%
末子0-3歳	81	34.6%	22.2%	23.5%	8.8%	4.9%	29.6%	25.9%	18.5%	11.1%	8.6%	6.2%
末子4-6歳	880	31.7%	25.2%	25.3%	7.7%	6.7%	28.9%	23.2%	23.2%	11.0%	7.8%	3.5%
末子7歳以上	1463	36.7%	26.8%	17.0%	10.0%	7.2%	32.3%	23.7%	19.7%	12.4%	9.6%	2.4%
企業調査: 作成した	625	38.4%	27.0%	16.8%	9.9%	6.1%	33.9%	24.6%	19.5%	11.8%	8.5%	1.6%
行動計画	793	35.1%	27.1%	17.5%	10.0%	7.8%	31.5%	23.1%	19.8%	12.6%	10.2%	2.8%
作成していない	42	45.2%	19.0%	9.5%	11.9%	7.1%	26.2%	21.4%	19.0%	16.7%	9.5%	7.1%
女性・計	179	35.8%	30.7%	17.3%	9.5%	4.5%	30.7%	27.9%	22.9%	11.7%	3.9%	2.8%
年齢	1260	36.7%	26.5%	16.9%	10.2%	7.6%	32.5%	23.3%	12.5%	12.5%	10.5%	2.0%
入社年	1265	36.9%	27.0%	17.5%	9.7%	7.0%	32.3%	23.6%	20.3%	12.3%	9.5%	2.0%
2017(H29)年	151	36.4%	28.5%	13.2%	11.3%	9.3%	33.1%	26.5%	16.6%	11.9%	10.6%	1.3%
2017(H29)年より前	15	40.0%	20.0%	13.3%	13.3%	6.7%	40.0%	13.3%	13.3%	13.3%	13.3%	6.7%
役職	7	57.1%	14.3%	14.3%	-	-	28.6%	14.3%	42.9%	-	-	14.3%
役員・主任相当職	13	23.1%	7.7%	38.5%	7.7%	-	23.1%	15.4%	30.8%	30.8%	7.7%	7.7%
課長・課長相当職	703	40.4%	27.7%	15.9%	8.0%	5.5%	36.8%	23.0%	17.4%	12.4%	7.7%	2.7%
部長・部長相当職	754	33.4%	25.9%	17.8%	12.1%	8.8%	28.2%	24.1%	21.8%	12.5%	11.4%	2.0%
配偶関係	891	32.9%	26.9%	18.3%	12.1%	7.7%	27.7%	22.4%	22.4%	13.0%	10.5%	2.0%
未婚・離死別	260	46.2%	29.2%	12.7%	6.5%	3.1%	49.2%	24.6%	11.9%	6.5%	5.0%	2.7%
既婚	126	46.0%	25.4%	14.3%	5.6%	4.8%	38.1%	23.0%	14.3%	15.9%	4.8%	4.0%
子なし	157	36.9%	23.6%	19.1%	8.3%	10.2%	27.4%	21.0%	15.9%	15.9%	12.1%	1.9%
末子0-3歳	120	46.7%	24.2%	15.0%	6.7%	5.0%	36.7%	27.5%	23.3%	7.5%	2.5%	2.5%
末子4-6歳	1040	37.1%	26.8%	16.3%	10.2%	7.3%	33.3%	23.8%	18.8%	12.2%	9.8%	2.2%
末子7歳以上	2886	35.1%	30.1%	17.6%	8.4%	6.1%	34.2%	29.1%	18.1%	9.2%	6.5%	2.9%
企業調査: 作成した	1031	34.1%	30.9%	18.4%	7.0%	5.6%	34.2%	30.3%	17.0%	9.1%	5.2%	4.2%
行動計画	1616	35.7%	29.7%	17.0%	9.3%	6.0%	31.5%	28.6%	18.6%	9.3%	7.4%	2.0%
作成していない	33	36.4%	27.3%	24.2%	6.1%	3.0%	42.4%	21.2%	24.2%	6.1%	3.0%	3.0%
女性・計	410	37.8%	30.5%	18.0%	7.6%	3.4%	34.4%	31.5%	21.5%	6.3%	3.7%	2.7%
年齢	2204	34.6%	30.0%	17.5%	8.7%	2.5%	34.4%	28.8%	17.5%	2.7%	7.1%	2.7%
入社年	1869	35.2%	29.5%	18.3%	8.2%	5.8%	34.2%	28.5%	19.0%	8.6%	6.5%	3.2%
2017(H29)年	639	34.0%	32.1%	16.4%	6.9%	2.2%	33.0%	32.6%	15.3%	10.5%	2.2%	2.2%
2017(H29)年より前	136	37.5%	30.1%	14.7%	10.3%	6.6%	39.0%	25.0%	16.2%	11.8%	6.6%	1.5%
役職	23	47.8%	30.4%	4.3%	8.7%	8.7%	39.1%	21.7%	17.4%	13.0%	8.7%	-
役員・主任相当職	10	20.0%	30.0%	40.0%	-	-	30.0%	10.0%	40.0%	-	10.0%	10.0%
課長・課長相当職	1522	35.8%	29.1%	17.0%	9.3%	6.9%	36.7%	27.7%	17.0%	9.7%	6.9%	2.1%
部長・部長相当職	1147	34.4%	31.7%	18.6%	7.3%	5.1%	31.1%	31.4%	19.6%	8.8%	6.0%	3.1%
配偶関係	1404	34.0%	32.0%	18.1%	7.7%	5.7%	31.0%	32.1%	18.7%	9.5%	6.1%	2.6%
未婚・離死別	868	36.8%	28.6%	16.8%	9.3%	6.5%	38.4%	27.0%	16.9%	8.9%	6.5%	2.4%
既婚												
子なし												
末子0-3歳												

1	末子4-6歳	247	37.2%	26.3%	17.8%	10.1%	7.7%	0.8%	247	38.9%	23.9%	17.8%	10.9%	7.7%	0.8%
0	末子7歳以上	131	38.2%	30.5%	16.8%	8.4%	4.6%	1.5%	131	36.6%	27.5%	16.4%	6.9%	7.6%	1.5%
0	企業調査: 作成した	865	36.3%	29.6%	18.2%	8.1%	4.9%	3.0%	865	38.4%	27.2%	16.4%	10.2%	4.7%	3.1%
5	行動計画 作成していない	1401	34.8%	30.5%	17.3%	8.4%	6.9%	2.0%	1401	31.5%	30.8%	18.9%	8.8%	7.6%	2.3%
2	女性・計	3188	35.5%	32.7%	14.1%	10.1%	6.0%	1.7%	3188	36.5%	30.1%	14.9%	11.3%	7.0%	1.8%
9	年齢	1498	32.9%	33.3%	14.6%	10.4%	6.7%	2.1%	1498	32.8%	30.4%	15.6%	11.3%	7.6%	2.1%
9	年齢	1652	37.7%	32.1%	13.4%	9.9%	5.4%	1.5%	1652	39.8%	29.7%	14.2%	8.2%	6.6%	1.6%
人	年齢	30	36.7%	30.0%	20.0%	10.0%	3.3%	-	30	33.3%	33.3%	16.7%	13.3%	3.3%	-
	入社年	480	35.6%	35.8%	12.7%	8.8%	5.0%	2.1%	480	32.7%	31.9%	16.5%	9.8%	6.9%	2.3%
	2017(H29)年	2649	35.4%	32.2%	14.2%	10.3%	6.2%	1.7%	2649	37.2%	29.9%	14.4%	9.7%	7.1%	1.8%
	2017(H29)年より前	2726	35.1%	33.1%	14.1%	10.0%	5.9%	1.8%	2726	35.9%	30.6%	14.7%	9.7%	7.1%	1.9%
	役員	393	37.4%	30.3%	14.2%	10.0%	6.6%	0.5%	393	40.2%	26.2%	15.3%	10.4%	7.1%	0.5%
	役員・主任相当職	35	51.4%	25.7%	5.7%	11.4%	5.7%	-	35	45.7%	34.3%	2.9%	14.3%	2.9%	2.9%
	役員・課長相当職	11	36.4%	36.4%	18.2%	9.1%	-	-	11	45.5%	18.2%	27.3%	9.1%	-	-
	役員・部長相当職	9	44.4%	44.4%	-	11.1%	-	-	9	33.3%	33.3%	22.2%	11.1%	-	-
	役員	1402	40.5%	31.6%	13.7%	8.6%	4.2%	1.4%	1402	43.4%	28.9%	13.5%	7.8%	5.0%	1.4%
	配偶関係	1780	31.5%	33.5%	14.4%	11.3%	7.4%	1.9%	1780	31.0%	31.1%	16.1%	11.1%	8.7%	2.1%
	配偶・離死別	2110	31.0%	34.4%	14.4%	11.6%	7.0%	1.6%	2110	30.6%	30.9%	17.0%	11.8%	8.0%	1.8%
	末子年齢	584	45.4%	32.4%	13.0%	6.2%	2.2%	0.9%	584	52.1%	30.5%	9.8%	4.1%	2.7%	0.9%
	末子0-3歳	239	44.4%	25.1%	13.8%	10.9%	4.2%	1.7%	239	47.7%	26.4%	10.9%	7.1%	6.3%	1.7%
	末子4-6歳	1049	39.5%	30.7%	12.9%	11.1%	4.2%	1.7%	1049	41.0%	29.1%	13.9%	9.1%	5.2%	1.7%
	末子7歳以上	1490	34.1%	32.9%	15.1%	9.4%	6.8%	1.7%	1490	34.0%	30.7%	15.2%	10.2%	8.1%	1.9%
	企業調査: 作成した	327	41.6%	33.1%	13.7%	6.5%	2.2%	2.2%	327	44.6%	30.8%	13.6%	5.6%	3.2%	2.2%
	行動計画	1436	39.1%	34.5%	13.4%	6.8%	2.9%	3.3%	1436	42.1%	30.9%	15.0%	5.4%	3.3%	3.3%
	男性・計	2239	43.2%	32.1%	13.9%	6.3%	2.9%	1.5%	2239	46.2%	30.8%	12.7%	5.8%	3.1%	1.4%
	年齢	43	41.9%	32.6%	9.3%	4.7%	9.3%	2.3%	43	44.2%	27.9%	9.3%	7.0%	9.3%	2.3%
	入社年	630	40.3%	33.0%	14.6%	7.5%	1.9%	2.7%	630	42.1%	30.8%	15.6%	5.9%	2.9%	2.9%
	2017(H29)年	3019	41.8%	33.4%	13.4%	6.1%	3.2%	2.0%	3019	45.0%	31.1%	13.2%	5.3%	3.3%	2.0%
	2017(H29)年より前	2486	40.5%	33.7%	14.4%	6.3%	2.6%	2.4%	2486	43.4%	30.9%	14.8%	5.6%	2.9%	2.5%
	役員	1006	44.6%	31.4%	12.2%	6.7%	3.8%	1.3%	1006	48.6%	30.5%	10.7%	5.2%	3.8%	1.2%
	役員・主任相当職	189	39.2%	33.3%	12.7%	7.9%	3.2%	3.7%	189	33.3%	33.3%	11.6%	8.5%	3.2%	3.7%
	役員・課長相当職	28	42.9%	35.7%	7.1%	7.1%	7.1%	-	28	46.4%	14.3%	25.0%	3.6%	10.7%	-
	役員・部長相当職	8	25.0%	50.0%	12.5%	12.5%	-	-	8	37.5%	37.5%	12.5%	12.5%	-	-
	役員	2115	44.1%	31.0%	13.2%	6.1%	3.3%	1.7%	2115	46.8%	30.5%	11.9%	5.8%	3.4%	1.7%
	配偶関係	1593	38.7%	35.9%	14.2%	6.3%	2.5%	2.4%	1593	41.9%	31.5%	15.6%	5.4%	3.1%	2.5%
	配偶・離死別	1966	39.7%	34.6%	14.4%	6.0%	2.3%	2.3%	1966	42.6%	31.5%	15.2%	5.4%	3.0%	2.4%
	末子年齢	1204	42.0%	33.3%	13.6%	6.3%	3.5%	1.6%	1204	47.4%	30.4%	12.0%	6.1%	3.5%	1.5%
	末子0-3歳	341	47.2%	29.3%	10.6%	7.0%	3.8%	2.1%	341	44.9%	31.4%	12.6%	5.9%	3.2%	2.1%
	末子4-6歳	170	48.8%	23.5%	11.8%	8.2%	5.3%	2.4%	170	48.8%	25.9%	13.5%	4.7%	4.7%	2.4%
	末子7歳以上	2817	42.3%	32.4%	13.8%	6.6%	2.8%	2.1%	2817	45.2%	30.4%	13.8%	5.4%	3.2%	2.1%
	企業調査: 作成した	301	39.5%	33.2%	15.3%	5.8%	4.7%	1.7%	301	37.5%	32.9%	14.6%	7.3%	5.6%	2.0%
	行動計画	4460	41.1%	34.1%	11.8%	7.6%	3.8%	1.7%	4460	47.3%	30.2%	11.2%	6.3%	3.2%	1.7%
	女性・計	2076	38.6%	34.7%	12.6%	8.5%	3.9%	1.6%	2076	43.0%	31.3%	12.3%	7.8%	3.9%	1.7%
	年齢	2330	43.6%	33.4%	11.0%	6.8%	3.6%	1.7%	2330	51.4%	29.0%	10.0%	5.2%	2.6%	1.8%
	入社年	39	28.2%	43.6%	17.9%	5.1%	2.6%	2.6%	39	33.3%	41.0%	17.9%	2.6%	2.6%	2.6%
	2017(H29)年	741	38.3%	35.4%	11.6%	8.8%	4.2%	1.9%	741	42.4%	27.9%	14.3%	8.8%	4.6%	2.0%
	2017(H29)年より前	3645	41.6%	33.9%	11.9%	7.4%	3.6%	1.6%	3645	48.5%	30.7%	10.4%	5.9%	2.9%	1.6%
	役員	698	41.5%	34.1%	11.6%	8.7%	3.7%	1.8%	698	47.2%	30.0%	11.2%	6.5%	3.2%	1.9%
	役員・主任相当職	74	39.2%	37.8%	13.2%	8.7%	3.9%	0.7%	74	55.4%	32.2%	11.6%	5.4%	2.7%	0.9%
	役員・課長相当職	5	20.0%	20.0%	20.0%	20.0%	20.0%	-	5	20.0%	20.0%	20.0%	20.0%	-	-
	役員・部長相当職	10	70.0%	20.0%	-	10.0%	-	-	10	80.0%	20.0%	-	-	-	-
	役員	2009	45.5%	32.5%	10.8%	6.2%	3.4%	1.7%	2009	54.8%	27.8%	8.9%	4.7%	2.1%	1.7%
	配偶関係	2439	37.5%	35.5%	12.7%	8.7%	4.1%	1.5%	2439	41.3%	32.2%	13.0%	7.7%	4.2%	1.6%
	配偶・離死別	2946	37.4%	35.7%	12.5%	8.6%	4.2%	1.5%	2946	41.6%	32.2%	12.8%	7.7%	4.0%	1.6%
	末子年齢	932	49.6%	31.1%	10.5%	5.0%	2.6%	1.7%	932	60.5%	26.1%	7.2%	1.1%	1.1%	0.6%
	末子0-3歳	321	50.5%	31.5%	8.7%	6.2%	2.5%	0.6%	321	61.4%	27.4%	6.9%	2.2%	1.6%	0.6%
	末子4-6歳	208	42.1%	33.7%	14.4%	4.8%	5.3%	1.4%	208	49.5%	27.4%	11.4%	6.3%	4.3%	1.6%
	末子7歳以上	3296	40.4%	34.6%	11.5%	6.9%	3.3%	1.5%	3296	49.4%	29.7%	10.8%	5.6%	2.9%	1.6%
	企業調査: 作成した	390	36.4%	35.6%	13.1%	6.2%	5.4%	3.3%	390	41.0%	31.8%	13.6%	5.4%	4.6%	3.6%
	行動計画														

	問5-2.a) 女性が短時間勤務をとりやすい環境にあると思う					問5-2.a) 男性の育児休業取得に積極的であると思う						
	全体n	そう思う	ややそう思う	どちらともいえない	あまりそう思わない	無回答	全体n	そう思う	ややそう思う	どちらともいえない	あまりそう思わない	無回答
男性・計	1135	22.7%	23.8%	29.5%	11.1%	8.5%	1135	5.4%	6.2%	30.3%	19.7%	33.8%
年齢												
18-29歳	403	21.3%	23.6%	30.3%	12.2%	8.7%	403	5.7%	7.7%	32.8%	20.1%	30.0%
30-39歳	702	23.1%	24.4%	29.1%	10.5%	8.7%	702	4.8%	5.4%	28.8%	19.6%	36.5%
40-65歳	26	34.6%	15.4%	30.8%	11.5%	-	26	15.4%	3.8%	30.8%	15.4%	23.1%
入社年												
2017(H29)年	156	22.4%	19.2%	38.5%	13.5%	3.2%	156	3.2%	8.3%	49.4%	18.6%	17.9%
2017(H29)年より前	954	22.5%	24.7%	28.0%	10.9%	9.4%	954	5.7%	5.9%	27.1%	19.9%	36.6%
役職												
役職なし	784	21.4%	23.2%	32.1%	10.8%	8.0%	784	5.5%	6.0%	33.3%	19.3%	30.9%
係長・主任相当職	253	27.7%	22.1%	24.5%	12.6%	10.7%	253	5.9%	23.7%	20.2%	41.5%	2.0%
課長・課長相当職	57	15.8%	22.8%	35.1%	10.5%	8.8%	57	-	3.5%	21.1%	22.8%	45.6%
部長・部長相当職	27	29.6%	29.6%	18.5%	11.1%	7.4%	27	7.4%	14.8%	18.5%	22.2%	33.3%
役員	10	20.0%	30.0%	30.0%	20.0%	-	10	10.0%	-	50.0%	20.0%	-
配偶関係												
未婚	648	24.8%	24.4%	25.9%	12.2%	9.1%	648	5.1%	5.7%	25.0%	19.3%	41.2%
既婚・離死別	476	20.4%	23.5%	34.2%	9.7%	7.8%	476	5.9%	6.7%	37.4%	20.8%	24.4%
未子年齢												
子なし	601	20.6%	23.8%	32.4%	11.0%	8.3%	601	5.7%	6.0%	36.1%	20.3%	27.8%
末子0-3歳	336	26.5%	25.3%	24.4%	11.6%	8.6%	336	5.4%	5.1%	23.2%	19.6%	43.5%
末子4-6歳	92	27.2%	16.3%	28.3%	15.2%	12.0%	92	5.4%	7.6%	20.7%	14.1%	47.8%
末子7歳以上	80	18.8%	27.5%	33.8%	6.3%	5.0%	80	3.8%	7.5%	30.0%	23.8%	27.5%
企業調査: 作成した	81	24.7%	21.0%	23.9%	11.1%	11.1%	81	4.9%	7.4%	24.7%	23.5%	33.3%
行動計画: 作成していない	880	18.3%	24.2%	30.3%	11.8%	8.5%	880	30.3%	5.6%	24.7%	23.5%	6.2%
女性・計	1463	21.0%	22.4%	25.2%	17.0%	14.9%	1463	4.0%	5.6%	29.0%	18.4%	38.7%
年齢												
18-29歳	625	19.5%	23.4%	25.9%	17.1%	12.3%	625	5.4%	6.6%	31.4%	20.8%	33.1%
30-39歳	793	17.2%	21.1%	24.7%	16.8%	17.3%	793	3.2%	5.0%	26.5%	16.9%	43.1%
40-65歳	42	14.3%	33.3%	26.2%	16.7%	4.8%	42	-	2.4%	40.5%	9.5%	35.7%
入社年												
2017(H29)年	179	19.0%	22.3%	33.5%	14.5%	7.8%	179	6.1%	6.7%	36.9%	24.0%	23.5%
2017(H29)年より前	1260	17.9%	22.2%	24.0%	17.5%	16.1%	1260	3.7%	5.3%	26.6%	17.7%	41.3%
役職												
役職なし	1265	18.3%	21.8%	25.2%	18.0%	14.6%	1265	3.8%	5.5%	29.4%	17.8%	39.8%
係長・主任相当職	151	16.6%	25.8%	27.8%	9.3%	18.5%	151	4.6%	5.5%	28.5%	21.2%	33.8%
課長・課長相当職	15	26.7%	40.0%	13.3%	-	13.3%	15	6.7%	-	33.3%	26.7%	6.7%
部長・部長相当職	7	-	42.9%	28.6%	-	14.3%	7	-	14.3%	14.3%	42.9%	28.6%
役員	13	15.4%	15.4%	7.7%	46.2%	-	13	15.4%	-	7.7%	30.8%	15.4%
配偶関係												
未婚	703	20.1%	20.9%	24.5%	16.1%	16.1%	703	3.4%	4.7%	27.2%	16.6%	42.4%
既婚・離死別	754	16.2%	23.7%	25.9%	17.8%	13.9%	754	4.6%	6.5%	30.6%	19.8%	35.5%
未子年齢												
子なし	891	15.8%	23.0%	26.5%	18.5%	13.8%	891	4.5%	6.8%	29.2%	19.9%	36.5%
末子0-3歳	260	24.6%	19.6%	23.1%	13.5%	16.5%	260	3.8%	3.5%	27.3%	17.3%	43.8%
末子4-6歳	126	17.5%	22.2%	26.2%	15.9%	15.1%	126	4.0%	0.8%	34.1%	11.1%	41.3%
末子7歳以上	157	18.5%	26.1%	22.3%	14.6%	16.6%	157	1.9%	7.0%	28.7%	15.3%	40.8%
企業調査: 作成した	120	19.2%	20.0%	27.5%	25.0%	5.8%	120	5.8%	2.5%	37.5%	22.5%	29.2%
行動計画: 作成していない	1040	18.4%	22.2%	26.1%	16.0%	15.0%	1040	4.1%	5.8%	28.5%	18.4%	39.4%
男性・計	2886	26.4%	25.9%	25.7%	10.9%	7.9%	2886	4.2%	6.6%	25.2%	20.5%	40.5%
年齢												
18-29歳	1031	26.3%	26.0%	26.3%	10.7%	6.5%	1031	4.4%	7.0%	29.5%	20.1%	34.9%
30-39歳	1616	26.4%	26.0%	25.2%	11.1%	6.2%	1616	4.0%	9.2%	22.4%	20.9%	44.3%
40-65歳	33	30.3%	27.3%	30.3%	6.1%	3.0%	33	12.1%	9.1%	30.3%	15.2%	30.3%
入社年												
2017(H29)年	410	29.5%	24.6%	29.3%	9.3%	4.9%	410	6.1%	8.5%	40.0%	18.5%	23.7%
2017(H29)年より前	2204	25.5%	26.4%	25.1%	11.3%	8.6%	2204	3.7%	6.1%	22.0%	21.1%	44.3%
役職												
役職なし	1869	26.9%	24.8%	28.8%	10.4%	7.9%	1869	4.7%	6.8%	27.7%	19.0%	38.6%
係長・主任相当職	639	24.6%	29.6%	22.7%	11.9%	8.8%	639	2.7%	5.8%	18.9%	23.2%	46.8%
課長・課長相当職	136	27.2%	26.5%	24.3%	13.2%	6.6%	136	3.7%	6.6%	19.9%	26.5%	42.6%
部長・部長相当職	23	30.4%	26.1%	30.4%	8.7%	4.3%	23	4.3%	8.7%	26.1%	21.7%	39.1%
役員	10	20.0%	10.0%	30.0%	20.0%	-	10	20.0%	-	30.0%	20.0%	10.0%
配偶関係												
未婚	1522	26.9%	26.7%	23.5%	11.6%	8.8%	1522	3.3%	6.8%	20.3%	20.2%	32.8%
既婚・離死別	1147	25.9%	25.2%	28.9%	10.1%	6.8%	1147	4.7%	6.2%	31.6%	21.2%	46.7%
未子年齢												
子なし	1404	25.1%	26.8%	27.6%	10.5%	7.1%	1404	4.6%	6.6%	30.8%	20.3%	35.0%
末子0-3歳	868	27.6%	26.8%	22.7%	11.3%	9.0%	868	4.1%	7.0%	18.2%	20.5%	47.8%

1	末子4-6歳	247	27.5%	22.3%	27.1%	12.1%	9.3%	1.6%	247	2.8%	4.5%	21.1%	21.9%	49.0%	0.8%
0	末子7歳以上	131	33.6%	22.9%	24.4%	11.5%	6.1%	1.5%	131	3.8%	8.4%	26.0%	24.4%	35.9%	1.5%
5	企業調査: 作成した	865	28.1%	25.7%	25.1%	10.6%	7.3%	3.2%	865	4.0%	6.9%	26.0%	17.9%	42.0%	3.1%
2	行動計画: 作成していない	1401	24.8%	26.3%	26.9%	10.7%	8.8%	2.6%	1401	4.4%	6.5%	24.4%	22.1%	40.1%	2.5%
9	女性・計	3188	21.4%	25.4%	23.2%	16.3%	13.2%	2.0%	3188	3.2%	3.2%	23.6%	23.6%	42.4%	2.4%
9	年齢	1498	19.4%	25.6%	22.4%	17.6%	12.6%	2.3%	1498	3.2%	6.5%	26.0%	23.6%	37.9%	2.7%
9	入社年	1652	23.2%	25.3%	20.8%	15.1%	13.9%	1.8%	1652	3.2%	6.2%	21.3%	20.6%	46.7%	2.1%
人	2017(H29)年 より前	30	23.3%	26.7%	33.3%	10.0%	6.7%	-	30	6.7%	3.3%	36.7%	23.3%	30.0%	-
	役員	480	20.8%	28.1%	24.0%	15.6%	8.8%	2.5%	480	4.0%	6.9%	33.8%	23.8%	28.8%	2.9%
	係長・主任相当職	2649	21.4%	29.0%	21.1%	16.3%	14.1%	2.0%	2649	3.1%	6.1%	21.7%	21.7%	45.1%	2.3%
	課長・課長相当職	2726	20.7%	25.4%	22.0%	16.6%	13.2%	2.1%	2726	3.3%	6.0%	24.3%	21.8%	42.1%	2.5%
	部長・部長相当職	393	24.7%	25.7%	18.3%	15.8%	14.5%	1.0%	393	3.1%	7.9%	18.8%	23.7%	45.5%	1.0%
	役員	35	40.0%	31.4%	17.1%	8.6%	2.9%	-	35	-	20.0%	20.0%	14.3%	45.7%	-
	役員	11	36.4%	18.2%	27.3%	9.1%	9.1%	-	11	18.2%	-	36.4%	18.2%	27.3%	-
	役員	9	44.4%	11.1%	44.4%	-	-	-	9	-	-	44.4%	44.4%	11.1%	-
	配偶関係	1402	24.8%	24.8%	20.3%	15.3%	13.3%	1.6%	1402	3.7%	6.6%	19.1%	20.9%	47.5%	2.1%
	既婚・離死別	1780	18.7%	26.0%	22.7%	17.1%	13.3%	2.2%	1780	2.9%	6.1%	27.3%	22.8%	38.5%	2.4%
	末子年齢	2110	18.7%	25.3%	22.7%	17.5%	13.9%	1.9%	2110	2.9%	6.4%	25.4%	22.3%	40.8%	2.1%
	末子0-3歳	584	30.5%	28.4%	16.4%	13.0%	10.6%	1.0%	584	3.3%	6.3%	20.7%	19.9%	48.3%	1.5%
	末子4-6歳	239	24.3%	20.5%	23.8%	14.2%	15.5%	1.7%	239	4.6%	5.4%	15.9%	20.9%	51.0%	2.1%
	末子7歳以上	1049	20.7%	26.6%	23.2%	13.8%	11.3%	4.4%	1049	4.9%	5.4%	25.1%	24.6%	34.0%	5.9%
	企業調査: 作成した	1490	19.2%	25.0%	22.1%	16.7%	14.9%	2.1%	1490	2.5%	5.6%	23.2%	21.3%	44.9%	2.5%
	行動計画: 作成していない	3727	34.4%	30.7%	19.3%	8.4%	4.8%	2.4%	3727	4.6%	9.5%	26.5%	22.8%	37.7%	2.4%
	男性・計	1436	32.9%	30.4%	20.4%	7.3%	5.6%	3.5%	1436	5.3%	9.8%	29.8%	22.8%	38.7%	3.5%
	年齢	2239	35.2%	31.2%	18.6%	9.1%	4.3%	1.7%	2239	4.2%	9.2%	24.3%	22.0%	38.6%	1.7%
	入社年	43	41.9%	27.9%	14.0%	9.3%	4.7%	2.3%	43	4.7%	11.6%	32.6%	20.9%	27.9%	2.3%
	2017(H29)年 より前	630	33.8%	31.0%	20.2%	7.6%	4.8%	2.7%	630	5.9%	11.3%	37.0%	21.1%	21.4%	3.3%
	役員	3019	34.5%	31.0%	18.8%	8.3%	4.8%	2.7%	3019	4.3%	9.1%	24.1%	22.7%	37.7%	2.2%
	係長・主任相当職	2486	33.6%	30.7%	20.7%	7.5%	4.8%	2.7%	2486	4.6%	9.6%	28.0%	22.8%	32.3%	2.7%
	課長・課長相当職	1006	36.7%	30.7%	16.4%	9.8%	4.9%	1.5%	1006	4.7%	8.9%	23.5%	21.3%	40.4%	1.3%
	部長・部長相当職	189	32.3%	31.2%	17.5%	11.6%	3.7%	3.7%	189	4.8%	9.0%	24.3%	21.2%	36.5%	4.2%
	役員	28	39.3%	28.6%	10.7%	10.7%	10.7%	-	28	3.6%	10.7%	28.6%	17.9%	39.3%	-
	役員	8	25.0%	37.5%	37.5%	-	-	-	8	-	25.0%	37.5%	12.5%	25.0%	-
	配偶関係	2115	36.0%	30.8%	17.4%	9.3%	4.6%	1.9%	2115	3.9%	9.4%	21.6%	22.7%	40.6%	1.8%
	既婚・離死別	1593	32.4%	30.8%	21.8%	7.3%	5.0%	2.7%	1593	5.5%	9.7%	33.1%	21.8%	27.1%	2.7%
	末子年齢	1966	33.5%	31.0%	20.8%	7.3%	4.7%	2.6%	1966	5.1%	9.6%	31.9%	22.7%	28.2%	2.5%
	末子0-3歳	1204	35.4%	31.8%	16.9%	9.6%	4.7%	1.7%	1204	3.7%	9.8%	19.4%	21.4%	43.9%	1.7%
	末子4-6歳	341	35.5%	26.1%	20.2%	10.3%	5.6%	2.3%	341	5.0%	9.1%	22.6%	23.2%	38.1%	2.1%
	末子7歳以上	170	35.9%	29.4%	17.6%	8.8%	5.9%	2.4%	170	3.5%	8.2%	23.5%	23.5%	38.2%	2.9%
	企業調査: 作成した	2817	35.2%	29.9%	19.7%	7.9%	4.9%	2.4%	2817	4.7%	9.6%	26.6%	22.5%	34.4%	2.3%
	行動計画: 作成していない	301	26.2%	33.9%	18.6%	12.6%	6.3%	2.3%	301	4.0%	7.3%	27.6%	18.9%	40.2%	2.0%
	女性・計	4460	29.1%	28.0%	20.7%	12.5%	7.8%	1.8%	4460	4.2%	9.1%	23.1%	25.2%	36.5%	2.0%
	年齢	2076	26.8%	28.6%	21.3%	13.8%	7.6%	1.9%	2076	3.8%	9.4%	25.5%	26.7%	32.6%	1.9%
	入社年	2330	31.0%	27.5%	20.1%	11.5%	8.2%	1.8%	2330	4.5%	8.9%	21.0%	23.6%	40.0%	2.0%
	2017(H29)年 より前	39	28.2%	30.8%	33.3%	2.6%	2.6%	2.6%	39	5.1%	2.6%	33.3%	33.3%	2.6%	-
	役員	741	28.6%	24.4%	21.7%	14.7%	8.2%	2.3%	741	5.1%	10.8%	30.4%	25.8%	25.6%	2.3%
	係長・主任相当職	3645	29.3%	28.7%	20.5%	12.1%	7.7%	1.7%	3645	4.0%	8.8%	21.5%	25.0%	38.8%	1.9%
	課長・課長相当職	3657	29.0%	27.9%	20.4%	12.9%	7.8%	2.0%	3657	4.3%	8.8%	23.4%	25.3%	36.0%	2.1%
	部長・部長相当職	698	28.7%	28.7%	22.6%	11.3%	8.0%	0.7%	698	3.6%	9.7%	21.2%	25.8%	38.8%	0.9%
	役員	74	36.5%	28.4%	18.9%	5.4%	6.8%	4.1%	74	8.1%	13.5%	24.3%	17.6%	33.8%	2.7%
	役員	5	-	20.0%	40.0%	20.0%	20.0%	-	5	-	20.0%	20.0%	-	-	-
	役員	10	40.0%	30.0%	10.0%	10.0%	10.0%	-	10	-	30.0%	20.0%	20.0%	20.0%	10.0%
	配偶関係	2009	32.3%	28.0%	18.3%	11.6%	8.0%	1.8%	2009	4.9%	9.0%	20.0%	20.0%	40.1%	1.9%
	既婚・離死別	2439	26.4%	28.1%	22.8%	13.2%	7.7%	1.8%	2439	3.6%	9.2%	25.7%	26.0%	33.5%	1.9%
	末子年齢	2946	26.2%	29.3%	21.9%	13.3%	7.5%	1.7%	2946	3.8%	8.8%	24.9%	26.1%	34.5%	1.9%
	末子0-3歳	932	35.8%	24.9%	17.0%	11.5%	8.9%	1.9%	932	4.8%	8.7%	18.0%	22.6%	44.0%	1.8%
	末子4-6歳	321	34.0%	28.0%	19.9%	10.0%	7.5%	0.6%	321	4.0%	12.5%	24.3%	20.9%	37.4%	0.9%
	末子7歳以上	208	30.8%	26.9%	23.6%	8.7%	8.1%	1.4%	208	6.7%	9.1%	18.7%	29.3%	34.1%	1.9%
	企業調査: 作成した	3296	29.8%	27.9%	21.1%	11.7%	7.8%	1.8%	3296	4.3%	9.6%	23.8%	25.4%	35.2%	1.9%
	行動計画: 作成していない	390	22.8%	28.2%	24.9%	13.1%	7.4%	3.6%	390	2.6%	6.2%	24.1%	26.9%	36.7%	3.6%

問5-2.e)1年間の有給休暇をすべて消化できている環境にあると思う

問5-2.f)男女の区別なく活躍できる環境にあると思う

	問5-2.e)1年間の有給休暇をすべて消化できている環境にあると思う		問5-2.f)男女の区別なく活躍できる環境にあると思う		全体n		ややそう思う		どちらともいえない		あまりそう思わない		そう思わない		無回答	
	全体n	そう思う	ややそう思う	どちらともいえない	あまりそう思わない	そう思わない	無回答	全体n	そう思う	ややそう思う	どちらともいえない	あまりそう思わない	そう思わない	無回答		
男性・計	1135	12.3%	12.7%	20.8%	15.9%	34.3%	4.1%	1135	26.8%	24.3%	26.1%	8.7%	10.2%	3.9%		
年齢	403	12.4%	12.9%	22.8%	17.4%	31.3%	3.2%	403	29.3%	26.1%	23.3%	7.9%	9.9%	3.5%		
18-29歳	702	12.4%	12.9%	22.8%	17.4%	31.3%	3.2%	702	29.3%	26.1%	23.3%	7.9%	9.9%	3.5%		
30-39歳	26	11.5%	15.4%	26.9%	26.0%	11.5%	7.7%	26	38.5%	15.4%	34.6%	-	3.8%	7.7%		
40-65歳	156	21.2%	14.7%	29.5%	16.0%	16.7%	1.9%	156	39.7%	25.6%	24.4%	4.5%	3.8%	1.9%		
入社年	954	10.8%	12.2%	19.0%	16.0%	37.7%	4.3%	954	24.5%	23.9%	26.7%	11.4%	4.1%			
2017(H29)年	784	13.4%	12.6%	23.1%	14.3%	31.6%	4.3%	784	26.3%	24.9%	26.8%	8.3%	9.7%	4.1%		
2017(H29)年より前	253	10.3%	14.6%	13.8%	17.0%	42.3%	2.0%	253	26.9%	24.9%	24.9%	10.7%	12.6%	2.0%		
役員	57	7.0%	5.3%	17.5%	17.5%	45.6%	7.0%	57	29.8%	19.3%	21.1%	10.5%	12.3%	7.0%		
役員・主任相当職	27	11.1%	11.1%	25.9%	25.9%	22.2%	3.7%	27	33.3%	40.7%	18.5%	-	3.7%	3.7%		
課長・課長相当職	10	20.0%	20.0%	20.0%	20.0%	-	-	10	30.0%	10.0%	50.0%	10.0%	-	-		
部長・部長相当職	648	11.9%	12.8%	18.8%	15.1%	37.7%	3.7%	648	26.7%	22.7%	25.5%	10.5%	11.6%	3.1%		
役員	476	13.0%	12.4%	23.5%	17.2%	30.3%	3.6%	476	27.3%	26.9%	27.1%	6.3%	8.4%	4.0%		
配偶関係	601	11.5%	11.8%	24.0%	16.3%	32.8%	3.7%	601	26.6%	27.0%	27.0%	7.0%	9.0%	3.5%		
未婚・離死別	336	12.2%	15.2%	17.0%	15.8%	36.9%	3.0%	336	28.3%	22.6%	21.4%	13.7%	11.0%	3.0%		
子なし	92	16.3%	7.6%	10.9%	15.2%	48.9%	1.1%	92	27.2%	20.7%	28.3%	6.5%	16.3%	1.1%		
末子0-3歳	80	15.0%	13.8%	26.3%	15.0%	21.3%	8.8%	80	22.5%	20.0%	20.0%	5.0%	7.5%	7.5%		
末子4-6歳	81	17.3%	4.9%	24.7%	9.9%	37.0%	6.2%	81	38.3%	16.0%	18.5%	6.2%	14.8%	6.2%		
末子7歳以上	880	11.9%	13.4%	20.2%	15.9%	35.0%	2.9%	880	25.5%	24.4%	27.3%	10.2%	11.8%	3.3%		
企業調査: 作成した	1463	13.6%	15.2%	19.5%	17.6%	31.3%	3.5%	1463	24.2%	23.4%	25.2%	12.6%	11.8%	2.9%		
行動計画 作成していない	625	15.4%	13.1%	20.8%	19.4%	29.1%	2.2%	625	24.8%	26.4%	27.4%	11.0%	8.6%	1.8%		
18-29歳	793	11.7%	16.4%	18.8%	16.5%	33.5%	3.0%	793	23.0%	21.6%	23.9%	13.3%	14.4%	3.4%		
30-39歳	42	23.8%	23.8%	14.3%	11.9%	16.7%	9.5%	42	40.5%	11.9%	19.0%	11.9%	7.1%	9.5%		
40-65歳	179	15.6%	17.9%	28.5%	19.6%	16.2%	2.2%	179	26.8%	31.8%	22.3%	10.6%	6.1%	2.2%		
入社年	1260	13.3%	14.8%	18.1%	17.5%	33.6%	3.1%	1260	23.7%	22.0%	25.9%	12.6%	12.8%	2.7%		
2017(H29)年	1265	13.0%	15.0%	20.2%	17.7%	31.5%	2.5%	1265	23.7%	23.4%	25.7%	13.1%	11.7%	2.4%		
2017(H29)年より前	151	16.6%	15.9%	16.6%	17.9%	31.8%	1.3%	151	26.5%	25.8%	24.5%	9.3%	11.9%	2.0%		
役員	15	26.7%	6.7%	13.3%	13.3%	33.3%	6.7%	15	33.3%	26.7%	20.0%	6.7%	6.7%	6.7%		
役員・主任相当職	7	14.3%	42.9%	14.3%	-	14.3%	14.3%	7	57.1%	14.3%	-	-	-	14.3%		
課長・課長相当職	13	30.8%	-	-	15.4%	30.8%	15.4%	13	7.7%	15.4%	7.7%	7.7%	23.1%	14.3%		
部長・部長相当職	703	14.5%	17.5%	20.9%	15.9%	28.0%	3.1%	703	26.2%	21.6%	24.8%	11.7%	12.2%	3.6%		
役員	754	12.9%	13.1%	17.9%	19.0%	34.6%	2.5%	754	22.3%	25.2%	25.5%	13.5%	11.4%	2.1%		
配偶関係	891	13.0%	13.2%	18.5%	18.7%	34.0%	2.5%	891	22.9%	24.5%	25.5%	13.6%	11.4%	2.1%		
未婚・離死別	260	13.8%	18.8%	18.5%	21.2%	25.0%	2.7%	260	29.2%	21.2%	21.2%	13.8%	11.5%	3.1%		
子なし	126	16.7%	15.1%	21.4%	11.9%	30.2%	4.8%	126	25.4%	24.6%	25.4%	9.5%	10.3%	4.8%		
末子0-3歳	157	14.6%	21.0%	24.2%	11.5%	26.1%	4.8%	157	20.4%	21.7%	29.3%	10.2%	14.6%	3.8%		
末子4-6歳	120	15.8%	17.5%	20.8%	15.8%	27.5%	2.5%	120	25.8%	25.8%	25.8%	11.7%	8.3%	2.5%		
末子7歳以上	1040	14.5%	14.8%	19.4%	16.6%	31.1%	2.6%	1040	22.4%	23.2%	25.0%	13.9%	12.7%	2.8%		
企業調査: 作成した	2686	10.2%	12.0%	17.0%	16.5%	41.4%	2.8%	2686	23.3%	24.6%	24.7%	13.6%	11.1%	2.7%		
行動計画 作成していない	1031	11.8%	12.8%	19.2%	16.4%	35.9%	3.9%	1031	25.3%	26.5%	22.2%	13.3%	8.9%	3.8%		
18-29歳	1616	9.2%	11.5%	15.2%	16.5%	45.5%	2.1%	1616	22.0%	23.9%	16.7%	12.7%	12.4%	2.0%		
30-39歳	33	12.1%	9.1%	33.3%	24.2%	18.2%	3.0%	33	27.3%	6.1%	39.4%	12.1%	12.1%	3.0%		
40-65歳	410	16.8%	16.3%	21.7%	17.6%	24.9%	2.7%	410	29.8%	26.3%	22.0%	13.2%	6.3%	2.4%		
入社年	2204	8.6%	10.9%	16.0%	16.6%	45.2%	2.7%	2204	21.6%	23.9%	24.4%	13.8%	12.1%	2.6%		
2017(H29)年	1869	11.2%	13.5%	17.9%	16.1%	38.4%	2.9%	1869	24.4%	25.1%	24.3%	12.9%	10.3%	2.9%		
2017(H29)年より前	639	8.0%	8.6%	13.9%	16.6%	50.2%	2.7%	639	19.1%	24.1%	25.0%	15.6%	13.6%	2.5%		
役員	136	6.6%	8.8%	14.7%	22.8%	45.6%	1.5%	136	25.0%	24.3%	26.5%	14.7%	8.8%	0.7%		
役員・主任相当職	23	13.0%	8.7%	26.1%	17.4%	34.8%	-	23	39.1%	8.7%	26.1%	4.3%	21.7%	-		
課長・課長相当職	10	20.0%	10.0%	40.0%	10.0%	10.0%	10.0%	10	20.0%	40.0%	40.0%	-	-	10.0%		
部長・部長相当職	1522	9.2%	12.4%	14.8%	15.5%	45.8%	2.2%	1522	23.1%	25.0%	24.1%	13.3%	12.4%	2.0%		
役員	1147	11.7%	11.6%	19.8%	18.0%	36.1%	2.8%	1147	23.7%	24.4%	25.5%	14.0%	9.5%	2.8%		
配偶関係	1404	10.7%	12.2%	19.6%	17.9%	37.1%	2.5%	1404	22.7%	25.1%	25.8%	13.9%	10.0%	2.5%		
未婚・離死別	868	11.1%	12.0%	13.6%	13.7%	47.1%	2.5%	868	24.7%	26.5%	21.9%	12.7%	12.0%	2.3%		
子なし																
末子0-3歳																

1	末子4-6歳	247	6.1%	10.5%	14.6%	19.4%	48.6%	0.8%	247	25.1%	20.2%	24.3%	15.8%	13.8%	0.8%
0	末子7歳以上	131	9.9%	15.3%	19.1%	17.0%	38.2%	1.5%	131	23.0%	25.0%	32.1%	15.5%	11.5%	1.5%
0	企業調査: 作成した	865	8.7%	10.4%	15.8%	17.8%	44.4%	2.9%	865	23.0%	25.0%	24.3%	13.5%	11.4%	2.8%
5	行動計画 作成していない	1401	11.2%	13.3%	17.5%	15.7%	39.9%	2.4%	1401	22.5%	24.6%	25.6%	13.6%	11.6%	2.2%
2	女性・計	3188	11.6%	14.6%	19.2%	19.2%	35.9%	1.9%	3188	19.6%	26.3%	31.8%	15.0%	14.4%	1.9%
9	年齢	1498	11.5%	14.5%	17.9%	19.9%	34.1%	2.1%	1498	19.4%	28.4%	23.2%	14.9%	11.9%	2.1%
9	入社年	1652	11.6%	14.5%	15.8%	18.6%	37.8%	1.7%	1652	19.5%	24.6%	22.3%	15.0%	16.8%	1.8%
人	2017(H29)年	30	10.0%	30.0%	20.0%	16.7%	23.3%	20.0%	30	33.3%	16.7%	27.7%	13.3%	10.0%	-
	2017(H29)年より前	480	16.9%	17.1%	19.0%	20.0%	25.0%	2.1%	480	25.2%	32.3%	22.7%	9.8%	7.9%	2.1%
	役員	2649	10.7%	13.8%	16.3%	19.1%	38.2%	1.9%	2649	18.2%	25.2%	22.9%	15.9%	15.8%	1.9%
	役員なし	2726	11.8%	15.1%	17.4%	19.2%	34.6%	2.0%	2726	19.3%	26.5%	22.6%	15.3%	14.3%	2.0%
	係長・主任相当職	393	9.7%	10.9%	14.2%	17.6%	46.8%	0.8%	393	19.8%	23.9%	24.2%	14.2%	16.8%	1.0%
	課長・課長相当職	35	14.3%	22.9%	11.4%	31.4%	20.0%	-	35	28.6%	40.0%	14.3%	11.4%	5.7%	-
	部長・部長相当職	11	9.1%	-	18.2%	27.3%	45.5%	-	11	54.5%	18.2%	18.2%	9.1%	-	-
	役員	9	33.3%	22.2%	-	22.2%	22.2%	-	9	33.3%	22.2%	33.3%	-	11.1%	-
	配偶関係	1402	12.7%	15.5%	17.4%	18.5%	34.5%	1.4%	1402	21.5%	25.0%	21.7%	14.8%	14.3%	1.7%
	既婚・離死別	1780	10.8%	13.8%	16.4%	19.7%	37.1%	2.1%	1780	18.1%	27.4%	22.8%	15.2%	14.6%	2.0%
	末子年齢	2110	10.3%	14.1%	16.7%	19.1%	38.0%	1.8%	2110	17.8%	27.2%	22.8%	15.3%	14.9%	1.8%
	末子0-3歳	584	13.2%	15.6%	18.8%	20.0%	31.5%	0.9%	584	22.9%	27.2%	22.1%	14.4%	12.2%	1.2%
	末子4-6歳	239	14.2%	12.1%	15.9%	20.5%	35.6%	1.7%	239	23.8%	19.7%	23.0%	15.1%	16.7%	1.7%
	末子7歳以上	1049	11.2%	20.7%	22.8%	16.3%	28.6%	3.9%	1049	24.6%	26.1%	21.2%	11.3%	12.8%	3.9%
	企業調査: 作成した	203	12.5%	15.6%	15.6%	21.2%	34.4%	2.0%	203	20.7%	27.2%	22.4%	14.6%	13.0%	2.2%
	行動計画 作成していない	1490	11.9%	14.2%	17.4%	17.6%	37.2%	1.7%	1490	18.5%	25.7%	22.5%	16.4%	15.3%	1.7%
	男性・計	3727	9.3%	14.0%	17.3%	19.2%	38.0%	2.1%	3727	24.3%	28.1%	24.1%	12.0%	9.3%	2.1%
	年齢	1436	10.6%	16.7%	18.5%	18.5%	32.6%	3.1%	1436	25.6%	28.8%	23.3%	11.1%	7.9%	3.2%
	30-39歳	2239	8.4%	12.1%	16.6%	19.8%	41.7%	1.5%	2239	23.6%	27.7%	24.4%	12.6%	10.2%	1.5%
	40-65歳	43	14.0%	23.3%	18.6%	11.6%	30.2%	2.3%	43	23.3%	30.2%	25.6%	7.0%	11.6%	2.3%
	入社年	630	13.3%	20.5%	22.4%	18.6%	22.7%	2.5%	630	31.4%	31.0%	21.9%	7.3%	5.9%	2.5%
	2017(H29)年	3019	8.3%	12.6%	15.9%	19.3%	41.7%	2.0%	3019	21.7%	27.8%	24.2%	13.2%	10.1%	2.2%
	2017(H29)年より前	2486	10.5%	15.7%	17.6%	18.7%	35.1%	2.4%	2486	25.1%	27.9%	24.2%	11.5%	8.9%	2.4%
	役員	1006	7.2%	10.3%	16.9%	20.3%	44.1%	1.2%	1006	21.7%	28.7%	24.0%	13.5%	10.9%	1.2%
	係長・主任相当職	189	6.9%	10.6%	14.3%	20.1%	44.4%	3.7%	189	26.5%	27.0%	21.0%	12.2%	6.3%	3.7%
	課長・課長相当職	28	3.6%	17.9%	28.6%	10.7%	39.3%	-	28	42.9%	28.6%	10.7%	7.1%	10.7%	-
	部長・部長相当職	8	12.5%	12.5%	37.5%	25.0%	12.5%	-	8	25.0%	25.0%	37.5%	12.5%	-	-
	役員	2115	8.7%	12.6%	14.8%	20.2%	42.1%	1.7%	2115	24.3%	28.3%	27.5%	13.0%	10.0%	1.7%
	配偶関係	1593	10.2%	15.9%	20.7%	18.1%	32.7%	2.3%	1593	24.5%	28.0%	25.8%	10.7%	8.5%	2.4%
	既婚・離死別	1966	10.0%	15.1%	19.7%	18.5%	34.4%	2.2%	1966	24.6%	28.6%	24.9%	11.0%	8.6%	2.3%
	末子年齢	1204	8.1%	12.9%	14.5%	20.9%	42.0%	1.6%	1204	23.8%	28.6%	23.7%	13.7%	10.2%	1.6%
	末子0-3歳	341	10.3%	12.6%	13.8%	18.2%	43.1%	2.1%	341	24.9%	28.2%	23.2%	11.1%	10.6%	2.1%
	末子4-6歳	170	10.0%	11.2%	15.9%	20.0%	40.6%	2.4%	170	23.5%	27.6%	22.9%	14.7%	8.8%	2.4%
	末子7歳以上	2817	9.3%	14.2%	17.6%	19.2%	37.6%	2.1%	2817	24.4%	27.8%	24.0%	12.3%	9.4%	2.1%
	企業調査: 作成した	301	8.3%	11.0%	19.3%	18.3%	41.5%	1.7%	301	25.9%	26.2%	23.9%	12.0%	10.3%	1.7%
	行動計画 作成していない	4460	10.9%	16.1%	18.0%	20.1%	33.1%	1.8%	4460	16.9%	26.3%	25.1%	17.2%	12.8%	1.7%
	女性・計	2076	10.4%	17.1%	18.1%	21.4%	31.3%	1.8%	2076	16.5%	28.5%	25.4%	17.1%	10.7%	1.7%
	年齢	2330	11.3%	15.4%	18.1%	18.6%	34.9%	1.7%	2330	17.3%	24.2%	24.8%	17.3%	14.7%	1.8%
	18-29歳	39	17.9%	12.8%	10.3%	28.2%	26.6%	2.6%	39	23.1%	25.6%	23.1%	15.4%	10.3%	2.6%
	30-39歳	741	15.1%	19.7%	20.9%	19.7%	22.5%	2.0%	741	22.3%	30.9%	23.8%	12.8%	8.4%	1.9%
	40-65歳	3645	9.9%	15.3%	17.3%	20.1%	35.6%	1.7%	3645	15.8%	25.2%	25.5%	18.0%	13.8%	1.7%
	入社年	3657	11.4%	16.7%	18.5%	20.2%	31.4%	1.9%	3657	16.5%	25.9%	25.9%	17.2%	12.7%	1.9%
	2017(H29)年	698	8.0%	14.0%	15.8%	19.9%	41.5%	0.7%	698	17.3%	23.9%	22.3%	16.5%	14.2%	0.7%
	2017(H29)年より前	74	13.5%	12.2%	13.5%	16.2%	41.9%	2.7%	74	25.7%	28.0%	14.9%	21.6%	12.2%	2.7%
	役員	5	-	-	20.0%	20.0%	60.0%	-	5	60.0%	-	20.0%	-	20.0%	-
	役員なし	10	10.0%	10.0%	30.0%	30.0%	20.0%	-	10	50.0%	40.0%	10.0%	-	-	-
	配偶関係	2009	12.6%	17.1%	17.0%	19.1%	32.5%	1.7%	2009	18.3%	25.9%	23.4%	16.3%	14.3%	1.8%
	既婚・離死別	2439	9.5%	15.4%	18.8%	21.0%	33.7%	1.7%	2439	15.7%	26.6%	26.6%	17.8%	11.7%	1.6%
	末子年齢	2946	9.5%	15.4%	18.7%	20.9%	33.8%	1.7%	2946	15.6%	26.1%	26.6%	17.8%	12.3%	1.6%
	末子0-3歳	932	13.9%	16.4%	17.1%	18.0%	32.7%	1.8%	932	22.2%	25.6%	22.2%	17.5%	15.0%	1.6%
	末子4-6歳	321	13.1%	21.2%	15.9%	18.7%	30.5%	0.6%	321	21.5%	30.2%	23.1%	12.5%	12.1%	0.6%
	末子7歳以上	208	13.9%	17.3%	15.9%	21.6%	29.8%	1.4%	208	23.1%	26.4%	23.1%	14.4%	11.5%	1.4%
	企業調査: 作成した	3296	11.0%	15.9%	18.4%	20.7%	32.4%	1.6%	3296	16.9%	25.9%	25.9%	17.5%	12.2%	1.6%
	行動計画 作成していない	390	9.5%	18.5%	16.9%	18.7%	32.6%	3.8%	390	16.7%	27.4%	25.1%	13.1%	14.1%	3.6%

問5-3. 育児休業法の改正の周知

問5-4. 育児休業改正法の内容の周知しているもの(複数回答)

	全体n	説明があった	文書やパンフレットが配布された	頭ではなし	その他	わからない	わかっていない	説明はなかった	無回答
男性・計									
年齢	1135	8.1%	7.2%	0.7%	42.9%	39.4%	1.7%	1.7%	1.7%
18-29歳	403	6.7%	6.9%	0.5%	50.1%	34.0%	1.7%	1.7%	1.7%
30-39歳	702	9.1%	6.6%	0.9%	38.9%	43.2%	1.4%	3.8%	1.7%
40-65歳	26	3.8%	30.8%	-	38.5%	23.1%	3.8%	3.8%	3.8%
入社年									
2017(H29)年	156	3.8%	3.8%	0.6%	61.5%	29.5%	0.6%	0.6%	0.6%
2017(H29)年より前	954	9.0%	8.0%	0.5%	40.0%	40.9%	1.6%	1.6%	1.6%
役職									
役員なし	784	6.9%	5.5%	0.5%	46.9%	38.3%	1.9%	1.9%	1.9%
係長・主任相当職	253	12.3%	10.7%	1.2%	35.2%	40.3%	0.4%	0.4%	0.4%
課長・課長相当職	57	7.0%	8.8%	1.8%	29.8%	50.9%	1.8%	1.8%	1.8%
部長・部長相当職	27	-	22.2%	-	33.3%	44.4%	-	-	-
役員	10	30.0%	10.0%	-	30.0%	30.0%	-	-	-
配偶関係									
未婚・離死別	648	9.4%	8.3%	0.8%	39.0%	41.7%	0.8%	0.8%	0.8%
既婚	476	6.5%	5.7%	0.6%	48.9%	36.3%	1.9%	1.9%	1.9%
末子年齢									
なし	601	7.0%	5.7%	0.7%	48.3%	37.3%	1.2%	1.2%	1.2%
末子0-3歳	336	11.3%	9.2%	0.6%	37.8%	40.8%	0.3%	0.3%	0.3%
末子4-6歳	92	6.5%	6.5%	1.1%	32.6%	53.3%	-	-	-
末子7歳以上	80	7.5%	11.3%	1.3%	41.3%	35.0%	3.8%	3.8%	3.8%
企業調査: 作成した行動計画									
作成していない	880	6.7%	7.6%	0.7%	44.1%	39.5%	1.4%	1.4%	1.4%
作成している	1463	8.5%	6.9%	1.2%	33.9%	47.8%	1.7%	1.7%	1.7%
女性・計									
年齢	625	8.0%	4.8%	0.6%	43.5%	42.1%	1.0%	1.0%	1.0%
18-29歳	793	8.7%	8.2%	1.5%	27.1%	52.2%	2.3%	2.3%	2.3%
30-39歳	42	14.3%	14.3%	2.4%	21.4%	47.6%	-	-	-
40-65歳	179	7.3%	2.8%	2.2%	53.1%	33.0%	1.7%	1.7%	1.7%
入社年									
2017(H29)年	1260	8.7%	7.5%	0.9%	30.9%	50.4%	1.6%	1.6%	1.6%
2017(H29)年より前	1260	8.7%	7.5%	0.9%	30.9%	50.4%	1.6%	1.6%	1.6%
役職									
役員なし	1265	8.2%	6.5%	1.3%	34.9%	47.8%	1.3%	1.3%	1.3%
係長・主任相当職	151	11.9%	10.6%	0.7%	25.8%	49.0%	2.0%	2.0%	2.0%
課長・課長相当職	15	6.7%	13.3%	-	26.7%	46.7%	6.7%	6.7%	6.7%
部長・部長相当職	7	14.3%	14.3%	-	14.3%	42.9%	14.3%	14.3%	14.3%
役員	13	-	-	-	53.8%	38.5%	7.7%	7.7%	7.7%
配偶関係									
未婚・離死別	703	9.8%	7.7%	1.6%	29.3%	50.1%	1.6%	1.6%	1.6%
既婚	754	7.4%	6.1%	0.8%	38.5%	45.9%	1.3%	1.3%	1.3%
末子年齢									
なし	891	8.0%	6.1%	0.9%	37.6%	46.1%	1.3%	1.3%	1.3%
末子0-3歳	260	11.9%	10.0%	1.9%	29.2%	46.2%	0.8%	0.8%	0.8%
末子4-6歳	126	7.9%	5.6%	2.4%	24.6%	57.9%	1.6%	1.6%	1.6%
末子7歳以上	157	8.3%	7.0%	0.6%	31.2%	52.2%	0.6%	0.6%	0.6%
企業調査: 作成した行動計画									
作成していない	1040	8.8%	6.4%	1.0%	35.1%	47.6%	1.2%	1.2%	1.2%
作成している	1040	8.8%	6.4%	1.0%	35.1%	47.6%	1.2%	1.2%	1.2%
男性・計									
年齢	2886	7.9%	9.2%	1.6%	48.3%	31.9%	1.2%	1.2%	1.2%
18-29歳	1031	7.4%	5.6%	1.7%	53.2%	30.6%	1.6%	1.6%	1.6%
30-39歳	1616	8.1%	11.1%	1.5%	45.4%	33.0%	0.9%	0.9%	0.9%
40-65歳	33	12.1%	30.3%	3.0%	33.3%	21.2%	-	-	-
入社年									
2017(H29)年	410	8.8%	4.1%	3.9%	61.2%	20.7%	1.2%	1.2%	1.2%
2017(H29)年より前	2204	7.6%	10.2%	1.1%	45.8%	34.1%	1.1%	1.1%	1.1%
役職									
役員なし	1869	7.2%	7.0%	1.5%	50.9%	32.2%	1.2%	1.2%	1.2%
係長・主任相当職	639	9.7%	14.7%	0.9%	41.8%	31.9%	0.9%	0.9%	0.9%
課長・課長相当職	136	6.6%	13.2%	2.9%	21.3%	30.1%	0.7%	0.7%	0.7%
部長・部長相当職	23	17.4%	21.7%	17.4%	30.4%	13.0%	-	-	-
役員	10	20.0%	10.0%	-	30.0%	40.0%	-	-	-
配偶関係									
未婚・離死別	1522	8.3%	11.2%	1.6%	44.9%	33.4%	0.7%	0.7%	0.7%
既婚	1147	7.4%	6.6%	1.7%	53.4%	30.2%	0.8%	0.8%	0.8%
末子年齢									
なし	1404	6.9%	7.5%	1.7%	52.3%	31.0%	0.6%	0.6%	0.6%
末子0-3歳	868	8.9%	10.8%	1.4%	43.7%	34.8%	0.5%	0.5%	0.5%

	問5-5.a)近い将来、子どもが生まれた場合の継続・転職等の希望		問5-5.b)近い将来、家族の介護が発生した場合の継続・転職等の希望	
	全体n	現在の勤務先で働きたいので、一旦辞める	現在の勤務先で働きたいので、転職する	無回答
男性・計	1135	73.5%	4.7%	18.8%
年齢	403	68.5%	7.4%	21.6%
18-29歳	702	76.8%	3.3%	16.8%
30-39歳	26	69.2%	-	23.1%
40-65歳	156	73.1%	2.6%	22.4%
入社年	954	74.0%	5.0%	18.1%
2017(H29)年より前	784	70.7%	5.0%	21.3%
役職	253	81.8%	3.2%	12.6%
役員・主任相当職	57	71.9%	7.0%	17.5%
課長・課長相当職	27	88.9%	3.7%	7.4%
部長・部長相当職	10	60.0%	10.0%	20.0%
役員	648	81.3%	3.7%	12.8%
未婚	476	63.9%	5.9%	27.1%
既婚・離死別	601	66.9%	1.0%	24.6%
子なし	336	83.3%	3.6%	11.3%
末子0-3歳	92	87.0%	1.1%	12.0%
末子4-6歳	80	72.5%	1.3%	18.8%
末子7歳以上	81	72.8%	2.5%	21.0%
企業調査：作成した	880	73.5%	4.7%	19.2%
行動計画	1463	52.6%	7.5%	21.5%
作成していない	625	48.0%	9.0%	22.4%
18-29歳	793	56.6%	6.7%	19.8%
30-39歳	42	50.0%	7.1%	35.7%
40-65歳	179	50.8%	8.4%	25.1%
入社年	1265	52.4%	7.7%	21.7%
2017(H29)年より前	1265	52.4%	7.7%	21.7%
役職	151	58.0%	6.0%	21.2%
役員・主任相当職	15	60.0%	13.3%	13.3%
課長・課長相当職	7	71.4%	-	14.3%
部長・部長相当職	13	38.5%	-	23.1%
役員	703	63.3%	4.1%	16.5%
未婚	754	41.0%	10.6%	26.3%
既婚・離死別	891	42.6%	9.7%	25.0%
子なし	260	80.0%	3.1%	10.8%
末子0-3歳	126	69.8%	3.2%	13.5%
末子4-6歳	157	53.5%	5.7%	26.1%
末子7歳以上	120	58.3%	7.5%	25.8%
企業調査：作成した	1040	52.3%	7.9%	21.4%
行動計画	2686	77.3%	15.5%	14.7%
作成していない	1031	71.4%	2.1%	16.8%
18-29歳	1616	80.9%	1.1%	13.3%
30-39歳	33	87.9%	-	12.1%
40-65歳	410	75.6%	0.5%	16.3%
入社年	2204	77.9%	1.6%	14.1%
2017(H29)年より前	1869	74.3%	1.7%	16.3%
役職	639	88.4%	0.5%	10.0%
役員・主任相当職	136	80.1%	2.2%	14.0%
課長・課長相当職	23	87.0%	-	13.0%
部長・部長相当職	10	70.0%	-	20.0%
役員	1522	83.4%	3.2%	10.2%
未婚	1147	70.2%	1.7%	20.7%
既婚・離死別	1404	71.7%	1.8%	19.3%
子なし	868	85.1%	2.8%	9.1%
末子0-3歳				

1	末子4-6歳	247	84.2%	1.6%	2.0%	11.3%	0.8%	41.3%	5.3%	8.1%	45.3%	-	
0	末子7歳以上	131	86.3%	0.8%	3.1%	8.4%	1.5%	52.7%	3.8%	8.4%	34.4%	0.8%	
0	企業調査: 作成した	865	78.5%	1.5%	4.5%	13.6%	1.8%	40.7%	7.3%	12.4%	38.2%	1.5%	
5	行動計画: 作成していない	1401	76.6%	1.3%	4.5%	15.4%	2.2%	41.8%	5.4%	10.8%	40.7%	1.5%	
2	女性・計	3188	58.2%	13.4%	8.0%	19.2%	1.2%	29.5%	18.4%	11.4%	39.6%	1.1%	
9	年齢	1498	49.5%	17.4%	10.1%	22.0%	0.9%	24.7%	21.4%	13.3%	39.3%	1.3%	
9	入社年	1652	66.5%	9.6%	6.1%	16.6%	1.2%	34.0%	15.9%	9.0%	39.8%	0.8%	
人	2017(H29)年 より前	30	43.3%	20.0%	6.7%	13.3%	13.3%	33.3%	16.7%	13.3%	33.3%	3.3%	
	役員	480	58.9%	15.6%	6.5%	19.6%	1.5%	30.2%	16.0%	10.8%	41.3%	1.7%	
	役員なし	2649	58.6%	13.1%	8.1%	19.1%	1.2%	29.4%	18.6%	11.3%	39.6%	0.9%	
	係長・主任相当職	2726	57.0%	13.7%	8.2%	19.9%	1.2%	28.8%	18.5%	11.7%	39.9%	1.1%	
	課長・課長相当職	393	65.6%	11.5%	7.1%	15.0%	0.8%	33.3%	18.1%	9.4%	38.7%	0.5%	
	部長・部長相当職	35	62.9%	11.4%	5.7%	20.0%	-	40.0%	11.4%	5.7%	42.9%	-	
	役員	11	81.8%	-	-	18.2%	-	45.5%	9.1%	18.2%	27.3%	-	
	役員なし	9	66.7%	11.1%	11.1%	-	11.1%	66.7%	11.1%	11.1%	11.1%	-	
	配偶関係	1402	72.5%	7.2%	5.0%	13.8%	1.6%	35.7%	15.9%	7.7%	39.7%	1.0%	
	既婚・離死別	1780	47.0%	18.3%	10.4%	23.5%	0.8%	24.7%	20.4%	14.3%	39.6%	1.0%	
	末子年齢	2110	49.6%	17.1%	9.9%	22.8%	0.7%	25.6%	20.2%	13.6%	39.7%	0.8%	
	末子0-3歳	584	82.2%	2.7%	4.1%	10.4%	0.5%	37.2%	13.7%	5.1%	43.2%	0.9%	
	末子4-6歳	239	74.1%	7.1%	3.3%	14.2%	1.3%	37.2%	15.1%	8.8%	38.1%	0.8%	
	末子7歳以上	203	64.0%	12.8%	3.9%	14.2%	6.4%	43.8%	15.8%	7.9%	30.5%	2.0%	
	企業調査: 作成した	1049	61.9%	10.5%	7.3%	18.6%	1.7%	32.1%	15.9%	11.3%	39.3%	1.3%	
	行動計画: 作成していない	1490	58.9%	14.5%	8.2%	19.7%	0.7%	27.5%	19.0%	11.5%	41.2%	0.8%	
	男性・計	3727	82.9%	0.8%	3.0%	11.7%	1.6%	48.0%	5.0%	9.4%	36.1%	1.4%	
	年齢	1436	78.5%	1.0%	4.4%	14.1%	2.0%	44.3%	6.1%	12.3%	35.1%	2.3%	
	30-39歳	2239	85.9%	0.6%	2.1%	10.0%	1.3%	50.3%	4.4%	7.8%	36.6%	0.9%	
	40-65歳	43	74.4%	2.3%	-	23.3%	-	53.5%	4.7%	2.3%	39.5%	-	
	入社年	630	80.3%	1.3%	4.3%	12.7%	1.4%	43.0%	6.5%	11.4%	37.3%	1.7%	
	2017(H29)年 より前	3019	83.5%	0.7%	2.8%	11.4%	1.6%	49.0%	4.8%	9.0%	35.8%	1.4%	
	役員	2486	80.7%	0.8%	3.6%	13.4%	1.6%	45.5%	5.0%	10.6%	37.4%	1.5%	
	役員なし	1006	87.9%	0.9%	1.6%	8.4%	1.2%	52.1%	5.4%	7.2%	34.4%	1.0%	
	係長・主任相当職	189	86.8%	0.5%	2.1%	7.4%	3.2%	57.7%	3.7%	6.3%	30.2%	2.1%	
	課長・課長相当職	28	85.7%	-	3.6%	10.7%	-	71.4%	-	7.1%	21.4%	-	
	部長・部長相当職	8	75.0%	-	-	25.0%	-	25.0%	25.0%	-	50.0%	-	
	役員	2115	87.6%	0.5%	2.0%	8.6%	1.3%	51.3%	4.4%	7.8%	35.4%	1.0%	
	役員なし	1593	77.2%	1.2%	4.3%	15.9%	1.4%	43.9%	5.8%	11.5%	37.3%	1.4%	
	配偶関係	4460	68.1%	9.7%	6.1%	15.1%	1.0%	36.0%	16.3%	9.4%	37.1%	1.2%	
	既婚・離死別	1966	78.9%	1.1%	4.0%	14.7%	1.4%	44.9%	5.4%	11.2%	37.0%	1.4%	
	末子年齢	1204	88.6%	0.4%	2.0%	7.4%	2.0%	50.7%	4.6%	11.1%	35.7%	1.1%	
	末子0-3歳	341	87.1%	0.6%	1.8%	8.8%	1.8%	55.4%	3.5%	6.5%	33.1%	1.5%	
	末子4-6歳	170	83.5%	1.2%	-	14.1%	1.2%	50.0%	5.9%	3.5%	39.4%	1.2%	
	末子7歳以上	2817	83.8%	0.6%	2.9%	11.3%	1.3%	49.2%	4.9%	9.0%	35.7%	1.2%	
	企業調査: 作成した	301	77.4%	1.0%	4.3%	15.6%	1.7%	41.2%	5.3%	10.6%	40.2%	2.7%	
	行動計画: 作成していない	4460	68.1%	9.7%	6.1%	15.1%	1.0%	36.0%	16.3%	9.4%	37.1%	1.2%	
	女性・計	2076	60.0%	13.2%	7.5%	18.4%	1.0%	31.1%	18.0%	11.8%	37.9%	1.3%	
	年齢	2330	75.5%	6.6%	4.9%	12.1%	0.9%	40.3%	14.7%	7.3%	36.5%	1.2%	
	18-29歳	39	61.5%	12.8%	-	15.4%	10.3%	30.8%	23.1%	7.7%	38.5%	-	
	30-39歳	741	58.4%	14.8%	7.8%	17.5%	1.3%	33.5%	18.2%	11.3%	35.1%	1.9%	
	40-65歳	3645	70.2%	8.7%	5.6%	14.5%	0.9%	36.7%	15.8%	8.9%	37.6%	1.0%	
	入社年	2017(H29)年 より前	3657	67.2%	10.0%	6.2%	15.6%	1.0%	35.1%	16.7%	9.4%	37.6%	1.1%
	役員	698	72.6%	8.5%	5.3%	12.9%	0.7%	40.0%	13.5%	9.3%	36.2%	1.0%	
	役員なし	74	75.7%	6.8%	8.1%	47.3%	8.1%	47.3%	14.9%	8.1%	27.0%	2.7%	
	係長・主任相当職	5	40.0%	20.0%	-	20.0%	20.0%	20.0%	60.0%	20.0%	-	-	
	課長・課長相当職	10	90.0%	-	10.0%	-	-	40.0%	20.0%	30.0%	10.0%	-	
	部長・部長相当職	2009	79.1%	4.9%	4.6%	10.3%	1.1%	40.8%	14.9%	6.6%	36.6%	1.1%	
	役員	2439	59.2%	13.7%	7.3%	18.9%	0.8%	32.1%	17.4%	11.8%	37.6%	1.1%	
	役員なし	2946	60.8%	12.8%	7.2%	18.4%	0.9%	33.1%	17.7%	11.1%	37.0%	1.1%	
	末子年齢	932	83.8%	2.6%	4.5%	8.3%	0.9%	39.4%	14.3%	6.4%	38.7%	1.2%	
	末子0-3歳	321	86.9%	3.7%	1.2%	7.2%	0.9%	45.8%	13.4%	4.4%	35.5%	0.9%	
	末子4-6歳	208	76.4%	5.8%	4.8%	11.1%	1.9%	49.0%	9.6%	5.3%	35.6%	0.5%	
	末子7歳以上	3296	69.7%	9.0%	5.5%	15.0%	0.8%	36.8%	15.7%	8.8%	37.7%	0.9%	
	企業調査: 作成した	390	63.6%	10.3%	7.4%	16.4%	2.3%	35.1%	13.8%	10.3%	37.9%	2.8%	
	行動計画: 作成していない												

3 0 0 人 以上

問5-6.a)あなたが望む生き方

問5-6.b)配偶者やパートナーに望む生き方

		問5-6.a)あなたが望む生き方											問5-6.b)配偶者やパートナーに望む生き方										
		全体n	家事・育児 はしない もするが、 で、仕事に 専念する	家事・育児 もするが、 も仕事も同 じくらい する	家事・育児 もするが、 が、家事・ いで、家事・ 育児に専念 する	その他	わからない	無 回答	全体n	家事・育児 はしない もするが、 で、仕事に 専念する	家事・育児 もするが、 も仕事も同 じくらい する	家事・育児 もするが、 が、家事・ いで、家事・ 育児に専念 する	その他	わからない	無 回答								
男性・計		1135	3.4%	35.3%	41.7%	9.2%	0.3%	0.6%	7.5%	2.0%	0.6%	3.0%	26.7%	49.3%	7.6%	1.1%	9.3%	2.4%					
年齢		403	4.2%	33.0%	43.4%	8.9%	0.2%	0.5%	7.7%	2.0%	0.2%	2.7%	22.3%	49.6%	8.2%	1.5%	11.4%	2.7%					
18-29歳		702	3.8%	53.8%	15.4%	11.5%	0.3%	0.7%	7.3%	1.9%	0.3%	2.8%	29.6%	49.3%	7.0%	1.0%	8.1%	2.0%					
30-39歳		26	3.2%	32.1%	43.6%	9.0%	0.6%	0.6%	10.3%	1.3%	0.3%	2.6%	30.1%	45.5%	3.8%	1.9%	11.5%	2.6%					
40-65歳		156	3.5%	36.0%	41.4%	9.3%	0.3%	0.5%	7.1%	1.9%	0.3%	3.1%	26.2%	50.0%	8.2%	0.9%	9.1%	2.1%					
2017(H29)年 より前		954	3.4%	32.3%	44.1%	8.8%	0.4%	0.6%	8.5%	1.9%	0.8%	2.8%	26.8%	48.0%	7.1%	1.0%	11.0%	2.6%					
役職		784	3.6%	39.1%	39.1%	10.7%	0.4%	0.8%	4.7%	1.6%	0.4%	2.4%	29.6%	51.8%	7.9%	1.6%	5.1%	1.2%					
役員・主任相当職		253	3.5%	42.1%	33.3%	10.5%	0.4%	0.8%	7.0%	3.5%	1.8%	1.8%	15.8%	61.4%	8.8%	1.8%	7.0%	3.5%					
係長・課長相当職		57	27	63.0%	29.6%	3.7%	-	-	3.7%	-	-	-	29.6%	48.1%	11.1%	-	3.7%	-					
課長・部長相当職		27	10.0%	60.0%	10.0%	10.0%	-	-	10.0%	-	-	-	-	-	20.0%	-	20.0%	-					
部長・部長相当職		10	648	31.1%	38.4%	41.7%	10.5%	0.5%	4.3%	0.9%	0.5%	3.2%	28.9%	52.8%	8.6%	1.1%	4.2%	1.1%					
役員		476	4.0%	31.5%	42.6%	7.4%	-	0.6%	11.8%	2.1%	0.6%	2.7%	24.4%	45.0%	6.3%	1.3%	16.4%	2.7%					
配偶関係		476	3.5%	32.6%	43.3%	8.2%	-	0.8%	10.3%	1.3%	1.2%	3.5%	25.6%	45.9%	6.8%	1.2%	13.8%	2.0%					
未婚・離死別		601	3.6%	36.6%	43.2%	11.9%	0.6%	0.6%	3.3%	0.3%	0.6%	1.8%	29.2%	56.0%	8.3%	0.9%	3.6%	0.3%					
既婚		336	3.3%	46.7%	37.0%	6.5%	1.1%	-	5.4%	-	-	4.3%	25.0%	54.3%	9.8%	-	6.5%	-					
末子年齢		92	80	2.5%	42.5%	35.0%	7.5%	-	7.5%	5.0%	-	2.5%	30.0%	45.0%	8.8%	3.8%	5.0%	5.0%					
未子0-3歳		81	4.1%	38.3%	37.0%	11.1%	-	-	12.3%	1.2%	-	3.7%	23.5%	50.6%	7.4%	1.2%	12.3%	1.2%					
未子4-6歳		880	0.5%	4.0%	42.3%	47.4%	7.2%	0.3%	4.8%	1.4%	7.2%	4.3%	38.2%	6.7%	0.6%	0.6%	6.2%	2.0%					
未子7歳以上		1463	0.3%	3.0%	30.7%	51.7%	8.2%	0.5%	4.5%	1.1%	8.2%	2.9%	35.8%	6.6%	0.8%	0.5%	5.9%	1.3%					
企業調査:		625	0.6%	4.3%	36.8%	45.1%	6.3%	0.1%	4.9%	1.8%	6.3%	1.4%	41.7%	6.7%	0.5%	0.6%	6.3%	2.4%					
行動計画		793	2.4%	11.9%	40.5%	28.6%	9.5%	2.4%	4.8%	-	4.2%	2.4%	38.1%	33.3%	9.5%	-	2.4%	9.5%					
作成していない		42	0.6%	6.1%	30.7%	45.8%	9.5%	-	5.6%	1.7%	-	1.1%	49.2%	34.1%	5.6%	1.1%	0.6%	6.1%					
作成している		179	0.6%	3.7%	34.7%	48.1%	6.7%	0.3%	4.8%	1.3%	6.7%	2.1%	38.6%	6.9%	0.6%	0.6%	6.3%	1.7%					
入社年		1260	0.4%	3.4%	34.4%	48.1%	48.1%	7.3%	0.3%	4.9%	1.3%	2.1%	39.0%	6.8%	0.6%	0.7%	5.9%	1.8%					
2017(H29)年 より前		1265	2.0%	6.0%	35.1%	46.4%	6.6%	0.7%	2.6%	0.7%	6.6%	2.0%	33.1%	6.0%	-	-	7.9%	0.7%					
役職		151	-	13.3%	40.0%	20.0%	20.0%	-	20.0%	6.7%	-	-	40.0%	6.7%	-	-	20.0%	6.7%					
役員・主任相当職		15	-	28.6%	14.3%	57.1%	-	-	-	-	-	-	14.3%	-	-	-	-	-					
係長・課長相当職		7	-	15.4%	15.4%	46.2%	7.7%	-	7.7%	-	-	-	46.2%	7.7%	-	-	7.7%	-					
課長・部長相当職		13	0.3%	4.7%	40.7%	44.1%	5.5%	0.3%	3.1%	1.3%	5.5%	1.4%	40.0%	42.2%	7.4%	0.9%	0.9%	2.3%					
部長・部長相当職		703	0.8%	3.3%	28.6%	50.7%	8.8%	0.4%	6.4%	1.1%	8.8%	2.7%	47.1%	34.7%	6.1%	0.4%	7.4%	1.2%					
従業員		754	0.8%	3.6%	29.9%	49.4%	8.5%	0.3%	6.4%	1.1%	8.5%	2.5%	46.1%	36.0%	5.8%	0.3%	0.4%	7.5%					
未婚・離死別		891	0.4%	2.3%	38.8%	51.9%	3.8%	-	1.9%	0.8%	3.8%	0.8%	41.2%	10.4%	1.2%	0.4%	4.2%	0.8%					
既婚		260	-	6.3%	38.9%	44.4%	6.3%	0.8%	2.4%	0.8%	6.3%	2.4%	40.5%	44.4%	6.3%	0.8%	2.4%	2.4%					
末子年齢		126	-	7.0%	50.3%	33.1%	5.7%	0.6%	2.5%	0.6%	5.7%	1.9%	39.5%	42.0%	5.1%	1.9%	5.1%	3.8%					
未子0-3歳		157	-	4.2%	40.8%	35.0%	6.7%	0.8%	10.8%	1.7%	6.7%	1.7%	44.2%	36.7%	5.0%	-	0.8%	8.3%					
未子4-6歳		120	0.5%	3.8%	33.8%	49.3%	6.5%	0.3%	4.4%	1.3%	6.5%	1.7%	43.2%	39.5%	6.8%	0.4%	8.3%	3.3%					
未子7歳以上		1040	2.3%	35.2%	41.9%	12.1%	0.7%	0.6%	5.4%	1.7%	0.7%	3.1%	24.7%	53.0%	7.0%	1.3%	8.0%	1.9%					
企業調査:		2886	2.1%	31.5%	42.5%	12.8%	1.0%	0.7%	7.2%	2.2%	1.0%	2.5%	22.8%	51.5%	7.0%	1.3%	11.3%	2.4%					
行動計画		1031	2.3%	37.8%	31.7%	11.7%	3.0%	0.4%	4.3%	1.3%	3.0%	3.0%	26.0%	54.3%	6.7%	1.3%	6.1%	1.5%					
作成していない		1616	12.1%	30.3%	39.4%	9.1%	3.0%	3.0%	3.0%	-	9.1%	3.0%	24.2%	33.3%	21.2%	3.0%	3.0%	3.0%					
作成している		33	3.2%	31.7%	45.1%	9.5%	0.5%	0.2%	8.0%	1.7%	0.5%	2.9%	26.1%	46.6%	8.0%	0.7%	12.9%	2.2%					
入社年		410	2.1%	36.0%	41.6%	12.6%	0.7%	0.7%	4.7%	1.6%	0.7%	2.9%	24.4%	54.5%	6.9%	1.4%	7.0%	1.8%					
2017(H29)年 より前		2204	1.9%	32.9%	43.2%	12.7%	0.7%	0.7%	6.0%	1.8%	0.7%	3.3%	25.3%	51.6%	6.4%	1.3%	9.1%	2.1%					
役職		1869	2.2%	42.1%	39.4%	11.1%	0.6%	-	3.0%	1.3%	0.6%	2.0%	24.3%	57.7%	8.3%	1.3%	4.7%	1.4%					
役員・主任相当職		639	5.1%	38.2%	37.5%	10.3%	-	2.2%	5.1%	1.5%	1.5%	4.4%	20.6%	51.5%	11.0%	1.5%	8.1%	1.5%					
係長・課長相当職		136	23	30.4%	43.5%	4.3%	-	-	8.7%	-	-	8.7%	21.7%	43.5%	8.7%	4.3%	13.0%	4.8%					
課長・部長相当職		23	20.0%	40.0%	-	10.0%	-	-	20.0%	10.0%	-	-	-	50.0%	10.0%	-	20.0%	10.0%					
部長・部長相当職		10	2.4%	37.9%	40.7%	13.9%	0.7%	0.6%	2.6%	1.1%	0.7%	3.0%	23.3%	59.5%	8.0%	1.1%	3.4%	1.1%					
役員		1522	2.3%	33.0%	44.0%	9.9%	0.7%	0.7%	9.2%	1.2%	0.7%	3.2%	26.9%	44.9%	5.8%	1.7%	14.3%	1.9%					
配偶関係		1404	2.1%	32.5%	43.3%	10.3%	0.6%	0.7%	8.1%	1.1%	0.6%	3.1%	26.4%	47.4%	6.4%	1.5%	12.5%	1.6%					
未婚・離死別		1404	2.0%	31.6%	41.1%	14.9%	0.7%	0.6%	2.2%	1.0%	0.7%	2.8%	22.5%	61.8%	7.7%	0.9%	2.9%	1.0%					
既婚		868																					
末子年齢		868																					
未子0-3歳																							

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1		247	3.2%	37.7%	40.1%	16.2%	1.2%	1.2%	0.4%	247	1.6%	2.8%	24.7%	59.5%	7.3%	0.8%	3.2%	-
0	末子4-6歳	131	4.6%	38.9%	40.3%	8.4%	-	1.5%	0.8%	131	0.8%	4.6%	26.0%	50.4%	9.2%	3.1%	4.6%	1.5%
0	末子7歳以上	865	2.3%	33.6%	43.1%	13.2%	0.3%	0.8%	1.4%	865	0.7%	3.5%	24.5%	51.1%	6.8%	1.8%	9.6%	2.0%
5	企業調査: 作成した	1401	2.6%	36.6%	41.0%	11.2%	0.8%	0.5%	1.8%	1401	1.1%	3.1%	24.6%	54.4%	6.9%	0.9%	7.5%	1.7%
2	行動計画 作成していない	3188	0.6%	3.1%	34.4%	51.3%	5.6%	0.3%	0.9%	3188	0.3%	4.5%	37.8%	7.8%	0.9%	0.3%	5.4%	1.2%
9	女性・計	1498	0.5%	3.1%	30.7%	53.5%	6.4%	0.3%	1.1%	1498	1.9%	46.5%	34.8%	8.1%	0.6%	0.2%	6.1%	1.6%
9	年齢	1652	0.7%	3.1%	37.7%	49.3%	5.0%	0.4%	0.6%	1652	1.5%	43.6%	40.9%	7.6%	0.4%	0.5%	4.7%	0.8%
9	年齢	30	-	6.7%	36.7%	43.3%	3.3%	3.3%	3.3%	30	3.3%	26.7%	10.0%	-	-	-	6.7%	-
9	年齢	480	0.4%	3.5%	37.5%	46.7%	6.7%	0.2%	1.5%	480	1.7%	43.8%	39.8%	7.1%	0.8%	0.4%	4.8%	1.7%
9	年齢	2649	0.6%	3.0%	33.9%	52.1%	5.4%	0.4%	0.8%	2649	1.6%	45.4%	37.6%	8.0%	0.6%	0.3%	5.4%	1.0%
9	年齢	2726	0.6%	3.2%	33.2%	52.2%	5.7%	0.3%	0.9%	2726	1.7%	45.8%	36.8%	7.9%	0.7%	0.3%	5.5%	1.3%
9	年齢	393	0.3%	2.8%	42.7%	45.5%	5.6%	0.5%	2.5%	393	1.5%	43.8%	42.7%	7.4%	0.3%	0.5%	3.8%	-
9	年齢	35	2.9%	5.7%	45.7%	40.0%	-	-	-	35	2.9%	28.6%	54.3%	2.9%	-	-	11.4%	-
9	年齢	11	9.1%	-	27.3%	63.6%	-	-	-	11	-	36.4%	54.5%	9.1%	-	-	-	-
9	年齢	9	-	-	22.2%	77.8%	-	-	-	9	-	22.2%	55.6%	22.2%	-	-	-	-
9	年齢	1402	0.4%	2.9%	39.5%	51.3%	3.7%	0.3%	0.6%	1402	1.1%	42.7%	43.5%	8.9%	0.5%	0.4%	2.0%	0.9%
9	年齢	1780	0.7%	3.3%	30.3%	51.2%	7.1%	0.4%	1.0%	1780	2.1%	47.2%	33.3%	7.0%	0.7%	0.3%	8.0%	1.3%
9	年齢	2110	0.8%	3.4%	31.9%	51.3%	6.3%	0.5%	0.7%	2110	1.8%	47.5%	34.5%	7.1%	0.8%	0.3%	7.0%	1.0%
9	年齢	584	0.3%	2.2%	37.8%	55.8%	3.3%	0.2%	0.3%	584	1.2%	41.3%	44.5%	9.9%	0.3%	0.2%	1.9%	0.7%
9	年齢	239	-	1.7%	43.1%	49.4%	4.2%	0.4%	1.3%	239	0.8%	44.4%	43.5%	8.8%	-	0.4%	2.1%	-
9	年齢	203	0.5%	4.9%	44.3%	39.9%	5.4%	-	2.5%	203	2.0%	33.5%	48.3%	8.4%	0.5%	1.5%	3.0%	3.0%
9	年齢	1049	0.7%	3.3%	34.3%	51.3%	5.4%	0.1%	1.0%	1049	2.0%	45.9%	37.5%	7.3%	0.6%	0.1%	4.8%	1.8%
9	年齢	1490	0.4%	3.0%	35.4%	50.7%	5.4%	0.5%	0.7%	1490	1.4%	45.6%	36.8%	8.3%	0.6%	0.4%	6.1%	0.7%
9	年齢	3727	2.0%	38.7%	41.6%	10.5%	0.5%	0.6%	4.7%	3727	1.1%	2.5%	29.0%	51.9%	6.6%	1.1%	7.2%	1.3%
9	年齢	1436	2.0%	32.2%	46.2%	11.0%	0.5%	0.5%	5.6%	1436	0.6%	2.5%	29.2%	48.2%	7.5%	0.6%	9.3%	2.0%
9	年齢	2239	2.0%	42.8%	38.9%	10.3%	0.4%	0.8%	3.9%	2239	0.3%	2.6%	28.6%	54.4%	6.1%	1.4%	5.6%	0.9%
9	年齢	43	2.3%	51.2%	27.9%	4.7%	-	-	14.0%	43	-	2.3%	34.9%	44.2%	2.3%	-	16.3%	-
9	年齢	630	2.2%	31.4%	48.9%	9.7%	0.2%	0.3%	5.9%	630	0.5%	2.4%	34.1%	45.1%	5.9%	1.0%	9.5%	1.6%
9	年齢	3019	1.9%	40.4%	40.1%	10.6%	0.5%	0.7%	4.4%	3019	0.4%	2.5%	28.0%	53.4%	6.7%	1.1%	6.6%	1.3%
9	年齢	2486	1.8%	34.6%	44.4%	11.3%	0.4%	0.7%	5.3%	2486	0.4%	2.5%	29.4%	49.8%	6.9%	1.1%	8.4%	1.4%
9	年齢	1006	2.2%	45.8%	37.1%	9.4%	0.6%	0.6%	3.2%	1006	0.4%	2.7%	26.9%	57.6%	5.9%	1.0%	4.5%	1.1%
9	年齢	189	3.7%	54.5%	31.7%	5.8%	-	-	2.6%	189	0.5%	2.6%	32.3%	50.8%	6.3%	1.1%	4.8%	1.6%
9	年齢	28	3.6%	50.0%	28.6%	7.1%	-	-	10.7%	28	-	3.6%	37.5%	32.1%	10.7%	-	14.3%	-
9	年齢	8	-	50.0%	25.0%	12.5%	-	-	12.5%	8	-	-	39.3%	50.0%	-	-	-	-
9	年齢	2115	2.0%	43.3%	38.8%	11.4%	0.5%	0.5%	2.6%	2115	0.2%	2.5%	27.5%	57.7%	6.6%	1.1%	3.5%	1.0%
9	年齢	1593	2.1%	33.0%	45.7%	9.4%	0.4%	0.9%	7.2%	1593	0.7%	2.6%	31.3%	44.4%	6.5%	1.1%	12.1%	1.3%
9	年齢	1966	2.2%	34.5%	45.1%	9.3%	0.3%	0.7%	6.5%	1966	0.6%	2.5%	31.6%	46.2%	6.2%	1.0%	10.6%	1.3%
9	年齢	1204	1.4%	43.4%	38.3%	12.9%	0.6%	0.6%	2.1%	1204	0.1%	2.3%	25.7%	60.4%	6.7%	1.2%	2.5%	1.0%
9	年齢	341	1.8%	41.9%	37.5%	12.0%	0.3%	0.9%	3.8%	341	0.6%	2.6%	23.2%	58.7%	7.0%	1.8%	4.7%	1.5%
9	年齢	170	4.1%	48.8%	35.9%	4.1%	1.8%	-	4.7%	170	1.8%	2.9%	34.1%	46.5%	8.2%	-	7.1%	1.2%
9	年齢	2817	2.0%	39.1%	41.5%	10.6%	0.5%	0.7%	4.4%	2817	0.4%	2.4%	29.6%	51.5%	6.9%	1.0%	7.1%	1.2%
9	年齢	301	1.7%	32.6%	42.5%	14.3%	0.7%	0.3%	6.6%	301	0.3%	2.3%	24.6%	56.1%	6.0%	1.0%	8.3%	1.3%
9	年齢	4460	0.8%	4.1%	36.9%	48.9%	5.2%	0.4%	2.6%	4460	1.8%	43.8%	39.5%	8.3%	0.6%	0.4%	4.3%	1.3%
9	年齢	2076	0.5%	3.1%	32.1%	53.9%	6.1%	0.4%	2.7%	2076	2.4%	48.5%	35.3%	6.8%	0.5%	0.3%	4.6%	1.6%
9	年齢	2330	1.0%	5.0%	41.1%	44.7%	4.4%	0.4%	2.6%	2330	1.4%	39.7%	43.3%	9.4%	0.7%	0.5%	4.0%	0.9%
9	年齢	39	-	5.1%	38.5%	48.7%	5.1%	-	2.6%	39	-	41.0%	30.8%	20.5%	-	-	5.1%	2.6%
9	年齢	741	0.5%	3.9%	35.5%	49.7%	5.3%	0.3%	3.1%	741	1.8%	43.9%	37.2%	9.4%	0.5%	0.4%	4.5%	2.3%
9	年齢	3645	0.8%	4.2%	37.2%	48.9%	5.2%	0.4%	2.5%	3645	1.8%	43.8%	40.0%	8.1%	0.6%	0.4%	4.3%	1.0%
9	年齢	3657	0.7%	3.6%	35.7%	50.4%	5.5%	0.4%	2.7%	3657	1.8%	44.4%	38.7%	8.1%	0.6%	0.5%	4.4%	1.4%
9	年齢	698	1.0%	5.7%	42.3%	43.4%	4.2%	0.3%	2.7%	698	1.9%	43.1%	41.5%	8.3%	0.6%	-	4.2%	0.4%
9	年齢	74	4.1%	13.5%	43.2%	32.4%	2.7%	1.4%	1.4%	74	1.4%	31.1%	45.9%	14.9%	-	-	2.7%	4.1%
9	年齢	5	20.0%	-	40.0%	20.0%	20.0%	-	-	5	20.0%	-	80.0%	-	-	-	-	-
9	年齢	10	-	-	60.0%	40.0%	-	-	-	10	-	40.0%	60.0%	-	-	-	-	-
9	年齢	2009	0.6%	4.5%	41.4%	48.0%	3.5%	0.3%	1.0%	2009	1.1%	40.5%	43.5%	10.4%	0.7%	0.4%	2.3%	1.0%
9	年齢	2439	0.9%	3.8%	33.4%	49.8%	6.7%	0.5%	4.0%	2439	2.5%	46.7%	36.3%	6.5%	0.5%	0.4%	5.9%	1.4%
9	年齢	2946	0.9%	4.2%	33.9%	49.9%	5.9%	0.5%	3.7%	2946	2.3%	46.1%	36.5%	7.3%	0.4%	0.5%	5.4%	1.4%
9	年齢	932	0.3%	3.5%	42.2%	49.8%	3.0%	0.4%	0.6%	932	0.1%	39.8%	45.7%	11.3%	0.5%	0.2%	1.5%	0.9%
9	年齢	321	0.3%	4.0%	45.2%	43.9%	5.3%	0.6%	0.3%	321	1.6%	35.8%	52.3%	6.9%	0.9%	0.6%	1.8%	0.3%
9	年齢	208	2.4%	5.3%	44.2%	41.3%	5.3%	-	1.0%	208	5.3%	43.3%	35.6%	10.6%	1.9%	-	4.8%	1.4%
9	年齢	3296	0.8%	3.6%	38.1%	48.8%	4.9%	0.5%	2.5%	3296	1.9%	43.0%	40.4%	8.3%	0.6%	0.5%	4.2%	1.1%
9	年齢	390	1.5%	4.9%	30.0%	50.0%	6.7%	-	4.6%	390	1.3%	45.9%	35.9%	7.4%	0.5%	0.3%	6.2%	2.6%

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	夫の収入を主に するが妻の収入 も生活費にあて る					夫婦の収入を同 等に生活費にあ てる					妻の収入だけで 生活費をまかな う					わからない 回答					全体n					大学 大学院卒					短大 高専卒					専門 学校卒					高校卒					中学 校卒					その 他					無 回答				
	全体n	夫の収入を まかなう	妻の収入を まかなう	夫婦の収入を 同等に生活費 にあてる	妻の収入を だけで生活費 をまかなう	わからない 回答	全体n	夫の収入を まかなう	妻の収入を まかなう	夫婦の収入を 同等に生活費 にあてる	妻の収入を だけで生活費 をまかなう	わからない 回答	全体n	夫の収入を まかなう	妻の収入を まかなう	夫婦の収入を 同等に生活費 にあてる	妻の収入を だけで生活費 をまかなう	わからない 回答	全体n	大学 大学院卒	短大 高専卒	専門 学校卒	高校卒	中学 校卒	その 他	無 回答	全体n	大学 大学院卒	短大 高専卒	専門 学校卒	高校卒	中学 校卒	その 他	無 回答																										
男性・計	1135	22.6%	49.6%	20.2%	0.6%	5.3%	1463	23.0%	51.9%	19.2%	0.3%	3.5%	1880	21.6%	50.1%	21.0%	0.5%	1.7%	0.6%	4.2%	4.5%	16.7%	32.3%	4.2%	0.5%	1135	43.6%	40%	18.9%	29.8%	2.8%	10%																												
年齢	403	18.4%	50.9%	22.8%	0.5%	6.0%	601	16.8%	50.6%	23.1%	0.3%	8.0%	891	20.1%	54.4%	19.1%	0.1%	4.7%	0.2%	3.7%	3.5%	21.0%	27.8%	1.7%	0.3%	403	47.1%	3.2%	18.6%	27.5%	2.2%	1.2%																												
入社年	702	46.2%	49.4%	19.1%	0.7%	4.8%	336	31.3%	52.1%	14.3%	0.3%	1.5%	336	26.0%	48.0%	19.5%	0.5%	3.2%	2.3%	3.7%	18.2%	16.2%	30.2%	0.6%	0.3%	702	41.6%	4.4%	19.5%	30.6%	3.1%	0.7%																												
職種	26	46.2%	38.5%	3.8%	0.7%	7.7%	92	25.0%	44.6%	26.1%	1.1%	3.3%	92	34.8%	5.4%	22.8%	31.5%	5.4%	7.5%	5.4%	5.4%	16.7%	35.7%	2.4%	2.4%	26	46.2%	3.8%	7.7%	42.3%	—	—	—																											
入社年	156	17.9%	44.9%	25.6%	1.3%	9.0%	80	33.8%	41.3%	17.5%	1.3%	3.8%	80	28.8%	6.3%	8.8%	47.5%	7.5%	1.3%	1.3%	1.3%	14.8%	27.2%	3.7%	1.2%	156	56.4%	1.9%	17.3%	21.2%	1.3%	1.9%																												
入社年	954	23.7%	50.2%	19.6%	0.4%	4.6%	784	19.3%	49.6%	22.6%	0.3%	6.6%	784	29.2%	50.4%	18.1%	0.5%	1.7%	0.6%	4.5%	16.7%	32.3%	4.2%	0.5%	0.5%	954	40.5%	4.4%	19.5%	32.0%	3.1%	—																												
職種	784	19.3%	49.6%	22.6%	0.3%	6.6%	253	29.6%	49.4%	17.4%	1.2%	0.8%	253	33.3%	5.3%	26.3%	31.6%	3.5%	7.4%	3.5%	3.3%	31.6%	3.5%	—	0.8%	784	43.5%	3.8%	20.2%	23.2%	2.4%	0.9%																												
職種	57	33.3%	50.9%	8.8%	1.8%	3.5%	57	29.6%	59.3%	7.4%	—	3.7%	57	40.7%	—	11.1%	40.7%	7.4%	—	—	10.0%	30.0%	—	—	—	57	33.3%	5.3%	26.3%	31.6%	3.5%	—																												
職種	27	29.6%	59.3%	7.4%	—	3.7%	10	30.0%	30.0%	10.0%	—	20.0%	10	60.0%	—	—	60.0%	—	—	—	—	—	—	—	—	27	40.7%	—	11.1%	40.7%	7.4%	—																												
配偶関係	648	29.2%	49.7%	18.1%	0.5%	1.7%	648	29.2%	49.7%	18.1%	0.5%	1.7%	648	29.2%	49.7%	18.1%	0.5%	1.7%	0.5%	1.7%	0.5%	1.7%	32.3%	4.2%	0.5%	648	42.0%	4.5%	16.7%	32.3%	4.2%	0.5%																												
配偶関係	476	14.1%	50.4%	23.3%	0.8%	10.1%	476	14.1%	50.4%	23.3%	0.8%	10.1%	476	14.1%	50.4%	23.3%	0.8%	10.1%	1.1%	1.1%	1.1%	21.8%	26.5%	1.1%	0.4%	476	46.8%	3.4%	21.8%	26.5%	1.1%	0.4%																												
未子年齢	601	16.8%	50.6%	23.1%	0.5%	8.0%	601	16.8%	50.6%	23.1%	0.5%	8.0%	601	16.8%	50.6%	23.1%	0.5%	8.0%	0.3%	0.3%	0.3%	21.0%	27.8%	1.7%	0.3%	601	45.8%	3.5%	21.0%	27.8%	1.7%	0.3%																												
未子年齢	336	31.3%	52.1%	14.3%	0.6%	1.5%	336	31.3%	52.1%	14.3%	0.6%	1.5%	336	31.3%	52.1%	14.3%	0.6%	1.5%	0.3%	0.3%	0.3%	17.0%	29.2%	3.3%	—	336	46.7%	3.9%	17.0%	29.2%	3.3%	—																												
未子年齢	92	25.0%	44.6%	26.1%	1.1%	3.3%	92	25.0%	44.6%	26.1%	1.1%	3.3%	92	25.0%	44.6%	26.1%	1.1%	3.3%	2.3%	2.3%	2.3%	20.4%	27.2%	1.4%	—	92	34.8%	5.4%	22.8%	31.5%	5.4%	—																												
未子年齢	80	33.8%	41.3%	17.5%	—	3.8%	80	33.8%	41.3%	17.5%	—	3.8%	80	33.8%	41.3%	17.5%	—	3.8%	2.5%	2.5%	2.5%	16.7%	35.7%	2.4%	—	80	28.8%	6.3%	8.8%	47.5%	7.5%	—																												
企業調査:	81	32.1%	38.3%	23.5%	—	4.9%	81	32.1%	38.3%	23.5%	—	4.9%	81	32.1%	38.3%	23.5%	—	4.9%	1.2%	1.2%	1.2%	14.8%	27.2%	3.7%	—	81	46.9%	6.2%	14.8%	27.2%	3.7%	—																												
企業調査:	880	21.6%	50.1%	21.0%	0.6%	5.1%	880	21.6%	50.1%	21.0%	0.6%	5.1%	880	21.6%	50.1%	21.0%	0.6%	5.1%	1.4%	1.4%	1.4%	19.0%	29.5%	2.8%	—	880	43.6%	4.6%	19.0%	29.5%	2.8%	—																												
行動計画	1463	23.0%	51.9%	19.2%	0.3%	3.5%	1463	23.0%	51.9%	19.2%	0.3%	3.5%	1463	23.0%	51.9%	19.2%	0.3%	3.5%	1.8%	1.8%	1.8%	18.5%	28.7%	1.1%	0.6%	1463	31.4%	19.6%	18.5%	28.7%	1.1%	0.6%																												
年齢	625	18.7%	57.3%	18.9%	0.2%	3.7%	625	18.7%	57.3%	18.9%	0.2%	3.7%	625	18.7%	57.3%	18.9%	0.2%	3.7%	1.3%	1.3%	1.3%	16.2%	30.2%	0.6%	0.3%	625	34.2%	18.2%	16.2%	30.2%	0.6%	0.3%																												
年齢	793	26.0%	48.0%	19.5%	0.5%	3.2%	793	26.0%	48.0%	19.5%	0.5%	3.2%	793	26.0%	48.0%	19.5%	0.5%	3.2%	2.3%	2.3%	2.3%	20.4%	27.2%	1.4%	—	793	30.5%	19.5%	20.4%	27.2%	1.4%	—																												
年齢	42	28.6%	47.6%	16.7%	—	7.1%	42	28.6%	47.6%	16.7%	—	7.1%	42	28.6%	47.6%	16.7%	—	7.1%	—	—	—	16.7%	35.7%	2.4%	—	42	2.4%	40.5%	16.7%	35.7%	2.4%	—																												
入社年	179	19.6%	57.5%	16.2%	0.6%	4.5%	179	19.6%	57.5%	16.2%	0.6%	4.5%	179	19.6%	57.5%	16.2%	0.6%	1.7%	1.7%	1.7%	14.5%	26.8%	0.6%	—	179	46.9%	10.6%	14.5%	26.8%	0.6%	—																													
入社年	1260	23.6%	51.3%	19.4%	0.3%	3.3%	1260	23.6%	51.3%	19.4%	0.3%	3.3%	1260	23.6%	51.3%	19.4%	0.3%	3.3%	1.7%	1.7%	1.7%	18.7%	29.3%	1.2%	—	1260	29.2%	21.0%	18.7%	29.3%	1.2%	—																												
職種	1265	22.5%	52.5%	19.3%	0.2%	3.7%	1265	22.5%	52.5%	19.3%	0.2%	3.7%	1265	22.5%	52.5%	19.3%	0.2%	3.7%	1.7%	1.7%	1.7%	19.1%	29.9%	1.0%	0.6%	1265	31.0%	18.3%	19.1%	29.9%	1.0%	0.6%																												
職種	151	24.5%	49.7%	20.5%	2.0%	2.0%	151	24.5%	49.7%	20.5%	2.0%	2.0%	151	24.5%	49.7%	20.5%	2.0%	2.0%	1.3%	1.3%	1.3%	24.6%	22.5%	1.3%	—	151	38.4%	24.5%	12.6%	22.5%	1.3%	—																												
職種	15	33.3%	46.7%	13.3%	—	6.7%	15	33.3%	46.7%	13.3%	—	6.7%	15	33.3%	46.7%	13.3%	—	6.7%	—	—	—	20.0%	26.7%	—	—	15	26.7%	26.7%	20.0%	26.7%	—	—																												
職種	7	28.6%	28.6%	28.6%	—	14.3%	7	28.6%	28.6%	28.6%	—	14.3%	7	28.6%	28.6%	28.6%	—	14.3%	—	—	—	—	14.3%	—	—	7	14.3%	57.1%	—	14.3%	—	—																												
職種	13	30.8%	53.8%	7.7%	—	7.7%	13	30.8%	53.8%	7.7%	—	7.7%	13	30.8%	53.8%	7.7%	—	7.7%	—	—	—	—	—	—	—	13	7.7%	61.5%	30.8%	—	—	—																												
配偶関係	703	26.7%	48.1%	20.3%	0.7%	1.8%	703	26.7%	48.1%	20.3%	0.7%	1.8%	703	26.7%	48.1%	20.3%	0.7%	1.8%	1.7%	1.7%	1.7%	18.8%	30.0%	1.8%	0.3%	703	28.0%	20.3%	18.8%	30.0%	1.8%	0.3%																												
配偶関係	754	19.5%	55.8%	18.3%	—	5.0%	754	19.5%	55.8%	18.3%	—	5.0%	754	19.5%	55.8%	18.3%	—	5.0%	1.3%	1.3%	1.3%	18.2%	27.7%	0.4%	—	754	34.6%	19.1%	18.2%	27.7%	0.4%	—																												
未子年齢	891	20.1%	54.4%	19.1%	0.2%	4.7%	891	20.1%	54.4%	19.1%	0.2%	4.7%	891	20.1%	54.4%	19.1%	0.2%	4.7%	1.3%	1.3%	1.3%	17.1%	27.3%	0.6%	0.1%	891	35.9%	19.0%	17.1%	27.3%	0.6%	0.1%																												
未子年齢	260	25.8%	48.1%	23.8%	—	4.4%	260	25.8%	48.1%	23.8%	—	4.4%	260	25.8%	48.1%	23.8%	—	4.4%	1.5%	1.5%	1.5%	18.8%	27.3%	0.8%	—	260	32.3%	20.4%	18.8%	27.3%	0.8%	—																												
未子年齢	126	31.7%	47.6%	15.9%	1.6%	3.2%	126	31.7%	47.6%	15.9%	1.6%	3.2%	126	31.7%	47.6%	15.9%	1.6%	3.2%	—	—	—	23.0%	28.6%	0.8%	—	126	25.4%	21.4%	23.0%	28.6%	0.8%	—																												
未子年齢	157	26.1%	51.6%	17.2%	0.6%	1.9%	157	26.1%	51.6%	17.2%	0.6%	1.9%	157	26.1%	51.6%	17.2%	0.6%	1.9%	1.9%	1.9%	1.9%	23.6%	38.2%	4.5%	—	157	12.1%	21.7%	23.6%	38.2%	4.5%	—																												
企業調査:	120	20.0%	52.5%	15.5%	—	8.3%	120	20.0%	52.5%	15.5%	—	8.3%	120	20.0%	52.5%	15.5%	—	8.3%	2.5%	2.5%	2.5%	20.8%	25.8%	0.8%	—	120	32.5%	18.3%	20.8%	25.8%	0.8%	—																												
企業調査:	1040	22.4%	51.4%	21.1%	0.5%	3.0%	1040	22.4%	51.4%	21.1%	0.5%	3.0%	1040	22.4%	51.4%	21.1%	0.5%	3.0%	1.5%	1.5%	1.5%	17.5%	29.8%	1.1%	0.4%	1040	31.9%	19.2%	17.5%	29.8%	1.1%	0.4%																												
行動計画	2886	22.2%	48.7%	20.3%	1.0%	5.2%	2886	22.2%	48.7%	20.3%	1.0%	5.2%	2886	22.2%	48.7%	20.3%	1.0%	5.2%	1.5%	1.5%	1.5%	14.6%	21.0%	0.7%	0.8%	2886	58.7%	4.1%	14.6%	21.0%	0.7%	0.8%																												
年齢	1031	17.7%	48.3%	22.5%	0.9%	7.6%	1031	17.7%	48.3%	22.5%	0.9%	7.6%																																																

1	末子4-6歳	247	30.4%	50.6%	15.0%	1.6%	0.4%	2.0%	-	247	49.8%	5.3%	17.8%	25.9%	-
0	末子7歳以上	131	28.2%	44.3%	22.1%	0.8%	-	3.1%	1.5%	131	37.4%	5.3%	16.8%	40.9%	-
0	企業調査: 作成した	865	22.5%	48.7%	20.1%	1.0%	0.5%	5.9%	1.3%	865	59.1%	4.9%	15.5%	19.1%	0.7%
5	行動計画: 作成していない	1401	22.0%	49.4%	20.4%	1.0%	0.7%	4.9%	1.6%	1401	58.0%	3.7%	14.1%	22.6%	0.7%
2	女性・計	3188	21.4%	53.5%	19.9%	0.5%	0.3%	3.0%	1.1%	3188	46.5%	15.1%	15.3%	23.0%	0.4%
9	年齢	1498	14.9%	59.9%	19.8%	0.3%	0.2%	3.5%	1.3%	1498	50.5%	12.1%	13.9%	23.0%	0.1%
9	18-29歳	1652	27.4%	47.6%	20.5%	0.8%	0.3%	2.5%	1.0%	1652	43.3%	17.6%	16.6%	21.5%	0.7%
9	30-39歳	30	20.0%	56.7%	13.3%	-	-	6.7%	-	30	20.0%	23.3%	20.0%	36.7%	-
人	40-65歳	480	14.4%	58.5%	21.7%	0.2%	0.4%	2.9%	1.9%	480	57.5%	14.8%	14.2%	17.7%	0.4%
	2017(H29)年 より前	2649	22.8%	52.4%	19.9%	0.6%	0.3%	3.1%	0.9%	2649	44.1%	15.1%	15.6%	24.4%	0.5%
	役員	2726	21.2%	55.1%	18.6%	0.5%	0.3%	3.1%	1.2%	2726	46.3%	14.5%	15.4%	23.0%	0.4%
	役員なし	393	24.2%	45.0%	27.7%	0.3%	0.3%	2.3%	0.3%	393	46.8%	18.6%	14.5%	19.6%	0.5%
	係長・主任相当職	35	20.0%	34.3%	37.1%	2.9%	-	5.7%	-	35	54.3%	17.1%	14.3%	14.3%	-
	課長・課長相当職	11	-	27.3%	63.6%	9.1%	-	-	-	11	45.5%	36.4%	9.1%	9.1%	-
	部長・部長相当職	9	22.2%	44.4%	22.2%	-	-	-	-	9	44.4%	11.1%	44.4%	-	-
	役員	1402	28.7%	47.0%	21.4%	0.8%	0.4%	0.8%	0.9%	1402	41.7%	17.6%	16.4%	23.1%	0.9%
	役員なし	1780	15.7%	58.8%	19.0%	0.3%	0.2%	4.8%	1.2%	1780	50.3%	13.0%	14.6%	21.7%	0.1%
	配偶関係	1780	15.7%	58.8%	19.0%	0.3%	0.2%	4.8%	1.2%	1780	50.3%	13.0%	14.6%	21.7%	0.1%
	既婚・離死別	2110	17.3%	56.5%	20.3%	0.5%	0.3%	4.1%	1.0%	2110	50.9%	13.5%	14.2%	21.1%	0.1%
	未婚	584	30.7%	46.4%	20.9%	0.7%	0.3%	0.5%	0.5%	584	45.9%	18.8%	16.4%	18.5%	0.2%
	末子0-3歳	239	30.1%	48.5%	20.5%	0.4%	-	0.4%	-	239	36.4%	18.8%	20.1%	23.8%	0.8%
	末子4-6歳	1049	29.1%	56.4%	15.8%	1.0%	0.5%	2.5%	3.0%	1049	43.9%	16.7%	20.2%	42.4%	0.5%
	末子7歳以上	1490	21.1%	53.3%	20.5%	0.3%	0.3%	3.4%	1.1%	1490	48.1%	14.8%	15.0%	21.1%	0.5%
	企業調査: 作成した	3727	21.6%	50.5%	21.2%	0.7%	0.5%	4.2%	1.4%	3727	75.7%	2.6%	10.2%	10.8%	0.2%
	行動計画: 作成していない	1436	15.9%	50.6%	24.1%	0.6%	0.6%	6.1%	2.2%	1436	79.4%	2.2%	8.0%	9.8%	0.2%
	男性・計	2239	25.4%	50.3%	19.4%	0.7%	0.4%	2.9%	0.9%	2239	73.4%	3.0%	11.6%	11.4%	0.5%
	年齢	43	18.6%	53.5%	20.9%	2.3%	-	4.7%	-	43	83.7%	-	9.3%	7.0%	-
	18-29歳	630	12.4%	51.4%	27.1%	0.2%	0.3%	6.0%	2.5%	630	83.8%	3.0%	8.9%	4.1%	-
	30-39歳	3019	23.5%	50.4%	19.9%	0.8%	0.5%	3.7%	1.1%	3019	73.9%	2.6%	10.5%	12.4%	0.5%
	40-65歳	2486	18.7%	50.3%	23.0%	0.8%	0.5%	5.2%	1.5%	2486	75.2%	2.7%	10.1%	11.4%	0.4%
	2017(H29)年 より前	1006	26.2%	52.3%	18.1%	0.5%	0.4%	1.6%	0.9%	1006	76.3%	2.8%	10.8%	9.5%	0.3%
	役員	189	32.8%	45.5%	15.3%	1.1%	0.5%	3.2%	1.6%	189	81.0%	0.5%	8.5%	9.5%	0.5%
	役員なし	28	28.6%	53.6%	14.3%	-	-	3.6%	-	28	85.7%	-	3.6%	10.7%	-
	係長・主任相当職	8	25.0%	37.5%	25.0%	-	-	12.5%	-	8	62.5%	12.5%	-	12.5%	0.2%
	課長・課長相当職	2115	28.1%	50.1%	18.2%	0.9%	0.4%	1.4%	0.9%	2115	73.3%	2.7%	11.3%	12.0%	0.6%
	部長・部長相当職	1593	13.0%	51.3%	25.4%	0.4%	0.5%	7.7%	1.6%	1593	79.2%	2.6%	8.7%	9.3%	0.1%
	役員	1966	15.2%	50.5%	25.0%	0.6%	0.7%	6.6%	1.3%	1966	79.5%	2.4%	8.6%	9.2%	0.1%
	役員なし	1204	28.3%	50.9%	17.7%	0.8%	0.4%	1.9%	0.9%	1204	74.4%	2.4%	12.2%	10.4%	0.6%
	末子0-3歳	341	29.6%	51.3%	15.2%	0.6%	0.3%	1.8%	1.2%	341	69.8%	3.2%	10.9%	16.1%	-
	末子4-6歳	170	32.9%	45.9%	15.9%	1.2%	-	3.5%	0.6%	170	55.9%	5.3%	14.1%	22.9%	1.8%
	末子7歳以上	2817	21.2%	50.7%	21.3%	0.7%	0.5%	4.2%	1.5%	2817	77.2%	2.5%	9.6%	10.2%	0.4%
	企業調査: 作成した	301	23.9%	47.2%	22.9%	0.7%	-	4.7%	0.7%	301	59.8%	4.0%	13.3%	21.6%	1.0%
	行動計画: 作成していない	4460	22.0%	49.4%	24.1%	0.5%	0.5%	2.5%	1.3%	4460	60.3%	13.0%	10.4%	15.7%	0.2%
	女性・計	2076	16.2%	56.1%	22.6%	0.7%	0.1%	2.8%	1.3%	2076	65.3%	9.4%	9.1%	15.7%	0.1%
	年齢	2330	27.0%	43.7%	25.3%	0.4%	0.1%	2.2%	1.2%	2330	56.5%	15.9%	11.5%	15.6%	0.3%
	18-29歳	39	30.8%	38.2%	30.8%	-	-	2.6%	-	39	28.2%	30.8%	15.4%	25.6%	-
	30-39歳	741	13.8%	53.2%	27.0%	1.5%	0.3%	2.6%	1.8%	741	75.7%	7.3%	11.2%	5.1%	0.1%
	40-65歳	3645	23.6%	48.7%	23.7%	0.4%	0.1%	2.4%	1.1%	3645	57.1%	14.2%	10.1%	18.1%	0.2%
	2017(H29)年 より前	3657	21.7%	50.5%	23.2%	0.5%	0.1%	2.6%	1.3%	3657	60.2%	13.0%	10.2%	16.1%	0.3%
	役員	698	24.1%	45.4%	27.1%	0.6%	0.1%	2.0%	0.7%	698	61.3%	13.5%	10.5%	14.2%	0.3%
	役員なし	74	20.3%	37.8%	36.5%	1.4%	-	2.7%	1.4%	74	66.2%	10.8%	9.5%	12.2%	0.3%
	係長・主任相当職	5	60.0%	-	40.0%	-	-	-	-	5	20.0%	40.0%	20.0%	20.0%	-
	課長・課長相当職	10	-	60.0%	40.0%	-	-	-	-	10	30.0%	-	70.0%	-	-
	部長・部長相当職	2009	27.7%	43.8%	25.3%	0.5%	0.2%	1.4%	1.1%	2009	55.3%	15.1%	11.8%	17.3%	0.2%
	役員	2439	17.4%	54.1%	23.2%	0.5%	0.1%	3.4%	1.2%	2439	64.6%	11.4%	9.3%	14.4%	0.2%
	役員なし	2946	18.8%	52.1%	24.2%	0.6%	0.1%	3.0%	1.2%	2946	64.7%	11.6%	9.2%	14.2%	0.2%
	末子0-3歳	932	28.2%	45.2%	23.9%	0.5%	0.3%	0.8%	1.1%	932	58.6%	13.3%	12.3%	15.5%	-
	末子4-6歳	321	31.5%	38.6%	26.8%	0.3%	-	2.2%	0.6%	321	48.3%	20.2%	11.8%	19.0%	0.3%
	末子7歳以上	208	27.4%	46.6%	21.2%	-	-	3.8%	1.9%	208	28.4%	20.2%	14.9%	35.6%	1.0%
	企業調査: 作成した	3296	21.7%	49.2%	24.3%	0.6%	0.1%	2.5%	0.9%	3296	62.1%	12.7%	9.0%	15.7%	0.2%
	行動計画: 作成していない	390	22.3%	48.7%	22.1%	0.5%	0.3%	3.3%	2.8%	390	44.9%	16.9%	16.4%	21.0%	0.3%

	F2でお子さんいると回答した方のみ/お子さんの方はその子の年齢											F3結婚経験			F4配偶者有無		
	全体n	0-3歳	4-6歳	7-12歳	13-15歳	16歳以上	無回答	有効n	平均	標準偏差	全体n	結婚したことがある・現在結婚している	ない(未婚)	無回答	全体n	いる	いない
男性・計	510	65.9%	18.0%	11.4%	1.4%	2.9%	0.4%	508	3.5	4.6	1135	57.1%	41.9%	648	93.5%	6.5%	-
年齢	74	89.2%	9.5%	1.4%	-	-	-	74	1.6	1.7	403	30.8%	68.2%	124	88.7%	11.3%	-
30-39歳	415	63.6%	20.2%	13.0%	1.7%	1.0%	0.5%	413	3.3	3.5	702	71.2%	27.9%	500	95.2%	4.8%	-
40-65歳	19	26.3%	5.3%	10.5%	-	57.9%	-	19	15.8	11.3	26	84.6%	15.4%	22	81.8%	18.2%	-
入社年	22	77.3%	13.6%	9.1%	-	-	-	22	2.9	2.5	156	23.7%	73.7%	37	91.9%	8.1%	-
2017(H29)年	483	65.2%	18.4%	11.4%	1.4%	3.1%	0.4%	481	3.6	4.7	954	63.0%	36.4%	601	93.8%	6.2%	-
2017(H29)年より前	275	68.7%	18.2%	9.1%	2.5%	1.1%	0.4%	274	3.1	3.8	784	46.9%	52.3%	368	92.4%	7.6%	-
役員	170	67.6%	15.9%	14.1%	-	1.8%	0.6%	169	3.3	3.7	253	80.6%	18.2%	204	96.1%	3.9%	-
役員・主任相当職	40	47.5%	22.5%	20.0%	-	10.0%	-	40	5.7	6.2	57	82.5%	17.5%	47	95.7%	4.3%	-
課長・課長相当職	17	47.1%	23.5%	5.9%	-	23.5%	-	17	8.1	10.4	27	77.8%	22.2%	21	85.7%	14.3%	-
部長・部長相当職	7	57.1%	28.6%	-	-	14.3%	-	7	5.7	9.5	10	70.0%	30.0%	7	100.0%	-	-
役員	509	65.8%	18.1%	11.4%	1.4%	2.9%	0.4%	507	3.5	4.6	648	100.0%	-	648	93.5%	6.5%	-
配偶関係	1	100.0%	-	-	-	-	-	1	1.0	-	476	-	100.0%	-	-	-	-
未婚	336	100.0%	-	-	-	-	-	0	-	-	601	22.6%	77.0%	136	86.8%	13.2%	-
既婚・離死別	92	-	100.0%	-	-	-	-	92	4.7	0.8	336	99.7%	0.3%	335	97.9%	2.1%	-
子なし	80	-	-	-	-	18.8%	-	80	11.7	6.2	80	100.0%	-	92	91.3%	8.7%	-
末子0-3歳	38	63.2%	21.1%	15.8%	-	-	-	38	3.0	2.9	81	60.5%	38.3%	49	98.0%	2.0%	-
末子4-6歳	386	66.3%	18.1%	10.6%	1.3%	3.1%	0.5%	384	3.5	4.5	880	56.8%	42.2%	500	93.0%	7.0%	-
末子7歳以上	547	47.5%	23.0%	21.0%	3.7%	4.0%	0.7%	543	5.2	4.7	1463	48.1%	51.5%	703	86.3%	13.7%	-
作成した行動計画	73	76.7%	16.4%	6.8%	-	-	-	73	2.5	2.0	625	21.6%	78.1%	135	85.9%	14.1%	-
作成していない	442	44.6%	24.7%	23.5%	4.3%	2.0%	0.9%	438	5.1	4.0	793	67.3%	32.2%	534	86.5%	13.5%	-
18-29歳	32	21.9%	15.6%	18.8%	3.1%	40.6%	-	32	12.3	9.2	42	81.0%	19.0%	34	85.3%	14.7%	-
30-39歳	36	33.3%	19.4%	36.1%	2.8%	8.3%	-	36	6.4	4.8	179	29.1%	70.9%	52	78.8%	21.2%	-
40-65歳	508	48.4%	23.2%	20.1%	3.7%	3.7%	0.8%	504	5.1	4.7	1260	51.2%	48.4%	645	87.3%	12.7%	-
2017(H29)年	468	49.8%	21.8%	21.2%	4.1%	2.6%	0.6%	465	4.9	4.4	1265	46.7%	53.0%	591	86.0%	14.0%	-
2017(H29)年より前	54	35.2%	33.3%	20.4%	-	11.1%	-	54	6.4	6.0	151	56.3%	43.0%	85	91.8%	8.2%	-
役員	11	36.4%	18.2%	9.1%	9.1%	18.2%	9.1%	10	6.8	6.4	15	73.3%	26.7%	11	90.9%	9.1%	-
役員・主任相当職	5	-	-	60.0%	-	40.0%	-	5	14.2	8.3	7	71.4%	28.6%	5	80.0%	40.0%	-
課長・課長相当職	3	33.3%	66.7%	-	-	-	-	3	4.3	2.1	13	38.5%	61.5%	5	60.0%	20.0%	-
部長・部長相当職	543	47.3%	23.0%	21.2%	3.7%	4.1%	0.7%	539	5.2	4.8	703	100.0%	-	703	86.3%	13.7%	-
役員	3	66.7%	33.3%	-	-	-	-	3	2.7	2.1	754	-	100.0%	-	-	-	-
未婚	260	100.0%	-	-	-	-	-	0	-	-	891	17.1%	82.9%	152	92.1%	7.9%	-
既婚・離死別	126	-	100.0%	-	-	-	-	126	4.8	0.8	260	98.8%	0.8%	257	94.6%	5.4%	-
子なし	157	-	-	-	-	14.0%	-	157	11.2	4.6	157	100.0%	-	125	86.4%	13.6%	-
末子0-3歳	46	54.3%	26.1%	10.9%	4.3%	4.3%	0.5%	46	4.5	4.4	120	50.0%	49.2%	60	88.3%	11.7%	-
末子4-6歳	391	47.1%	22.3%	22.8%	3.6%	3.8%	0.5%	389	5.2	4.8	1040	47.6%	52.2%	495	87.9%	12.1%	-
末子7歳以上	1247	69.6%	19.8%	8.7%	1.3%	0.5%	0.1%	1246	2.9	3.2	2686	56.7%	42.7%	1522	96.5%	3.4%	0.1%
作成した行動計画	192	93.2%	5.2%	1.6%	-	-	-	192	1.1	1.4	1031	27.4%	71.9%	282	96.8%	3.2%	-
作成していない	1025	66.3%	22.5%	9.5%	1.4%	0.2%	0.1%	1024	3.1	3.0	1616	74.6%	24.9%	1205	96.6%	3.2%	0.2%
18-29歳	28	28.6%	21.4%	28.6%	7.1%	14.3%	-	28	8.4	7.5	33	97.0%	3.0%	32	87.5%	12.5%	-
30-39歳	67	80.6%	16.4%	3.0%	-	-	-	67	1.9	2.0	410	24.6%	75.1%	101	94.1%	5.9%	-
40-65歳	1169	68.9%	20.2%	9.0%	1.4%	0.5%	0.1%	1168	2.9	3.2	2204	63.6%	35.8%	1401	96.6%	3.2%	0.1%
2017(H29)年	692	76.4%	16.6%	5.9%	1.0%	0.7%	-	692	2.3	2.6	1869	47.4%	52.1%	885	96.7%	3.2%	0.1%
2017(H29)年より前	426	65.3%	24.2%	9.6%	0.7%	0.2%	-	426	3.1	2.9	639	77.5%	21.9%	495	96.6%	3.4%	-
役員	102	43.1%	24.5%	22.5%	5.9%	1.0%	-	101	5.3	4.7	136	83.1%	16.2%	113	94.7%	4.4%	0.9%
役員・主任相当職	20	55.0%	20.0%	15.0%	-	10.0%	-	20	6.0	7.4	23	91.3%	8.7%	21	95.2%	4.8%	-
課長・課長相当職	3	66.7%	-	33.3%	-	-	-	3	4.7	5.5	10	40.0%	60.0%	4	75.0%	25.0%	-
部長・部長相当職	1244	69.5%	19.9%	8.8%	1.3%	0.5%	0.1%	1243	2.9	3.2	1522	100.0%	-	1522	96.5%	3.4%	0.1%
役員	2	100.0%	-	-	-	-	-	2	2.0	1.4	1147	-	100.0%	-	-	-	-
未婚	868	100.0%	-	-	-	-	-	0	-	-	1404	19.2%	80.7%	269	90.0%	10.0%	-
既婚・離死別	868	100.0%	-	-	-	-	-	868	1.3	1.1	868	99.7%	0.2%	865	99.3%	0.7%	-
子なし	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
末子0-3歳	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1	末子4-6歳	247	-	100.0%	-	4.8	247	4.8	0.8	247	100.0%	-	-	247	99.2%	0.4%	0.4%
0	末子7歳以上	131	83.2%	-	-	10.0	131	10.0	3.5	131	100.0%	-	-	131	90.1%	9.2%	0.8%
0	企業調査: 作成した	391	69.8%	20.5%	1.3%	2.8	391	2.8	3.2	865	54.8%	45.0%	0.2%	474	96.8%	3.0%	0.2%
5	行動計画 作成していない	659	69.5%	19.9%	1.1%	2.9	659	2.9	3.2	1401	57.1%	42.1%	0.8%	800	96.6%	3.3%	0.1%
2	女性・計	1027	56.9%	23.3%	1.6%	4.3	1027	4.3	4.0	3188	44.0%	55.8%	0.2%	1402	89.0%	10.9%	0.1%
9	年齢	126	82.5%	11.9%	4.0%	2.3	126	2.3	2.3	1498	19.5%	80.4%	0.1%	292	92.8%	7.2%	-
9	入社年	876	54.2%	25.2%	16.6%	4.3	876	4.3	3.6	1652	65.7%	34.1%	0.2%	1085	88.1%	11.8%	0.1%
人	職種	23	17.4%	13.0%	21.7%	13.5	23	13.5	9.1	30	76.7%	20.0%	3.3%	23	82.6%	17.4%	-
	2017(H29)年 より前	58	46.6%	15.5%	31.0%	1.7%	58	5.8	5.1	480	18.8%	81.0%	0.2%	90	84.4%	15.6%	0.1%
	役員なし	961	57.4%	23.6%	14.4%	3.1%	960	4.2	3.9	2649	48.9%	50.9%	0.2%	1295	89.3%	10.6%	0.1%
	係長・主任相当職	809	58.6%	21.6%	15.1%	4.2	809	4.2	3.9	2726	41.0%	58.8%	0.2%	1119	88.4%	11.5%	0.1%
	課長・課長相当職	188	53.2%	28.7%	14.4%	3.6	187	6.4	3.6	393	61.8%	37.9%	0.3%	243	92.6%	7.4%	-
	部長・部長相当職	17	23.5%	41.2%	29.4%	4.0	17	6.3	4.0	35	60.0%	40.0%	-	21	76.2%	23.8%	-
	役員	6	50.0%	16.7%	33.3%	5.0	6	5.0	3.7	11	81.8%	18.2%	-	9	100.0%	-	-
	配偶関係	3	66.7%	-	-	12.7	3	12.7	18.5	9	55.6%	44.4%	-	5	100.0%	-	-
	既婚・離死別	1012	57.2%	23.5%	14.8%	4.3	1011	4.3	3.9	1402	100.0%	-	-	1402	89.0%	10.9%	0.1%
	子なし	14	35.7%	7.1%	42.9%	6.9	14	6.9	4.6	1780	-	100.0%	-	-	-	-	-
	末子0-3歳	584	100.0%	-	-	1.8	584	1.8	0.8	2110	18.2%	81.8%	-	383	90.6%	9.1%	0.3%
	末子4-6歳	239	-	100.0%	-	4.9	239	4.9	0.8	239	99.6%	0.4%	-	238	89.1%	10.9%	-
	末子7歳以上	203	-	-	76.8%	10.9	203	10.9	3.8	203	95.6%	3.9%	0.5%	194	64.9%	35.1%	-
	企業調査: 作成した	364	58.2%	23.9%	14.3%	4.2	364	4.2	3.6	1049	45.0%	54.9%	0.1%	472	89.0%	11.0%	-
	行動計画 作成していない	458	58.3%	23.4%	13.3%	4.1	457	4.1	3.9	1490	43.2%	56.6%	0.2%	643	90.5%	9.3%	0.2%
	男性・計	1719	70.0%	19.8%	8.3%	2.8	1715	2.8	3.1	3727	56.7%	42.7%	0.5%	2115	97.2%	2.6%	0.1%
	年齢	201	92.5%	6.0%	0.5%	1.3	200	1.3	1.7	1436	22.9%	76.0%	1.1%	329	96.7%	3.3%	-
	入社年	1477	68.0%	21.4%	8.9%	2.9	1474	2.9	3.0	2239	77.8%	22.0%	0.1%	1743	97.4%	2.5%	0.1%
	役員	36	27.8%	33.3%	25.0%	7.6	36	7.6	7.0	43	88.4%	11.6%	-	38	92.1%	5.3%	2.6%
	2017(H29)年 より前	70	71.4%	17.1%	7.1%	2.8	70	2.8	3.5	630	16.5%	82.7%	0.8%	104	95.2%	4.8%	-
	役員なし	1628	69.8%	20.0%	8.4%	2.2	1624	2.2	3.1	3019	65.6%	34.0%	0.4%	1979	97.3%	2.5%	0.2%
	係長・主任相当職	854	77.5%	17.1%	4.6%	3.1	853	3.1	2.5	2486	44.5%	54.9%	0.6%	1106	97.2%	2.7%	0.1%
	課長・課長相当職	698	65.5%	21.8%	10.6%	4.6	695	4.6	4.6	1006	81.3%	18.5%	0.2%	818	97.2%	2.6%	0.2%
	部長・部長相当職	137	49.6%	27.0%	17.5%	5.2	137	5.2	4.6	189	82.0%	17.5%	0.5%	155	97.4%	2.6%	-
	役員	21	47.6%	23.8%	23.8%	5.3	21	5.2	4.6	28	85.7%	14.3%	-	24	100.0%	-	-
	配偶関係	4	75.0%	-	-	2.8	4	5.3	7.2	8	70.0%	25.0%	-	6	83.3%	16.7%	-
	既婚・離死別	1715	70.1%	19.8%	8.3%	2.8	1711	2.8	3.1	2115	100.0%	-	-	2115	97.2%	2.6%	0.1%
	子なし	-	-	-	-	-	0	-	-	1593	-	100.0%	-	-	-	-	-
	末子0-3歳	1204	100.0%	-	-	1.3	1204	1.3	1.1	1966	20.0%	79.7%	0.3%	394	89.8%	10.2%	-
	末子4-6歳	341	-	-	-	4.7	341	4.7	0.8	341	99.7%	-	-	340	99.1%	0.9%	-
	末子7歳以上	170	-	100.0%	-	9.9	170	9.9	3.7	170	99.4%	-	-	169	94.7%	4.1%	1.2%
	企業調査: 作成した	1325	70.2%	19.5%	1.1%	2.8	1322	2.8	3.1	2817	57.4%	42.0%	0.5%	1618	97.3%	2.5%	0.1%
	行動計画 作成していない	132	69.7%	18.2%	9.8%	3.1	131	3.1	3.9	301	55.8%	43.9%	0.3%	168	94.6%	4.8%	0.6%
	女性・計	1465	63.6%	21.9%	11.7%	3.6	1461	3.6	3.2	4460	45.0%	54.7%	0.3%	2009	92.1%	7.7%	0.1%
	年齢	155	91.0%	7.1%	1.9%	1.9	155	1.9	1.4	2076	17.8%	81.7%	0.5%	370	92.4%	7.6%	-
	入社年	1282	61.2%	23.9%	12.4%	3.7	1278	3.7	3.1	2330	68.8%	31.1%	0.1%	1603	92.4%	7.5%	0.1%
	役員	24	20.8%	16.7%	33.3%	9.8	24	9.8	6.6	39	76.9%	23.1%	-	30	80.0%	16.7%	3.3%
	2017(H29)年 より前	64	65.6%	17.2%	15.6%	3.6	64	3.6	3.0	741	15.1%	84.3%	0.5%	112	85.7%	14.3%	-
	役員なし	1391	63.4%	22.2%	11.6%	3.6	1387	3.6	3.2	3645	51.5%	48.3%	0.2%	1878	92.6%	7.3%	0.1%
	係長・主任相当職	1108	66.0%	19.9%	11.7%	3.5	1107	3.5	3.2	3657	41.4%	58.3%	0.3%	1513	92.2%	7.7%	0.1%
	課長・課長相当職	319	56.4%	27.9%	12.2%	4.0	317	3.9	3.3	698	62.5%	37.5%	-	436	92.2%	7.6%	0.2%
	部長・部長相当職	32	50.0%	34.4%	9.4%	5.0	31	4.0	3.4	74	63.5%	35.1%	1.4%	47	89.4%	10.6%	-
	役員	1	100.0%	-	-	0.0	1	0.0	0.0	5	60.0%	40.0%	-	3	100.0%	-	-
	配偶関係	1455	63.8%	21.9%	11.7%	3.6	1451	3.6	3.2	2009	100.0%	-	-	2009	92.1%	7.7%	0.1%
	既婚・離死別	8	50.0%	37.5%	-	4.6	8	4.6	3.8	2439	-	100.0%	-	-	-	-	-
	子なし	932	100.0%	-	-	1.8	932	1.8	0.8	2946	18.5%	81.4%	0.1%	546	92.5%	7.5%	-
	末子0-3歳	321	-	100.0%	-	4.8	321	4.8	0.8	321	99.6%	0.4%	-	318	90.6%	9.4%	0.1%
	末子4-6歳	208	-	-	82.7%	9.9	208	9.9	3.5	208	98.6%	0.5%	-	205	71.7%	27.3%	1.0%
	末子7歳以上	1116	63.3%	22.8%	11.3%	3.6	1113	3.6	3.1	3296	45.5%	54.4%	0.1%	1499	92.5%	7.3%	0.2%
	企業調査: 作成した	118	66.1%	18.6%	12.7%	3.7	118	3.7	3.3	390	45.1%	54.6%	0.3%	176	88.6%	11.4%	-
	行動計画 作成していない	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

		F4付問1.配偶者の最終学歴【F4出配偶者いる方のみ】										F4付問2.配偶者の就業形態【F4出配偶者いる方のみ】									
		全体n	大学・大学院卒	短大・高専卒	専門・学校卒	高校卒	中学	その他	無回答	全体n	民間の正社員(あなたと同一会社)	民間の正社員(別の会社)	公務員(正規職員)	自営・自由業	パート・アルバイト、臨時職員	契約・派遣	嘱託	その他	現在は無回答	現在働いていない	
男性・計	606	24.9%	20.8%	19.0%	31.2%	2.3%	0.3%	1.5%	5.6%	26.7%	4.0%	2.1%	2.74%	2.5%	2.1%	0.2%	28.4%	1.0%			
年齢	110	26.4%	14.5%	19.1%	33.6%	5.5%	0.9%	-	5.5%	40.0%	4.5%	1.8%	19.1%	1.8%	1.8%	25.5%	1.3%				
	476	25.0%	21.4%	19.5%	30.3%	1.7%	0.2%	1.9%	5.6%	11.1%	-	38.9%	2.9%	2.3%	2.3%	44.4%	1.3%				
	18	16.7%	44.4%	5.6%	33.3%	-	-	-	34	35.3%	11.8%	17.6%	19.3%	31.2%	2.0%	0.4%	1.4%	32.4%	0.9%		
入社年	564	24.1%	21.6%	19.3%	31.2%	2.0%	0.6%	1.2%	5.6%	6.0%	25.9%	4.1%	2.1%	2.7%	2.7%	2.4%	2.6%	24.7%	1.0%		
役職	340	26.2%	16.5%	18.8%	33.5%	3.2%	0.6%	2.0%	5.6%	32.1%	3.8%	2.4%	2.5%	2.9%	2.4%	2.6%	2.2%	31.1%	0.9%		
	196	19.9%	29.6%	19.9%	33.3%	1.2%	-	-	11.1%	17.8%	4.4%	2.2%	28.9%	2.2%	-	-	-	33.3%	5.6%		
	45	31.1%	13.3%	22.2%	33.3%	-	-	5.6%	606	26.7%	4.0%	2.1%	27.4%	2.5%	2.1%	0.2%	28.4%	1.0%			
	18	44.4%	16.7%	22.2%	33.3%	-	-	1.5%	118	8.5%	46.6%	5.1%	0.8%	1.7%	3.4%	0.8%	13.6%	0.8%			
	7	14.3%	42.9%	28.6%	14.3%	-	-	328	4.9%	21.3%	3.4%	2.1%	22.0%	3.0%	1.5%	40.2%	1.5%				
配偶関係	606	24.9%	20.8%	19.0%	31.2%	2.3%	0.3%	1.5%	8.3%	29.2%	6.3%	4.2%	29.2%	2.1%	-	-	-	20.8%	1.1%		
	116	37.1%	6.0%	12.9%	41.4%	2.6%	-	0.2%	11.5%	69.9%	5.6%	7.7%	7.7%	2.0%	0.5%	1.6%	0.3%				
	462	37.2%	5.2%	16.5%	37.0%	3.7%	0.2%	0.2%	13.8%	68.1%	8.6%	6.0%	6.0%	0.9%	-	0.9%	0.9%				
	29	31.0%	3.4%	13.8%	44.8%	6.9%	-	-	20.7%	72.4%	-	3.4%	3.4%	0.4%	-	1.9%	0.2%				
	41	53.7%	7.3%	34.1%	31.6%	2.4%	-	-	7.3%	75.6%	2.4%	2.4%	2.4%	-	2.4%	-	-	7.3%	2.4%		
	563	35.5%	5.7%	16.2%	38.7%	3.6%	0.2%	0.2%	7.3%	75.6%	2.4%	2.4%	2.4%	-	2.4%	-	-	7.3%	2.4%		
	508	37.6%	5.5%	15.7%	36.6%	4.1%	0.2%	0.2%	11.0%	70.9%	5.5%	7.3%	7.3%	2.0%	0.6%	-	-	1.2%	0.2%		
	78	34.6%	5.1%	17.9%	41.0%	1.3%	-	-	10.3%	67.9%	5.1%	11.5%	11.5%	1.3%	-	-	-	1.6%	0.4%		
	10	30.0%	-	70.0%	-	-	-	-	30.0%	60.0%	-	-	-	10.0%	-	-	-	2.6%	-		
	3	66.7%	-	33.3%	-	-	-	-	66.7%	-	-	33.3%	-	-	-	-	-	-	-		
	4	-	-	25.0%	-	-	-	-	25.0%	50.0%	-	25.0%	-	-	-	-	-	-	-		
配偶関係	607	36.9%	5.3%	15.7%	38.2%	3.6%	0.2%	0.2%	11.5%	69.9%	5.6%	7.7%	7.7%	2.0%	0.5%	1.6%	0.3%				
	140	43.6%	6.4%	17.9%	30.0%	2.1%	-	-	12.1%	69.3%	6.4%	5.0%	5.0%	0.7%	2.1%	0.7%	-	2.9%	0.7%		
	243	42.0%	5.3%	11.9%	36.2%	4.1%	0.4%	-	11.1%	70.8%	5.8%	8.2%	8.2%	2.1%	0.4%	-	-	1.2%	-		
	108	28.7%	5.6%	25.9%	36.1%	3.7%	-	-	10.2%	72.2%	4.6%	8.3%	8.3%	2.8%	0.9%	-	-	2.8%	0.9%		
	108	24.1%	3.7%	11.1%	56.5%	3.7%	-	0.9%	13.9%	65.7%	4.6%	9.3%	9.3%	1.9%	0.9%	-	-	2.8%	0.9%		
	53	41.5%	9.4%	11.3%	34.0%	3.8%	-	-	15.1%	81.1%	1.9%	9.7%	9.7%	-	-	-	-	1.9%	-		
	435	36.8%	4.4%	15.2%	39.1%	4.1%	0.2%	0.2%	12.0%	66.9%	5.1%	9.7%	9.7%	2.5%	0.5%	-	-	2.1%	0.5%		
	1468	33.9%	19.6%	19.7%	24.9%	1.6%	0.3%	0.1%	7.7%	26.8%	4.4%	1.6%	1.6%	3.8%	1.4%	0.1%	29.2%	0.3%			
	273	35.9%	15.0%	18.3%	27.1%	2.9%	0.7%	-	8.1%	29.3%	5.5%	0.7%	0.7%	4.4%	1.5%	-	-	30.4%	0.7%		
	1164	33.6%	20.6%	20.1%	24.1%	1.3%	0.2%	0.1%	7.5%	26.5%	4.3%	1.9%	1.9%	3.7%	1.4%	-	-	28.8%	0.1%		
	28	21.4%	25.0%	17.9%	35.7%	-	-	-	10.7%	17.9%	-	-	-	3.6%	-	-	-	32.1%	3.6%		
	95	54.7%	9.5%	17.9%	13.7%	3.2%	-	1.1%	27.4%	8.4%	8.4%	1.1%	1.1%	1.1%	3.2%	-	-	31.6%	1.1%		
	1354	32.3%	20.2%	19.9%	25.8%	1.5%	0.3%	-	8.3%	29.8%	5.5%	1.7%	1.7%	3.9%	1.3%	0.1%	29.0%	0.2%			
	856	34.7%	19.3%	19.9%	23.9%	1.9%	0.2%	0.1%	6.8%	29.8%	5.5%	1.3%	1.3%	3.7%	1.4%	0.1%	26.6%	0.4%			
	478	33.1%	19.5%	20.3%	25.7%	1.3%	0.2%	-	8.8%	23.0%	3.1%	1.7%	1.7%	4.4%	1.0%	-	-	32.6%	0.2%		
	107	28.0%	22.4%	17.8%	29.9%	0.9%	-	-	7.5%	21.5%	1.9%	1.9%	1.9%	2.8%	2.8%	-	-	32.7%	-		
	20	50.0%	20.0%	15.0%	15.0%	-	-	-	15.0%	20.0%	5.0%	15.0%	15.0%	10.0%	-	-	-	35.0%	-		
	3	33.3%	-	66.7%	-	-	-	-	33.3%	33.3%	-	-	-	-	-	-	-	33.3%	-		
配偶関係	1468	33.9%	19.6%	19.7%	24.9%	1.6%	0.3%	0.1%	7.7%	26.8%	4.4%	1.6%	1.6%	3.8%	1.4%	0.1%	29.2%	0.3%			
	242	46.3%	15.3%	16.5%	21.5%	0.4%	-	-	8.3%	40.1%	5.0%	1.2%	1.2%	4.5%	2.9%	-	-	19.8%	-		
	859	35.6%	20.0%	20.1%	22.1%	1.5%	0.5%	0.1%	8.6%	25.3%	4.8%	1.9%	1.9%	3.6%	0.8%	0.1%	35.7%	0.5%			

F4付問3.配偶者の年収昨年(税・賞与含む)【F4出配偶者いる方のみ】

性別・計 年齢	全体n	なし	配偶者の年収昨年(税・賞与含む)【F4出配偶者いる方のみ】										1,500万 円以上	わから ない	無回答		
			1-100万 円台	200万 円台	300万 円台	400万 円台	500万 円台	600万 円台	700万 円台	800万 円台	900万 円台	1,000万 円台				1,100- 1,200万 円台	1,300- 1,400万 円台
18-29歳	606	23.4%	30.4%	15.7%	13.7%	8.1%	2.5%	0.5%	-	-	-	-	-	0.2%	4.6%	1.0%	
30-39歳	110	20.0%	26.4%	18.2%	20.9%	6.4%	3.6%	-	-	-	-	-	-	-	-	3.6%	0.9%
40-65歳	476	23.1%	31.3%	15.5%	12.4%	8.6%	2.3%	0.6%	-	-	-	-	-	0.2%	4.8%	1.1%	
2017(H29)年 より前	18	50.0%	33.3%	5.6%	-	-	-	-	-	-	-	-	-	-	-	5.6%	-
2017(H29)年 より前	34	32.4%	20.6%	14.7%	11.8%	8.8%	8.8%	2.0%	0.5%	-	-	-	-	0.2%	4.6%	1.1%	
役員	564	22.9%	31.0%	16.0%	13.7%	8.2%	2.0%	0.5%	-	-	-	-	-	0.3%	4.7%	1.2%	
係長・主任相当職	340	20.0%	27.1%	19.4%	14.7%	8.8%	3.5%	0.3%	-	-	-	-	-	-	4.6%	0.5%	
課長・課長相当職	196	27.6%	36.2%	11.7%	10.7%	6.6%	1.5%	-	-	-	-	-	-	-	2.2%	-	
部長・部長相当職	45	24.4%	37.8%	11.1%	20.0%	4.4%	-	-	-	-	-	-	-	-	11.1%	5.6%	
役員	18	27.8%	16.7%	-	11.1%	22.2%	-	-	-	-	-	-	-	-	-	-	
配偶関係 未婚・離死別	7	57.1%	14.3%	14.3%	-	-	-	-	-	-	-	-	-	-	-	-	
既婚・離死別	606	23.4%	30.4%	15.7%	13.7%	8.1%	2.5%	0.5%	-	-	-	-	-	0.2%	4.6%	1.0%	
未子年齢	118	9.3%	16.1%	22.0%	24.6%	11.9%	5.9%	-	-	-	-	-	-	-	9.3%	0.8%	
未子0-3歳	328	32.9%	28.4%	13.7%	11.0%	7.3%	1.5%	0.6%	-	-	-	-	-	-	3.0%	1.5%	
未子4-6歳	84	15.5%	35.7%	17.9%	13.1%	9.5%	2.4%	1.2%	-	-	-	-	-	-	4.8%	-	
未子7歳以上	73	13.7%	54.8%	11.0%	9.6%	4.1%	1.4%	-	-	-	-	-	-	1.4%	4.1%	-	
企業調査: 作成した 行動計画 作成していない	48	16.7%	35.4%	20.8%	6.3%	12.5%	4.2%	-	-	-	-	-	-	-	4.2%	-	
女性・計	465	22.8%	30.3%	14.8%	14.6%	8.2%	2.4%	0.6%	-	-	-	-	-	0.2%	4.9%	1.1%	
男性・計	607	0.7%	1.5%	9.4%	25.4%	26.4%	16.0%	7.4%	3.3%	1.3%	0.8%	0.3%	0.2%	0.2%	5.3%	0.8%	
18-29歳	116	0.9%	2.6%	11.2%	32.8%	26.7%	11.2%	2.6%	-	-	-	-	-	-	6.9%	1.7%	
30-39歳	462	0.6%	1.3%	9.5%	23.4%	26.6%	17.1%	8.4%	4.1%	1.1%	0.6%	1.1%	0.4%	0.2%	4.8%	0.6%	
40-65歳	29	-	-	-	27.6%	20.7%	17.2%	10.3%	3.4%	10.3%	-	-	-	-	6.9%	-	
2017(H29)年 より前	41	2.4%	-	17.1%	31.7%	22.0%	14.6%	2.4%	-	-	-	-	-	-	7.3%	-	
2017(H29)年 より前	563	0.5%	1.6%	8.9%	24.9%	26.6%	16.2%	7.6%	3.6%	1.4%	1.2%	0.9%	0.2%	0.2%	5.2%	0.9%	
役員	508	0.6%	1.4%	9.8%	25.6%	27.2%	15.6%	6.7%	3.3%	1.2%	1.4%	0.6%	0.2%	0.2%	5.3%	1.0%	
係長・主任相当職	78	1.3%	2.6%	6.4%	26.9%	20.5%	20.5%	10.3%	3.8%	1.3%	-	1.3%	-	-	5.1%	-	
課長・課長相当職	10	-	-	20.0%	20.0%	30.0%	-	20.0%	-	-	-	10.0%	-	-	-	-	
部長・部長相当職	3	-	-	-	-	-	-	-	-	-	-	33.3%	-	-	33.3%	-	
役員	4	-	-	-	-	-	-	-	-	-	-	25.0%	-	-	-	-	
配偶関係 未婚・離死別	607	0.7%	1.5%	9.4%	25.4%	26.4%	16.0%	7.4%	3.3%	1.3%	0.8%	0.3%	0.2%	0.2%	5.3%	0.8%	
既婚・離死別	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
未子年齢	140	2.1%	1.4%	7.1%	32.9%	26.4%	15.0%	3.6%	0.7%	0.7%	-	-	-	-	8.6%	1.4%	
未子0-3歳	243	0.4%	1.2%	11.9%	23.5%	24.7%	16.9%	7.8%	3.7%	2.1%	0.8%	0.8%	0.4%	0.4%	4.5%	0.8%	
未子4-6歳	108	-	1.9%	9.3%	26.9%	24.1%	18.5%	9.3%	1.9%	0.9%	2.8%	1.9%	-	-	2.8%	-	
未子7歳以上	108	-	1.9%	6.5%	19.4%	29.6%	13.9%	9.3%	7.4%	0.9%	2.8%	0.9%	0.9%	-	5.6%	0.9%	
企業調査: 作成した 行動計画 作成していない	53	-	-	13.2%	28.3%	28.3%	13.2%	7.5%	-	1.9%	3.8%	1.9%	-	-	1.9%	-	
女性・計	435	0.9%	2.1%	7.8%	28.2%	26.0%	15.2%	8.0%	3.9%	1.6%	1.4%	0.5%	0.2%	0.2%	5.1%	0.8%	
男性・計	1468	25.1%	29.4%	13.8%	15.6%	7.1%	4.3%	0.7%	0.1%	0.2%	-	0.1%	0.1%	0.1%	2.7%	0.7%	
18-29歳	273	22.3%	24.9%	15.8%	18.7%	10.6%	1.5%	1.1%	-	-	-	-	-	0.4%	4.0%	0.7%	
30-39歳	1164	25.6%	30.3%	13.4%	15.2%	6.4%	4.9%	0.7%	0.1%	0.3%	-	0.1%	0.1%	0.1%	2.4%	0.5%	
40-65歳	28	28.6%	28.6%	14.3%	3.6%	3.6%	7.1%	-	-	-	-	-	-	-	3.6%	7.1%	
2017(H29)年 より前	95	26.3%	29.5%	13.7%	10.3%	8.4%	6.3%	1.1%	-	1.1%	-	-	-	-	3.2%	-	
2017(H29)年 より前	1354	25.0%	29.5%	13.7%	15.5%	7.0%	4.1%	0.7%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	2.7%	0.7%	
役員	856	22.4%	29.3%	15.7%	15.0%	7.8%	4.6%	1.2%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	3.2%	0.5%	
係長・主任相当職	478	27.8%	28.9%	13.0%	16.1%	6.5%	4.4%	0.2%	0.2%	0.2%	-	-	-	-	1.9%	0.8%	
課長・課長相当職	107	32.7%	34.6%	5.6%	16.8%	2.8%	1.9%	-	0.9%	0.9%	-	-	-	-	2.8%	0.9%	
部長・部長相当職	20	30.0%	20.0%	20.0%	20.0%	15.0%	5.0%	-	-	-	-	-	-	-	5.0%	5.0%	
役員	3	33.3%	-	-	33.3%	-	-	-	-	-	-	-	-	33.3%	-	-	
配偶関係 未婚・離死別	1468	25.1%	29.4%	13.8%	15.6%	7.1%	4.3%	0.7%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	2.7%	0.7%	
既婚・離死別	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
未子年齢	242	7.9%	21.9%	21.1%	23.6%	13.6%	5.8%	1.2%	-	0.4%	-	-	-	0.4%	2.9%	0.8%	
未子0-3歳	859	32.6%	23.9%	13.6%	14.8%	6.4%	4.2%	0.5%	0.1%	0.2%	-	-	-	0.1%	2.9%	0.6%	

	F5.同居家族(複数回答)										F6.要介護者の有無			
	全体n	1)同居者は いない	2)配偶者	3)子ども	4)自分の父親	5)自分の母親	6)配偶者の父親	7)配偶者の母親	8)その他	無回答	全体n	いる	いない	同居者は いない
男性・計	1135	18.3%	48.8%	40.7%	26.7%	31.0%	2.4%	3.3%	12.2%	1.8%	3.9%	75.9%	18.3%	1.9%
年齢	403	25.3%	26.3%	15.9%	39.0%	46.7%	2.0%	3.0%	21.6%	1.0%	5.2%	68.0%	25.3%	1.5%
入社年	702	14.5%	61.4%	54.7%	20.1%	22.4%	2.7%	3.7%	7.1%	1.9%	7.7%	69.2%	14.5%	7.7%
役員	156	37.2%	19.9%	12.8%	35.3%	39.1%	1.9%	1.3%	17.9%	1.3%	3.2%	58.3%	37.2%	1.3%
役員なし	954	15.1%	54.1%	45.8%	29.5%	29.5%	2.5%	3.8%	11.0%	1.8%	4.0%	78.9%	15.1%	2.0%
役員なし	784	20.8%	40.4%	32.4%	32.1%	36.9%	1.9%	2.8%	14.0%	1.4%	3.3%	74.4%	20.8%	1.5%
係長・主任相当職	253	12.6%	68.8%	60.5%	4.7%	16.6%	3.2%	4.7%	8.3%	2.0%	5.5%	79.8%	12.6%	2.0%
課長・課長相当職	57	14.0%	66.7%	59.6%	14.0%	17.5%	5.3%	5.3%	8.8%	1.8%	7.0%	75.4%	14.0%	3.5%
部長・部長相当職	27	14.8%	63.0%	55.6%	18.5%	22.2%	3.7%	3.7%	3.7%	3.7%	—	91.5%	14.8%	3.7%
役員	10	10.0%	70.0%	70.0%	30.0%	40.0%	—	—	—	—	—	80.0%	10.0%	—
配偶関係	648	5.6%	85.0%	71.1%	9.9%	11.6%	3.7%	4.5%	4.9%	1.1%	648	3.1%	89.8%	5.6%
既婚・離死別	476	36.1%	0.6%	0.2%	49.4%	57.4%	0.6%	1.7%	22.1%	1.3%	476	5.0%	57.8%	36.1%
未婚	601	30.4%	17.8%	0.5%	40.9%	47.1%	0.7%	1.7%	18.0%	1.2%	601	4.5%	63.7%	30.4%
子なし	336	2.4%	91.1%	92.9%	8.0%	10.4%	5.1%	5.4%	3.9%	0.9%	336	3.0%	93.8%	2.4%
末子0-3歳	92	3.3%	84.8%	90.2%	14.1%	16.3%	4.3%	4.3%	7.6%	1.1%	92	5.4%	89.1%	3.3%
末子4-6歳	80	7.5%	76.3%	78.8%	13.8%	12.5%	2.5%	7.5%	7.5%	2.5%	80	2.5%	87.5%	7.5%
末子7歳以上	81	9.9%	59.3%	46.9%	24.7%	29.6%	1.2%	2.5%	11.1%	2.5%	81	2.5%	85.2%	9.9%
企業調査: 作成した	880	18.9%	47.8%	39.4%	27.8%	31.1%	2.3%	3.3%	20.2%	1.9%	880	3.6%	75.6%	18.9%
行動計画 作成していない	1463	13.3%	37.5%	35.8%	33.8%	39.6%	3.8%	5.5%	20.2%	1.2%	1463	3.9%	80.9%	13.8%
年齢	625	18.4%	16.8%	11.2%	48.6%	57.3%	1.8%	2.9%	31.7%	1.1%	625	4.5%	75.7%	18.4%
入社年	793	10.6%	53.0%	53.6%	23.1%	26.6%	5.3%	7.6%	11.9%	1.4%	793	3.5%	84.5%	10.6%
役員	42	4.8%	54.8%	69.0%	14.3%	19.0%	4.8%	4.8%	7.1%	2.4%	42	—	92.9%	4.8%
役員なし	179	24.0%	18.4%	17.9%	40.2%	49.7%	1.7%	2.8%	20.1%	—	179	3.9%	70.9%	24.0%
係長・主任相当職	1260	12.5%	40.6%	38.8%	32.5%	37.7%	4.1%	6.0%	19.9%	1.4%	1260	3.9%	82.1%	12.5%
課長・課長相当職	1265	13.9%	36.1%	35.4%	34.6%	40.2%	3.7%	5.4%	20.8%	1.3%	1265	3.6%	81.1%	13.9%
部長・部長相当職	151	12.6%	47.0%	35.1%	29.8%	35.8%	3.3%	5.3%	14.6%	0.7%	151	6.0%	80.8%	12.6%
役員	15	13.3%	66.7%	73.3%	6.7%	26.7%	6.7%	13.3%	26.7%	—	15	6.7%	80.0%	13.3%
役員なし	7	14.3%	42.9%	71.4%	14.3%	14.3%	14.3%	14.3%	—	14.3%	7	—	71.4%	14.3%
役員	13	15.4%	30.8%	23.1%	38.5%	38.5%	7.7%	15.4%	—	—	13	7.7%	76.9%	15.4%
配偶関係	703	3.1%	77.2%	73.4%	7.3%	10.2%	7.7%	10.5%	5.3%	1.0%	703	2.4%	93.0%	3.1%
既婚・離死別	754	23.9%	0.7%	0.9%	58.5%	66.8%	0.1%	0.8%	34.0%	1.1%	754	5.2%	69.9%	23.9%
未婚	891	22.0%	14.6%	0.4%	48.9%	56.1%	1.1%	2.1%	29.4%	0.9%	891	4.6%	72.4%	22.0%
子なし	260	0.8%	83.5%	94.6%	7.7%	10.4%	8.5%	10.4%	4.6%	0.8%	260	3.1%	95.0%	0.8%
末子0-3歳	126	—	77.8%	96.8%	7.9%	13.5%	9.5%	12.7%	5.6%	2.4%	126	0.8%	96.0%	—
末子4-6歳	157	1.3%	61.1%	93.0%	10.8%	14.0%	7.0%	10.2%	6.4%	1.3%	157	3.2%	94.9%	1.3%
末子7歳以上	120	14.2%	36.7%	36.7%	37.5%	41.7%	7.5%	6.7%	22.5%	—	120	5.0%	80.8%	14.2%
企業調査: 作成した	1040	14.5%	37.8%	36.0%	32.9%	37.8%	3.5%	5.5%	19.7%	1.3%	1040	3.8%	80.1%	14.5%
行動計画 作成していない	2686	19.0%	50.0%	43.9%	24.1%	28.3%	2.0%	2.8%	11.4%	1.3%	2686	3.0%	76.5%	19.0%
年齢	1031	28.3%	24.3%	17.9%	35.9%	41.9%	1.6%	2.2%	19.0%	0.9%	1031	3.5%	67.0%	28.3%
入社年	1616	13.2%	65.8%	60.0%	17.0%	20.1%	3.3%	3.3%	6.8%	1.7%	1616	2.8%	82.3%	13.2%
役員	33	6.1%	84.8%	72.7%	6.1%	6.1%	—	—	—	3.0%	33	—	90.9%	6.1%
役員なし	410	30.7%	22.4%	16.3%	37.3%	43.2%	1.5%	2.4%	16.6%	0.7%	410	3.7%	64.6%	30.7%
係長・主任相当職	2204	16.4%	56.0%	50.0%	21.4%	25.2%	2.0%	2.9%	10.2%	1.5%	2204	2.9%	79.0%	16.4%
課長・課長相当職	1869	22.4%	42.0%	35.1%	27.7%	32.1%	1.9%	3.0%	13.3%	1.4%	1869	3.3%	72.6%	22.4%
部長・部長相当職	639	10.8%	68.9%	63.8%	16.3%	20.0%	1.9%	2.5%	7.4%	0.9%	639	2.3%	85.9%	10.8%
役員	136	12.5%	68.4%	67.6%	11.8%	16.9%	3.7%	2.9%	4.4%	1.5%	136	2.9%	81.6%	12.5%
役員なし	23	4.3%	82.6%	73.9%	13.0%	13.0%	4.3%	4.3%	4.3%	4.3%	23	—	95.7%	4.3%
配偶関係	1522	4.1%	88.1%	77.3%	7.6%	9.3%	3.2%	4.3%	3.5%	1.1%	1522	2.0%	92.8%	4.1%
既婚・離死別	1147	39.0%	0.3%	0.3%	46.4%	53.8%	0.4%	0.9%	21.8%	0.5%	1147	4.4%	55.6%	39.0%
未婚	1404	33.5%	15.7%	0.3%	45.4%	45.4%	0.9%	1.4%	18.2%	0.6%	1404	3.7%	61.9%	33.5%
子なし	868	2.4%	90.2%	94.6%	6.5%	8.6%	3.0%	4.4%	3.7%	1.3%	868	1.8%	94.5%	2.4%

1	末子4-6歳	247	2.4%	92.3%	96.4%	8.1%	8.9%	3.6%	5.3%	2.8%	0.4%	247	2.8%	94.3%	2.4%	0.4%
0	末子7歳以上	131	2.3%	82.4%	87.8%	12.2%	13.0%	4.6%	4.6%	5.3%	1.5%	131	3.1%	92.4%	2.3%	2.3%
0	企業調査: 作成した	865	17.6%	48.0%	42.3%	28.3%	31.8%	1.3%	3.0%	12.5%	0.7%	865	3.8%	77.6%	17.6%	1.0%
5	行動計画 作成していない	1401	19.3%	51.0%	45.0%	22.7%	27.4%	2.1%	2.5%	10.6%	1.4%	1401	2.6%	76.6%	19.3%	1.4%
2	女性・計	3188	16.4%	35.4%	31.2%	33.9%	39.7%	2.7%	4.1%	31.8%	0.7%	3188	4.0%	78.6%	16.4%	1.0%
9	年齢	1498	20.9%	16.4%	8.3%	48.4%	55.7%	0.9%	2.3%	30.8%	0.5%	1498	4.9%	73.6%	20.6%	0.9%
9	年齢	1652	12.9%	52.2%	51.3%	21.1%	25.5%	4.4%	5.7%	12.0%	0.8%	1652	3.1%	82.9%	12.9%	1.1%
人	年齢	30	3.3%	60.0%	66.7%	20.0%	16.7%	-	3.3%	6.7%	3.3%	30	3.3%	90.0%	3.3%	3.3%
	入社年	480	21.9%	13.8%	11.3%	51.0%	56.9%	1.5%	1.5%	32.9%	0.4%	480	4.6%	72.3%	21.9%	1.3%
	2017(H29)年	2649	15.3%	39.5%	35.2%	30.7%	36.4%	3.0%	3.0%	18.6%	0.8%	2649	3.9%	79.8%	15.3%	1.0%
	2017(H29)年より前	2726	16.8%	32.6%	28.7%	35.8%	42.0%	2.5%	3.7%	21.9%	0.6%	2726	3.6%	78.6%	16.8%	1.0%
	役職なし	393	13.2%	52.4%	46.3%	22.4%	26.5%	3.8%	6.4%	14.5%	1.3%	393	5.3%	80.2%	13.2%	1.3%
	係長・主任相当職	35	20.0%	45.7%	48.6%	28.6%	25.7%	-	2.9%	14.3%	-	35	5.7%	74.3%	20.0%	-
	課長・課長相当職	11	9.1%	63.6%	54.5%	9.1%	9.1%	-	9.1%	9.1%	-	11	-	90.9%	9.1%	-
	部長・部長相当職	9	22.2%	55.6%	22.2%	22.2%	22.2%	-	-	-	-	9	22.2%	55.6%	22.2%	-
	役員	1402	3.2%	80.0%	69.5%	6.6%	8.6%	6.1%	8.3%	4.9%	0.8%	1402	2.4%	93.4%	3.2%	1.0%
	配偶関係	1780	26.9%	0.2%	1.0%	55.6%	64.3%	0.1%	0.8%	33.3%	0.6%	1780	5.2%	67.0%	26.9%	1.0%
	既婚・離死別	2110	23.8%	14.7%	0.2%	46.8%	53.7%	0.4%	1.2%	28.2%	0.7%	2110	4.6%	70.6%	23.8%	0.9%
	末子年齢	584	1.0%	87.8%	96.7%	4.6%	6.8%	5.8%	8.7%	6.3%	0.5%	584	1.5%	96.4%	1.0%	1.0%
	末子0-3歳	239	2.1%	77.4%	95.0%	9.2%	10.9%	9.6%	13.0%	2.9%	0.8%	239	2.1%	95.0%	2.1%	0.8%
	末子4-6歳	203	0.5%	55.2%	95.6%	11.8%	10.8%	9.9%	10.8%	4.9%	0.5%	203	4.9%	94.1%	0.5%	0.5%
	末子7歳以上	1049	14.8%	35.7%	33.7%	33.7%	39.6%	3.4%	5.1%	21.4%	1.0%	1049	3.3%	80.4%	14.8%	1.5%
	企業調査: 作成した	1490	17.8%	35.5%	29.6%	33.2%	39.1%	2.2%	3.4%	20.3%	0.6%	1490	4.2%	77.2%	17.8%	0.9%
	行動計画 作成していない	3727	21.6%	50.6%	43.2%	23.1%	25.8%	1.1%	1.9%	10.6%	1.0%	3727	2.3%	75.1%	21.6%	1.0%
	男性・計	1436	33.3%	21.0%	12.9%	38.2%	41.8%	0.7%	1.6%	19.4%	1.0%	1436	2.6%	62.9%	33.3%	1.2%
	年齢	2239	14.3%	69.2%	62.1%	13.6%	15.8%	1.4%	2.0%	5.2%	0.9%	2239	2.1%	82.7%	14.3%	0.8%
	年齢	43	11.6%	69.8%	69.8%	7.0%	14.0%	-	7.0%	-	2.3%	43	-	86.0%	11.6%	2.3%
	入社年	630	35.6%	15.1%	11.0%	41.3%	45.4%	0.6%	1.0%	24.0%	0.8%	630	3.2%	60.2%	35.6%	1.1%
	2017(H29)年	3019	18.6%	58.3%	50.4%	19.2%	21.7%	1.2%	2.2%	7.8%	1.0%	3019	2.2%	78.3%	18.6%	0.9%
	2017(H29)年より前	2486	26.4%	39.7%	32.0%	28.3%	31.3%	1.2%	1.3%	13.6%	0.9%	2486	2.6%	70.1%	26.4%	0.9%
	役職なし	1006	12.1%	72.4%	65.5%	13.4%	15.4%	0.9%	2.0%	4.9%	1.0%	1006	1.7%	85.2%	12.1%	1.0%
	係長・主任相当職	189	10.1%	74.1%	66.7%	11.6%	14.3%	0.5%	2.1%	3.2%	1.6%	189	1.6%	86.2%	10.1%	2.1%
	課長・課長相当職	28	17.9%	75.0%	75.0%	-	-	7.1%	7.1%	3.6%	-	28	3.6%	78.6%	17.9%	-
	部長・部長相当職	8	37.5%	88.0%	37.5%	12.5%	12.5%	-	-	12.5%	-	8	-	62.5%	37.5%	-
	役員	2115	5.1%	50.7%	75.9%	6.2%	7.2%	1.8%	2.7%	2.8%	0.9%	2115	1.5%	92.5%	5.1%	0.9%
	配偶関係	1593	43.6%	0.5%	0.1%	45.4%	50.5%	0.2%	0.8%	21.1%	0.6%	1593	3.5%	52.4%	43.6%	0.6%
	既婚・離死別	1966	37.6%	16.4%	0.2%	37.5%	41.7%	0.3%	0.9%	17.1%	0.6%	1966	3.1%	58.7%	37.6%	0.6%
	末子年齢	1204	2.8%	92.7%	94.3%	6.1%	6.7%	2.7%	2.7%	2.4%	0.8%	1204	1.2%	95.1%	2.8%	0.9%
	末子0-3歳	341	2.6%	87.1%	94.7%	9.1%	10.3%	2.3%	4.1%	4.1%	0.9%	341	2.3%	93.8%	2.6%	1.2%
	末子4-6歳	170	7.1%	81.8%	84.1%	4.7%	8.2%	3.5%	4.1%	3.5%	4.1%	170	0.6%	88.8%	7.1%	3.5%
	末子7歳以上	2817	21.1%	51.2%	44.1%	23.9%	26.2%	1.1%	2.1%	10.3%	0.8%	2817	2.3%	75.7%	21.1%	1.0%
	企業調査: 作成した	301	20.9%	47.5%	38.5%	22.9%	27.2%	1.7%	2.0%	13.0%	1.3%	301	1.7%	76.4%	20.9%	1.0%
	行動計画 作成していない	4460	20.8%	37.9%	31.8%	29.7%	34.3%	2.2%	3.3%	18.6%	0.8%	4460	2.8%	75.2%	20.8%	1.1%
	女性・計	2076	27.3%	15.3%	7.4%	44.1%	50.3%	1.0%	1.4%	29.0%	0.8%	2076	3.1%	68.4%	27.3%	1.2%
	年齢	2330	15.2%	57.9%	53.3%	17.2%	20.4%	3.4%	5.1%	9.6%	0.6%	2330	2.6%	81.3%	15.2%	0.9%
	年齢	39	12.8%	51.3%	53.8%	12.8%	20.5%	2.6%	2.6%	7.7%	2.6%	39	2.6%	82.1%	12.8%	2.6%
	入社年	741	29.8%	12.0%	8.8%	46.2%	51.6%	0.7%	1.3%	30.4%	0.5%	741	3.4%	65.5%	29.8%	1.3%
	2017(H29)年	3645	18.9%	43.5%	36.9%	26.2%	30.7%	2.6%	3.8%	16.2%	0.8%	3645	2.7%	77.4%	18.9%	1.0%
	2017(H29)年より前	3657	20.9%	34.9%	29.3%	32.3%	37.0%	2.2%	3.3%	20.2%	0.8%	3657	3.0%	75.0%	20.9%	1.1%
	役職なし	698	19.2%	52.6%	44.4%	17.5%	22.5%	2.3%	3.7%	11.7%	0.6%	698	2.4%	77.4%	19.2%	1.0%
	係長・主任相当職	74	28.4%	50.0%	40.5%	13.5%	16.2%	2.7%	2.7%	5.4%	-	74	1.4%	70.3%	28.4%	-
	課長・課長相当職	5	60.0%	40.0%	20.0%	-	-	-	-	-	-	5	-	40.0%	60.0%	-
	部長・部長相当職	10	20.0%	30.0%	10.0%	30.0%	30.0%	-	-	30.0%	-	10	10.0%	70.0%	20.0%	-
	役員	2009	3.6%	83.6%	69.9%	5.0%	6.8%	4.8%	6.9%	3.8%	0.9%	2009	1.5%	93.8%	3.6%	1.1%
	配偶関係	2439	35.0%	0.5%	0.5%	50.0%	57.0%	0.1%	0.5%	30.9%	0.5%	2439	3.9%	60.2%	35.0%	0.9%
	既婚・離死別	2946	30.3%	15.7%	0.3%	41.8%	47.7%	0.4%	0.8%	26.1%	0.5%	2946	3.6%	65.3%	30.3%	0.8%
	末子年齢	932	1.0%	88.4%	96.4%	3.6%	5.8%	5.6%	7.9%	3.5%	0.9%	932	1.3%	96.5%	1.0%	1.3%
	末子0-3歳	321	1.2%	81.6%	96.9%	5.9%	6.9%	6.9%	10.0%	4.0%	1.2%	321	0.9%	96.3%	1.2%	1.6%
	末子4-6歳	208	1.4%	64.9%	94.7%	12.0%	15.4%	6.7%	9.6%	3.4%	1.0%	208	1.4%	97.7%	1.4%	1.0%
	末子7歳以上	3296	20.5%	38.6%	32.9%	29.7%	34.1%	2.2%	3.3%	19.2%	0.6%	3296	2.7%	75.9%	20.5%	0.9%
	企業調査: 作成した	390	21.0%	36.9%	29.5%	29.5%	33.8%	2.8%	3.8%	14.6%	1.0%	390	3.1%	73.8%	21.0%	2.1%
	行動計画 作成していない															

JILPT 調査シリーズ No.196

女性活躍と両立支援に関する調査

発行年月日 2020年3月31日

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印刷・製本 有限会社 太平印刷

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