

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。

	問1-2.年齢											問1-3.入社年				
	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%
年齢	403	0.2%	36.2%	63.5%	-	-	-	-	-	403	25.5	2.6	403	24.6%	72.5%	3.0%
18-29歳	702	-	-	-	48.6%	51.4%	-	-	-	702	34.6	2.8	702	8.1%	90.3%	1.6%
30-39歳	26	-	-	-	-	-	65.4%	34.6%	-	26	48.3	7.5	26	-	100.0%	-
40-65歳	156	0.6%	39.7%	23.1%	22.4%	14.1%	-	-	-	156	27.5	5.4	156	100.0%	-	-
入社年	954	-	8.5%	22.1%	31.7%	34.8%	1.6%	0.9%	0.2%	952	32.4	5.6	954	-	-	-
2017(H29)年より前	784	0.1%	18.0%	26.5%	31.0%	23.2%	0.8%	0.1%	0.4%	781	30.2	5.4	784	19.0%	78.4%	2.6%
役職なし	253	-	-	14.6%	32.0%	50.6%	2.8%	-	-	253	34.4	4.0	253	1.6%	96.8%	1.6%
係長・主任相当職	57	-	1.8%	8.8%	19.3%	63.2%	1.8%	5.3%	-	57	36.2	5.7	57	1.8%	93.2%	-
課長・課長相当職	27	-	14.8%	7.4%	11.1%	40.7%	11.1%	14.8%	-	27	37.7	11.1	27	-	100.0%	-
部長・部長相当職	10	-	-	30.0%	30.0%	10.0%	10.0%	-	-	10	35.5	9.9	10	10.0%	90.0%	-
役員	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%
配偶関係	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%
未婚	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%
既婚・離死別	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%
子なし	92	-	-	-	7.6%	58.7%	1.1%	-	-	92	34.9	3.6	92	3.3%	96.7%	-
末子0-3歳	80	-	1.3%	-	-	70.0%	6.3%	10.0%	1.3%	79	39.2	7.1	80	2.5%	96.3%	1.3%
末子4-6歳	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%
末子7歳以上	880	-	12.6%	23.0%	30.0%	31.7%	1.8%	0.8%	0.1%	879	31.7	5.8	880	13.4%	84.7%	1.9%
企業調査：作成した行動計画	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%
作成していない	625	0.8%	38.7%	60.5%	-	-	-	-	-	625	25.3	2.6	625	21.4%	75.7%	2.9%
18-29歳	793	-	-	-	-	-	-	-	-	793	34.7	2.9	793	4.7%	94.8%	0.5%
30-39歳	42	-	-	-	47.2%	52.8%	-	-	-	42	44.8	6.2	42	19.0%	78.6%	2.4%
40-65歳	179	2.2%	43.0%	29.6%	8.9%	11.7%	4.5%	-	-	179	27.2	6.0	179	100.0%	-	-
入社年	1260	-	12.1%	25.5%	28.3%	31.4%	1.9%	0.7%	0.2%	1258	31.6	5.7	1260	-	100.0%	-
2017(H29)年より前	1265	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%
役職なし	151	-	2.0%	15.2%	34.4%	42.4%	4.0%	1.3%	2.6%	150	33.9	5.3	151	0.7%	96.7%	0.7%
係長・主任相当職	15	-	-	6.7%	-	73.3%	6.7%	6.7%	6.7%	14	38.0	4.3	15	6.7%	93.3%	-
課長・課長相当職	7	-	-	-	28.6%	42.9%	14.3%	14.3%	-	7	40.0	7.6	7	-	100.0%	-
部長・部長相当職	13	-	30.8%	30.8%	7.7%	23.1%	7.7%	-	-	13	29.9	6.8	13	7.7%	84.6%	7.7%
役員	703	-	1.7%	17.5%	31.6%	44.4%	3.7%	1.1%	-	703	34.0	5.0	703	7.4%	91.7%	0.9%
配偶関係	754	0.7%	30.4%	33.7%	20.0%	13.8%	0.9%	0.1%	0.4%	751	28.1	5.3	754	16.8%	80.9%	2.3%
未婚	891	0.4%	25.7%	34.5%	22.2%	15.8%	0.8%	0.2%	0.3%	888	28.6	5.4	891	15.8%	82.0%	2.1%
既婚・離死別	260	-	1.5%	20.0%	36.5%	39.2%	2.7%	-	-	260	33.1	4.2	260	4.6%	94.6%	0.8%
子なし	126	-	2.4%	7.1%	31.7%	54.8%	4.0%	-	-	126	34.7	4.1	126	5.6%	93.7%	0.8%
末子0-3歳	157	-	-	-	3.2%	21.7%	62.4%	8.3%	4.5%	157	37.4	5.3	157	10.8%	89.2%	-
末子4-6歳	120	-	15.8%	25.8%	27.5%	26.7%	4.2%	-	-	120	31.1	5.6	120	15.8%	83.3%	0.8%
末子7歳以上	1040	0.3%	17.2%	24.6%	28.9%	21.1%	0.7%	0.3%	0.2%	1037	30.9	6.1	1040	11.8%	86.6%	1.5%
企業調査：作成した行動計画	2686	0.4%	14.0%	24.1%	28.7%	31.5%	1.1%	0.1%	0.2%	2686	31.2	5.5	2686	15.3%	82.1%	2.7%
作成していない	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%
役職なし	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	28.1	5.2	1404	4.1%	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%
子なし																
末子0-3歳																

1	末子4-6歳	247	-	-	4.0%	26.3%	67.2%	2.4%	-	3.1%	0.8%	-	247	35.6	2.8	4.5%	95.5%
0	末子7歳以上	131	-	-	2.3%	17.6%	68.7%	7.6%	-	-	-	-	131	37.6	4.3	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%	0.1%	-	865	30.7	5.4	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%	0.3%	-	1401	31.4	5.5	15.9%	81.4%
2	女性・計	3188	0.4%	19.8%	26.8%	23.9%	27.9%	0.8%	0.2%	0.2%	0.3%	-	3188	30.3	5.7	15.1%	83.1%
9	年齢	1498	0.8%	42.2%	57.0%	-	-	-	-	-	-	-	1498	25.1	2.6	25.1%	71.8%
9	人	1652	-	-	-	46.1%	53.9%	-	-	-	-	-	1652	34.7	2.8	6.0%	93.3%
		30	-	-	-	-	-	83.3%	16.7%	-	-	-	30	44.1	5.1	13.3%	86.7%
	入社年	480	2.1%	53.1%	23.1%	10.4%	10.2%	0.6%	0.2%	0.2%	0.2%	-	480	26.0	5.3	100.0%	-
	2017(H29)年より前	2649	-	13.3%	27.3%	26.7%	31.5%	0.8%	0.2%	0.2%	0.2%	-	2649	31.1	5.4	26.4%	-
	役員	2726	0.4%	22.7%	29.2%	23.1%	23.5%	0.7%	0.1%	0.3%	0.3%	-	2726	29.6	5.6	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	0.3%	99.2%
	係長・主任相当職	35	-	-	-	14.3%	80.0%	5.7%	-	-	-	-	35	36.8	2.9	11.4%	88.6%
	課長・課長相当職	11	-	-	-	9.1%	81.8%	9.1%	-	-	-	-	11	38.2	2.6	-	100.0%
	部長・部長相当職	9	-	22.2%	44.4%	11.1%	11.1%	-	-	11.1%	-	-	9	30.3	11.5	22.2%	77.8%
	役員	1402	-	1.7%	19.1%	31.7%	45.7%	1.4%	0.3%	0.1%	0.1%	-	1402	33.6	4.4	6.4%	92.4%
	配偶関係	1780	0.7%	34.0%	32.9%	17.8%	13.9%	0.3%	-	0.3%	-	-	1780	27.6	5.2	21.9%	75.8%
	既婚・離死別	2110	0.6%	28.7%	34.3%	19.5%	16.3%	0.3%	-	0.3%	-	-	2110	28.2	5.3	19.7%	78.0%
	末子なし	584	-	1.2%	16.6%	41.4%	39.9%	0.7%	-	0.2%	0.2%	-	584	33.3	3.7	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	3.8%	95.0%
	末子4-6歳	203	-	0.5%	3.0%	18.7%	69.5%	5.4%	2.5%	0.5%	0.5%	-	203	36.9	4.3	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%	0.3%	-	1049	30.4	5.7	13.9%	84.4%
	企業調査: 作成した	1490	0.3%	20.2%	27.0%	24.2%	27.2%	0.8%	0.1%	0.2%	0.2%	-	1490	30.2	5.7	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%	0.2%	-	3727	31.1	5.3	16.9%	81.0%
	男性・計	1436	-	36.7%	62.7%	-	-	-	-	-	-	-	1436	25.5	2.4	34.8%	62.5%
	年齢	2239	-	-	-	50.1%	49.9%	-	-	-	-	-	2239	34.5	2.8	5.7%	92.7%
	18-29歳	43	-	-	-	-	88.4%	11.6%	-	-	-	-	43	44.6	4.9	2.3%	97.7%
	30-39歳	630	1.1%	55.9%	22.4%	12.7%	7.6%	0.2%	-	0.2%	-	-	630	25.9	4.6	100.0%	-
	40-65歳	3019	0.0%	5.3%	24.4%	33.8%	35.0%	1.2%	0.2%	0.1%	0.1%	-	3019	32.3	4.8	30.1%	100.0%
	入社年	2486	0.3%	21.0%	32.1%	28.4%	17.7%	0.3%	0.0%	0.2%	0.2%	-	2486	29.3	5.0	24.1%	73.1%
	2017(H29)年より前	1006	-	0.3%	7.9%	37.5%	52.4%	1.5%	-	0.5%	-	-	1006	34.6	3.4	1.8%	97.4%
	役員	189	-	0.5%	7.4%	15.9%	69.3%	5.8%	1.1%	3.7%	3.7%	-	189	36.5	4.5	3.7%	95.2%
	役員なし	28	-	-	21.4%	17.9%	42.9%	14.3%	3.6%	-	-	-	28	35.8	6.4	3.6%	96.4%
	係長・課長相当職	8	12.5%	12.5%	-	25.0%	37.5%	-	-	-	-	-	8	33.5	10.3	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%	0.2%	-	2115	33.8	4.0	4.9%	93.5%
	配偶関係	1593	0.6%	31.8%	36.1%	19.7%	11.2%	0.3%	0.1%	0.2%	0.2%	-	1593	27.7	4.8	32.7%	64.5%
	既婚・離死別	1966	0.5%	25.6%	35.1%	24.2%	14.0%	0.3%	0.1%	0.2%	0.2%	-	1966	28.5	4.9	27.8%	69.4%
	末子なし	1204	-	0.7%	14.7%	42.7%	40.7%	0.8%	-	4.2%	4.2%	-	1204	33.4	3.7	4.2%	94.4%
	末子0-3歳	341	-	0.3%	3.2%	27.0%	65.7%	3.5%	-	0.3%	0.3%	-	341	35.8	3.1	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	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%	0.2%	-	2817	31.2	5.3	17.3%	80.7%
	企業調査: 作成した	301	-	14.0%	28.9%	30.2%	30.2%	1.0%	0.3%	0.7%	0.7%	-	301	29.9	5.6	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%	0.3%	-	4460	30.3	5.6	16.6%	81.7%
	女性・計	2076	0.8%	42.8%	56.4%	-	-	-	-	-	-	-	2076	25.1	2.5	30.3%	67.3%
	年齢	2330	-	-	-	48.3%	51.7%	-	-	-	-	-	2330	34.6	2.9	4.6%	94.4%
	18-29歳	39	-	-	-	-	-	87.2%	12.8%	-	-	-	39	43.6	4.5	-	100.0%
	30-39歳	741	1.5%	64.1%	19.4%	8.6%	5.8%	-	-	0.5%	-	-	741	25.0	4.3	100.0%	-
	40-65歳	3645	0.1%	10.6%	27.6%	28.8%	31.6%	0.9%	0.1%	0.2%	0.2%	-	3645	31.4	5.2	25.6%	72.2%
	入社年	3657	0.4%	23.7%	29.4%	24.2%	21.2%	0.6%	0.1%	0.3%	0.3%	-	3657	29.4	5.5	19.7%	78.4%
	2017(H29)年より前	698	-	1.4%	11.9%	31.8%	53.0%	1.3%	0.4%	0.4%	0.4%	-	698	34.4	3.9	1.3%	98.1%
	役員	74	-	2.7%	6.8%	16.2%	70.3%	4.1%	-	4.1%	4.1%	-	74	36.0	4.0	4.1%	95.9%
	役員なし	5	-	-	-	-	-	20.0%	-	-	-	-	5	37.2	7.2	-	100.0%
	係長・主任相当職	10	-	50.0%	20.0%	20.0%	10.0%	-	-	-	-	-	10	26.1	5.3	30.0%	60.0%
	課長・課長相当職	2009	-	1.7%	16.7%	35.4%	44.4%	1.2%	0.2%	0.3%	0.3%	-	2009	33.6	4.2	5.6%	93.5%
	部長・部長相当職	2439	0.7%	34.9%	34.0%	16.9%	12.8%	0.4%	-	0.4%	-	-	2439	27.5	5.1	25.6%	72.2%
	配偶関係	2946	0.5%	29.3%	34.2%	20.0%	15.1%	0.4%	0.1%	0.4%	0.4%	-	2946	28.2	5.2	22.5%	75.4%
	既婚・離死別	932	-	0.9%	14.3%	42.7%	41.4%	0.5%	-	0.2%	0.2%	-	932	33.5	3.7	4.5%	94.6%
	末子なし	321	-	-	3.4%	29.0%	66.4%	1.2%	-	-	-	-	321	35.6	2.8	3.4%	96.3%
	末子0-3歳	208	-	-	1.4%	16.8%	73.6%	5.8%	1.4%	1.0%	1.0%	-	208	37.1	3.5	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%	0.2%	-	3296	30.3	5.6	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	15.6%	82.1%
	企業調査: 作成した																
	行動計画 作成していない																

1	末子4-6歳	247	41.7%	20.2%	5.3%	35.6%	17.4%	5.3%	34.8%	23.1%	19.8%	11.3%	45.7%	0.4%	0.4%	3.6%	2.0%
0	末子7歳以上	131	46.6%	26.0%	13.0%	45.8%	24.4%	10.7%	15.3%	16.0%	21.4%	16.4%	44.3%	2.3%	0.8%	2.3%	3.8%
0	企業調査: 作成した	865	40.1%	17.1%	5.4%	37.1%	18.2%	9.0%	19.1%	19.3%	16.2%	16.4%	45.4%	0.9%	0.6%	3.0%	2.9%
5	行動計画 作成していない	1401	43.5%	19.5%	6.1%	38.9%	20.1%	8.8%	19.1%	19.6%	19.3%	15.6%	40.1%	1.0%	0.5%	3.3%	2.7%
2	女性・計	3188	43.7%	17.5%	2.2%	42.9%	11.6%	5.0%	13.6%	19.4%	28.3%	15.2%	47.0%	2.9%	1.6%	5.3%	1.4%
9	年齢	1498	43.5%	19.9%	2.6%	42.0%	13.0%	5.5%	16.1%	20.4%	27.5%	17.8%	49.0%	3.1%	1.3%	5.4%	1.1%
9	年齢	1652	43.8%	15.2%	1.8%	43.5%	10.4%	4.4%	11.3%	18.5%	29.0%	12.9%	46.5%	2.6%	10.2%	5.3%	1.6%
9	年齢	30	43.3%	30.0%	6.7%	56.7%	13.3%	6.7%	16.7%	13.3%	26.7%	13.3%	26.7%	16.7%	3.3%	3.3%	—
9	年齢	480	41.9%	19.6%	3.1%	45.2%	15.0%	4.6%	15.8%	18.5%	32.5%	16.0%	43.8%	3.3%	15.4%	7.1%	—
9	年齢	2649	44.0%	17.0%	2.0%	42.5%	10.8%	5.0%	13.1%	19.5%	27.6%	15.1%	48.2%	2.7%	10.8%	5.0%	1.6%
9	年齢	2726	44.8%	17.7%	2.0%	43.5%	11.7%	4.9%	13.6%	19.8%	29.2%	15.4%	48.3%	3.1%	12.0%	5.5%	1.4%
9	年齢	393	38.9%	16.5%	2.8%	38.7%	10.9%	3.0%	13.0%	17.8%	23.9%	13.5%	42.7%	1.8%	9.7%	4.6%	1.5%
9	年齢	35	22.9%	8.6%	8.6%	40.0%	14.3%	2.9%	14.3%	14.3%	11.4%	8.6%	37.1%	—	2.9%	—	—
9	年齢	11	27.3%	36.4%	18.2%	45.5%	9.1%	—	36.4%	9.1%	9.1%	18.2%	54.5%	—	—	—	—
9	年齢	9	33.3%	11.1%	—	55.6%	—	—	22.2%	—	55.6%	22.2%	22.2%	—	—	—	—
9	年齢	1402	44.2%	16.0%	2.1%	45.4%	10.7%	4.9%	10.6%	23.0%	35.1%	12.3%	45.4%	3.4%	12.9%	5.1%	1.0%
9	年齢	1780	43.2%	18.7%	2.3%	40.8%	12.2%	5.0%	16.0%	16.6%	22.9%	17.4%	49.0%	2.4%	10.6%	5.5%	1.7%
9	年齢	2110	43.3%	19.5%	2.3%	42.2%	12.1%	4.9%	15.3%	18.2%	25.1%	16.5%	48.3%	2.5%	10.8%	5.2%	1.5%
9	年齢	584	43.5%	13.2%	2.1%	44.2%	10.6%	5.0%	10.4%	22.1%	31.3%	12.8%	46.7%	1.2%	13.2%	6.2%	1.2%
9	年齢	239	45.2%	12.6%	0.8%	38.1%	7.9%	4.6%	8.8%	22.2%	36.0%	12.1%	46.4%	1.7%	13.4%	3.3%	1.3%
9	年齢	203	45.3%	17.7%	3.0%	52.7%	13.3%	3.9%	9.9%	21.2%	45.3%	7.9%	39.9%	3.4%	12.8%	6.9%	0.5%
9	年齢	1049	44.6%	17.3%	1.8%	41.5%	10.6%	5.2%	14.6%	17.5%	28.9%	15.1%	49.9%	2.9%	14.0%	5.1%	1.3%
9	年齢	1490	44.7%	16.7%	2.7%	44.4%	12.4%	5.2%	13.2%	21.4%	28.9%	15.9%	46.0%	2.9%	10.5%	5.2%	1.2%
9	年齢	3727	51.1%	17.1%	6.9%	40.4%	20.8%	15.1%	24.7%	19.3%	17.0%	13.1%	39.4%	1.1%	0.6%	2.4%	1.8%
9	年齢	1436	49.8%	17.3%	7.0%	37.7%	20.1%	15.5%	24.4%	18.5%	18.9%	15.3%	38.4%	1.5%	0.5%	2.3%	2.2%
9	年齢	2239	52.0%	16.8%	6.7%	41.7%	21.0%	15.1%	24.8%	20.0%	15.9%	11.8%	40.2%	0.8%	0.6%	2.5%	1.5%
9	年齢	43	58.1%	25.6%	16.3%	65.1%	39.5%	4.7%	27.9%	18.6%	11.6%	14.0%	34.9%	4.7%	2.3%	—	2.3%
9	年齢	630	47.3%	18.1%	8.1%	39.7%	20.6%	12.5%	26.8%	20.2%	24.8%	14.0%	36.7%	1.0%	0.6%	3.0%	1.0%
9	年齢	3019	52.0%	16.8%	6.6%	40.5%	21.0%	15.7%	24.3%	19.1%	15.0%	13.1%	39.9%	1.2%	0.9%	2.3%	2.1%
9	年齢	2486	50.9%	17.5%	5.8%	39.4%	19.1%	14.8%	23.6%	19.7%	19.6%	14.4%	38.9%	1.2%	0.6%	2.4%	1.7%
9	年齢	1006	52.5%	15.2%	7.1%	42.3%	22.1%	16.7%	26.9%	19.5%	12.3%	11.0%	41.8%	0.8%	0.5%	2.4%	2.2%
9	年齢	189	47.1%	17.5%	14.8%	42.3%	33.9%	9.5%	25.4%	14.8%	7.4%	7.9%	36.0%	1.1%	—	2.6%	0.5%
9	年齢	28	42.9%	25.0%	25.0%	35.7%	32.1%	10.7%	35.7%	14.3%	—	17.9%	17.9%	—	—	3.6%	7.1%
9	年齢	8	62.5%	37.5%	25.0%	62.5%	62.5%	25.0%	50.0%	25.0%	37.5%	12.5%	25.0%	—	—	—	—
9	年齢	2115	53.3%	19.0%	7.9%	42.6%	22.5%	15.7%	24.8%	20.2%	16.9%	12.1%	40.5%	1.1%	0.6%	2.5%	1.7%
9	年齢	1593	48.3%	14.4%	5.5%	37.5%	18.5%	13.9%	24.5%	16.3%	17.0%	14.4%	37.9%	1.1%	0.6%	2.3%	2.1%
9	年齢	1966	49.4%	15.9%	6.5%	39.3%	18.7%	14.8%	25.0%	17.6%	18.0%	14.0%	37.4%	1.3%	0.6%	2.3%	2.0%
9	年齢	1204	52.6%	19.3%	7.3%	41.1%	22.8%	15.6%	24.1%	23.0%	16.6%	12.5%	40.4%	0.7%	0.5%	2.8%	1.7%
9	年齢	341	56.0%	17.3%	8.2%	42.2%	24.3%	16.1%	24.9%	17.0%	14.7%	12.6%	42.2%	1.5%	0.9%	1.2%	1.2%
9	年齢	170	53.5%	17.6%	4.7%	44.7%	22.4%	12.4%	20.6%	20.6%	12.4%	7.6%	47.1%	—	—	3.5%	0.6%
9	年齢	2817	52.3%	16.9%	6.7%	41.1%	20.3%	15.1%	25.1%	20.2%	17.6%	13.2%	40.0%	0.9%	0.5%	2.1%	1.7%
9	年齢	301	43.2%	15.8%	5.6%	40.5%	22.6%	10.0%	19.9%	13.3%	15.9%	14.6%	39.9%	2.0%	1.3%	3.7%	3.0%
9	年齢	4460	51.9%	16.7%	2.8%	46.5%	13.9%	12.0%	17.6%	21.1%	23.0%	12.4%	44.2%	3.2%	12.1%	5.3%	1.3%
9	年齢	2076	50.6%	17.8%	2.7%	45.0%	14.5%	12.5%	20.1%	23.5%	23.3%	14.4%	46.3%	3.4%	13.7%	4.8%	1.0%
9	年齢	2330	53.3%	15.8%	3.0%	47.8%	13.3%	11.6%	15.3%	19.2%	22.9%	10.8%	42.4%	3.0%	10.6%	5.8%	1.5%
9	年齢	39	46.2%	17.9%	—	51.3%	20.5%	10.3%	12.8%	30.8%	28.2%	7.7%	46.2%	5.1%	17.9%	7.7%	—
9	年齢	741	50.5%	21.2%	4.2%	51.7%	15.9%	8.8%	19.4%	25.1%	31.3%	12.7%	43.2%	3.0%	18.8%	3.4%	0.8%
9	年齢	3645	52.3%	15.8%	2.5%	45.4%	13.4%	12.7%	17.1%	20.3%	21.3%	12.5%	44.6%	3.2%	10.7%	5.8%	1.4%
9	年齢	3657	52.5%	17.1%	2.4%	47.6%	13.5%	11.6%	17.4%	21.9%	24.9%	12.8%	45.0%	3.2%	12.4%	5.3%	1.3%
9	年齢	698	50.6%	14.6%	4.0%	42.3%	14.8%	13.2%	18.9%	18.6%	14.5%	10.6%	43.1%	3.3%	9.5%	5.6%	1.3%
9	年齢	74	36.5%	17.6%	9.5%	33.8%	21.6%	17.6%	18.9%	8.1%	14.9%	13.5%	43.5%	1.4%	13.5%	2.7%	1.4%
9	年齢	5	60.0%	—	—	—	—	—	20.0%	—	20.0%	—	40.0%	—	20.0%	20.0%	—
9	年齢	10	30.0%	20.0%	20.0%	60.0%	30.0%	10.0%	20.0%	20.0%	30.0%	30.0%	20.0%	—	30.0%	10.0%	—
9	年齢	2009	52.5%	15.2%	2.3%	49.0%	12.6%	11.8%	14.9%	22.4%	25.4%	11.0%	42.4%	3.2%	12.0%	5.7%	1.4%
9	年齢	2439	51.5%	18.0%	3.2%	44.6%	15.0%	12.1%	19.8%	20.1%	21.2%	13.6%	45.8%	3.2%	12.1%	5.1%	1.1%
9	年齢	2946	51.3%	17.7%	3.0%	45.6%	14.8%	11.9%	19.3%	21.5%	21.4%	13.5%	44.9%	3.3%	11.6%	5.4%	1.2%
9	年齢	932	53.8%	15.7%	2.0%	49.0%	11.4%	13.8%	15.2%	18.7%	26.1%	10.7%	43.6%	3.2%	12.8%	5.2%	1.3%
9	年齢	321	54.2%	11.8%	3.1%	48.9%	13.4%	9.7%	15.3%	21.5%	23.4%	8.4%	40.8%	2.5%	15.0%	6.5%	1.2%
9	年齢	208	49.5%	14.9%	2.6%	45.7%	13.0%	7.7%	8.2%	19.1%	33.7%	10.1%	48.1%	2.9%	9.1%	2.9%	1.0%
9	年齢	3296	53.7%	16.8%	2.9%	47.5%	13.8%	12.3%	17.8%	22.7%	23.0%	12.2%	44.9%	3.5%	12.5%	5.0%	1.3%
9	年齢	390	42.8%	14.4%	3.1%	42.1%	11.8%	6.9%	13.6%	17.7%	28.7%	13.6%	44.9%	2.3%	11.0%	5.9%	1.8%

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%
人	30-39歳	0.1%
	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%

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)男女別の平均賃金率	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%	4.8%	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%	15.4%	23.1%	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%	4.3%	-	21.7%
10	-	-	-	-	-	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	末子4-6歳	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%	3.6%	2.4%	35.6%	42.1%
0	末子7歳以上	131	3.1%	2.3%	8.4%	6.1%	1.5%	10.7%	9.2%	6.9%	0.8%	2.3%	2.3%	2.3%	2.3%	1.5%	35.1%	38.2%
5	企業調査: 作成した	865	7.1%	4.3%	9.9%	4.2%	4.2%	14.9%	8.2%	11.9%	2.0%	2.5%	2.7%	2.9%	4.6%	1.4%	25.9%	40.9%
5	行動計画: 作成していない	1401	5.6%	3.0%	6.9%	4.6%	3.5%	16.3%	10.3%	13.2%	1.8%	2.6%	2.4%	2.8%	4.9%	1.9%	26.7%	39.8%
2	女性・計	3188	13.7%	5.1%	22.0%	4.2%	9.4%	15.2%	8.9%	12.8%	3.0%	3.8%	3.4%	3.8%	3.9%	0.8%	19.4%	35.0%
9	年齢	1498	19.0%	6.5%	26.8%	5.9%	12.8%	18.6%	9.6%	17.0%	3.7%	4.8%	4.5%	3.3%	4.1%	0.5%	14.9%	30.5%
9	年齢	1652	9.0%	3.7%	17.8%	2.8%	6.6%	12.0%	8.5%	9.1%	2.4%	2.8%	2.4%	2.3%	3.6%	1.2%	23.4%	40.5%
人	年齢	30	6.7%	3.3%	10.0%	-	-	16.7%	3.3%	10.6%	-	-	-	-	3.3%	-	26.7%	26.3%
	入社年	480	20.0%	8.5%	30.4%	6.0%	14.8%	20.6%	11.3%	20.6%	5.4%	7.1%	6.3%	3.1%	4.4%	1.0%	15.2%	26.3%
	2017(H29)年	2649	12.2%	4.2%	20.3%	3.7%	8.2%	13.8%	8.3%	11.1%	2.5%	3.1%	2.9%	2.7%	3.7%	0.8%	20.4%	37.4%
	2017(H29)年より前	2726	14.3%	5.3%	22.9%	4.2%	10.2%	16.0%	9.4%	14.2%	3.1%	3.7%	3.4%	2.8%	4.0%	0.8%	18.8%	34.3%
	役職	393	9.9%	3.6%	17.0%	4.8%	4.6%	9.9%	6.1%	3.6%	1.8%	3.1%	3.3%	2.5%	2.8%	1.0%	24.2%	41.7%
	役員・主任相当職	35	17.1%	2.9%	22.9%	-	-	2.9%	2.9%	8.6%	8.6%	14.3%	5.7%	2.9%	2.9%	-	20.0%	45.7%
	課長・課長相当職	11	-	-	-	-	-	-	9.1%	9.1%	-	-	-	-	-	-	18.2%	63.6%
	部長・部長相当職	9	22.2%	-	-	-	-	22.2%	11.1%	11.1%	-	-	-	-	-	-	11.1%	44.4%
	役員	1402	9.4%	3.9%	18.5%	3.4%	8.1%	12.3%	9.0%	10.6%	2.3%	2.7%	2.5%	2.0%	2.7%	1.2%	21.0%	39.9%
	配偶関係	1780	17.1%	6.0%	24.8%	4.9%	10.5%	17.4%	8.9%	14.5%	3.5%	4.6%	4.1%	3.4%	4.8%	0.5%	18.1%	32.0%
	既婚・離死別	2110	16.1%	5.5%	24.8%	4.7%	10.0%	16.8%	9.1%	14.0%	3.4%	4.4%	3.8%	3.1%	4.6%	0.8%	18.0%	33.0%
	末子なし	584	9.8%	3.8%	17.0%	2.2%	8.4%	13.0%	8.4%	9.4%	2.1%	2.2%	2.1%	1.9%	2.4%	0.7%	20.4%	42.0%
	末子0-3歳	239	7.5%	4.6%	16.3%	6.7%	6.3%	7.1%	6.7%	8.4%	2.1%	2.5%	2.5%	2.1%	1.7%	1.7%	29.7%	41.0%
	末子4-6歳	203	7.9%	3.0%	16.3%	2.5%	8.9%	13.8%	12.3%	15.3%	2.0%	3.0%	2.5%	3.0%	3.4%	1.0%	21.7%	34.0%
	末子7歳以上	1049	14.4%	5.6%	22.5%	4.2%	9.2%	14.3%	8.3%	11.5%	2.9%	3.5%	3.2%	2.7%	3.9%	1.1%	22.9%	31.6%
	企業調査: 作成した	1490	13.6%	4.7%	22.3%	4.6%	9.3%	15.5%	9.1%	12.7%	2.7%	3.5%	3.0%	2.7%	3.4%	0.7%	18.6%	36.2%
	行動計画: 作成していない	3727	8.9%	5.0%	10.4%	5.5%	5.4%	15.7%	8.4%	14.5%	2.5%	3.1%	3.3%	2.8%	3.6%	2.1%	22.2%	40.8%
	男性・計	1436	13.2%	6.6%	14.1%	7.4%	8.4%	15.0%	10.4%	22.3%	3.5%	4.2%	4.4%	3.9%	4.5%	1.5%	16.4%	35.2%
	年齢	2239	6.3%	4.0%	8.2%	4.4%	3.4%	12.8%	7.2%	9.6%	1.9%	2.4%	2.7%	2.1%	3.1%	2.5%	25.5%	44.4%
	年齢	43	-	-	2.3%	2.3%	4.7%	9.3%	4.7%	9.3%	-	-	-	-	-	-	44.2%	37.2%
	入社年	630	17.1%	7.0%	17.8%	8.4%	10.6%	23.3%	12.2%	24.8%	3.2%	4.3%	4.8%	4.8%	5.1%	2.1%	15.1%	29.8%
	2017(H29)年	3019	7.1%	4.5%	8.8%	4.9%	4.2%	14.0%	7.5%	12.2%	2.3%	2.7%	2.9%	2.3%	3.1%	2.1%	24.1%	43.0%
	2017(H29)年より前	2486	9.6%	5.1%	11.1%	6.4%	6.4%	17.7%	16.9%	16.9%	2.6%	3.1%	3.2%	2.9%	3.8%	1.9%	20.0%	39.1%
	役職	1006	7.3%	4.4%	9.5%	3.7%	2.8%	11.6%	6.4%	9.7%	2.5%	3.0%	4.0%	2.5%	3.2%	2.5%	26.4%	44.4%
	役員・主任相当職	189	6.3%	5.3%	6.9%	4.2%	3.2%	10.1%	5.8%	8.3%	1.1%	1.6%	1.1%	2.6%	2.6%	1.1%	29.6%	45.5%
	課長・課長相当職	28	14.3%	7.1%	7.1%	7.1%	7.1%	21.4%	3.6%	3.6%	3.6%	7.1%	3.6%	-	10.7%	25.0%	42.9%	
	部長・部長相当職	8	25.0%	12.5%	12.5%	-	-	25.0%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	-	12.5%	37.5%
	役員	2115	7.2%	4.7%	8.3%	5.0%	3.9%	13.0%	6.8%	10.4%	2.4%	2.8%	3.0%	2.2%	3.0%	2.5%	25.3%	43.2%
	配偶関係	1593	11.2%	5.3%	13.2%	6.1%	7.3%	19.3%	10.5%	20.0%	2.7%	3.5%	3.7%	3.5%	4.3%	1.6%	18.1%	37.6%
	既婚・離死別	1666	10.8%	5.2%	12.4%	6.0%	6.7%	18.3%	9.7%	18.4%	2.7%	3.4%	3.8%	3.3%	4.1%	1.6%	19.1%	38.5%
	末子なし	1204	7.0%	4.3%	9.0%	5.6%	4.2%	13.5%	7.1%	10.0%	2.2%	2.6%	2.9%	2.0%	3.1%	2.7%	25.3%	42.7%
	末子0-3歳	341	6.2%	6.5%	5.6%	3.5%	3.5%	10.0%	5.9%	8.8%	3.2%	2.9%	2.3%	2.1%	1.5%	2.6%	27.3%	46.9%
	末子4-6歳	170	4.7%	3.5%	7.1%	2.4%	2.9%	11.8%	5.9%	11.2%	1.8%	2.9%	3.5%	3.5%	4.7%	1.8%	30.0%	42.4%
	末子7歳以上	2817	9.0%	4.8%	10.3%	5.9%	5.5%	15.8%	8.3%	15.3%	2.4%	3.0%	3.3%	2.6%	3.8%	2.0%	22.4%	40.3%
	企業調査: 作成した	301	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%	2.3%	21.9%	45.8%
	行動計画: 作成していない	4460	16.7%	5.6%	25.5%	6.3%	11.1%	14.0%	8.3%	13.3%	3.4%	4.5%	4.0%	3.1%	3.0%	1.1%	18.3%	33.7%
	女性・計	2076	24.0%	7.4%	31.7%	9.2%	15.7%	17.2%	9.3%	18.3%	4.9%	6.2%	5.3%	3.7%	3.1%	0.8%	13.3%	27.4%
	年齢	2330	10.1%	3.9%	20.1%	3.6%	7.0%	11.1%	7.3%	8.3%	2.0%	2.7%	2.7%	2.4%	2.8%	1.5%	22.8%	39.2%
	年齢	39	12.8%	7.7%	12.8%	10.3%	15.4%	23.1%	17.9%	15.4%	7.7%	12.8%	10.3%	7.7%	7.7%	-	20.5%	46.2%
	入社年	741	29.4%	9.2%	34.8%	10.8%	19.4%	23.0%	13.0%	23.3%	7.2%	9.0%	8.1%	4.0%	4.0%	0.9%	9.3%	22.3%
	2017(H29)年	3645	14.0%	4.7%	23.6%	5.3%	9.3%	12.3%	7.2%	10.9%	2.8%	3.5%	3.1%	2.9%	2.7%	1.2%	20.3%	36.1%
	2017(H29)年より前	3657	17.6%	5.9%	26.7%	6.6%	12.0%	15.1%	9.0%	14.6%	3.6%	4.6%	4.2%	3.1%	3.1%	1.0%	17.5%	32.2%
	役職	698	12.0%	4.4%	20.1%	4.6%	6.3%	8.3%	4.7%	6.3%	2.8%	3.9%	3.0%	3.0%	2.6%	1.7%	22.8%	41.0%
	役員・主任相当職	74	16.2%	2.7%	18.9%	4.1%	6.8%	10.8%	4.1%	8.1%	2.7%	4.1%	2.7%	2.7%	2.7%	1.4%	16.2%	45.9%
	課長・課長相当職	5	20.0%	-	20.0%	-	-	20.0%	20.0%	20.0%	-	-	-	-	-	-	40.0%	40.0%
	部長・部長相当職	10	40.0%	-	50.0%	10.0%	20.0%	20.0%	10.0%	30.0%	-	-	-	-	-	-	10.0%	-
	役員	2009	11.9%	4.0%	21.0%	4.5%	8.4%	10.9%	6.8%	8.8%	2.2%	3.0%	2.7%	2.7%	2.8%	1.4%	21.6%	38.5%
	配偶関係	2439	20.7%	6.8%	29.2%	7.8%	13.3%	16.6%	9.5%	17.0%	4.4%	5.7%	5.1%	3.4%	3.1%	0.9%	15.7%	29.7%
	既婚・離死別	2946	19.4%	6.1%	28.7%	7.6%	12.7%	16.3%	9.2%	16.1%	4.0%	5.5%	4.9%	3.1%	2.9%	1.0%	16.1%	30.8%
	末子なし	932	12.4%	4.5%	20.4%	3.8%	7.1%	9.2%	5.8%	7.8%	1.4%	2.6%	2.9%	3.3%	3.2%	1.4%	22.2%	38.9%
	末子0-3歳	321	9.7%	3.1%	18.7%	4.0%	8.7%	8.1%	4.0%	5.9%	1.6%	1.6%	0.9%	1.9%	2.2%	0.6%	25.9%	39.3%
	末子4-6歳	208	8.7%	5.3%	14.4%	1.9%	8.2%	13.0%	12.5%	9.8%	3.8%	3.4%	3.4%	2.9%	3.8%	2.9%	22.1%	42.3%
	末子7歳以上	3296	17.8%	5.5%	26.3%	6.6%	11.4%	14.2%	8.2%	13.8%	3.3%	4.6%	3.9%	3.3%	3.1%	1.2%	18.1%	33.1%
	企業調査: 作成した	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%	3.6%	0.8%	23.1%	35.4%
	行動計画: 作成していない																	

問1-5.②わかかったら良かったもの(複数回答)

全体n	1)その年に採用された女性労働者の割合	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)男女別の平均賃金、育児休業取得率	6)全労働者の平均賃金、育児休業取得率	7)採用区分ごとの平均賃金、育児休業取得率	8)年次有給休暇の取得率	9)係長級に占め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)以外の	無回答
男性・計	1135	10.3%	10.7%	12.9%	19.5%	21.8%	37.9%	31.1%	9.2%	10.5%	10.7%	14.9%	18.4%	1.9%	15.4%
年齢	403	12.7%	10.7%	11.7%	19.6%	24.1%	40.4%	33.0%	9.2%	11.2%	10.7%	14.9%	18.1%	2.2%	15.1%
18-29歳	702	9.0%	10.8%	13.5%	19.7%	30.2%	37.2%	30.9%	9.0%	9.8%	10.4%	15.0%	15.5%	1.7%	18.9%
30-39歳	26	11.5%	11.5%	15.4%	15.4%	11.5%	23.1%	11.5%	15.4%	19.2%	19.2%	15.4%	11.5%	-	19.2%
40-65歳	156	9.0%	9.6%	12.2%	18.6%	28.2%	37.2%	32.7%	3.8%	5.8%	5.1%	14.7%	19.2%	3.2%	11.5%
入社年	954	10.5%	10.5%	12.9%	19.5%	20.6%	37.9%	30.7%	11.1%	11.1%	11.5%	14.7%	18.1%	1.4%	15.9%
2017(H29)年	784	9.8%	10.6%	12.2%	19.3%	22.2%	37.1%	31.4%	8.9%	10.1%	10.6%	15.7%	18.4%	2.3%	16.6%
2017(H29)年より前	253	11.9%	12.3%	15.8%	22.1%	21.7%	39.1%	32.0%	11.1%	11.9%	12.3%	13.8%	20.2%	0.8%	14.2%
役員	57	10.5%	7.0%	8.8%	14.0%	21.1%	43.9%	28.1%	7.0%	8.8%	5.3%	10.5%	10.5%	-	10.5%
役員・主任相当職	27	11.1%	11.1%	11.1%	14.8%	14.8%	40.7%	25.9%	7.4%	14.8%	7.4%	11.1%	18.5%	-	3.7%
役員・課長相当職	10	10.0%	10.0%	10.0%	20.0%	20.0%	30.0%	30.0%	10.0%	10.0%	20.0%	20.0%	20.0%	10.0%	40.0%
役員・部長相当職	648	10.2%	11.1%	13.4%	21.3%	24.1%	40.0%	30.1%	9.1%	10.6%	11.1%	15.9%	20.1%	1.1%	14.2%
役員・課長以上	476	10.5%	10.3%	12.0%	17.0%	18.7%	35.7%	32.8%	40.3%	10.3%	10.3%	13.7%	16.4%	2.9%	17.0%
配偶関係	601	11.6%	11.1%	13.5%	20.0%	22.3%	39.4%	32.9%	9.8%	10.6%	10.8%	15.6%	18.8%	2.2%	15.5%
未婚・離死別	336	9.2%	10.7%	13.1%	18.8%	22.9%	37.8%	31.3%	43.8%	8.3%	10.1%	11.0%	14.9%	1.2%	16.7%
子なし	92	7.6%	8.7%	12.0%	22.8%	19.6%	34.8%	26.1%	9.8%	9.8%	12.0%	16.3%	19.6%	2.2%	10.9%
末子0-3歳	80	7.5%	8.8%	8.8%	17.5%	17.5%	36.3%	22.5%	11.3%	11.3%	7.5%	8.8%	20.0%	1.3%	25.0%
末子4-6歳	81	7.4%	8.6%	9.9%	18.5%	22.2%	39.3%	30.3%	7.4%	8.6%	8.6%	16.0%	17.3%	1.2%	14.8%
末子7歳以上	880	10.5%	11.1%	13.2%	19.0%	20.9%	29.9%	29.9%	8.9%	10.5%	10.9%	15.9%	17.5%	1.8%	14.9%
作成していない	1463	13.7%	12.4%	17.6%	22.1%	28.8%	32.5%	28.3%	43.3%	14.5%	11.9%	16.2%	18.5%	2.2%	20.0%
女性・計	625	16.2%	15.2%	20.6%	23.4%	29.6%	37.3%	32.8%	44.0%	14.9%	15.8%	18.7%	20.8%	2.2%	9.4%
年齢	793	11.7%	10.5%	15.1%	21.6%	28.8%	26.3%	26.5%	13.4%	13.5%	13.8%	14.6%	17.3%	2.1%	14.0%
18-29歳	42	16.7%	9.5%	21.4%	16.7%	19.0%	26.2%	21.4%	9.5%	14.3%	11.9%	9.5%	7.1%	2.4%	21.4%
30-39歳	179	16.8%	14.5%	21.2%	22.3%	28.5%	34.1%	35.8%	44.1%	15.1%	16.2%	21.2%	21.8%	2.2%	10.1%
2017(H29)年	1260	13.4%	12.1%	17.2%	22.3%	29.0%	28.1%	28.1%	43.3%	14.2%	11.6%	15.6%	18.2%	2.1%	12.3%
2017(H29)年より前	1265	13.8%	12.2%	17.6%	22.8%	29.7%	32.8%	29.2%	43.5%	13.3%	11.4%	16.6%	18.7%	2.5%	12.0%
役員	151	13.2%	15.2%	17.9%	20.5%	26.5%	33.1%	28.5%	19.9%	21.2%	16.6%	15.2%	20.5%	-	11.9%
役員・主任相当職	15	26.7%	13.3%	20.0%	13.3%	26.7%	26.7%	26.7%	20.0%	20.0%	26.7%	6.7%	6.7%	-	20.0%
役員・課長相当職	7	28.6%	8.3%	28.6%	14.3%	14.3%	42.9%	42.9%	14.3%	42.9%	28.6%	14.3%	-	14.3%	
役員・部長相当職	13	-	7.7%	-	-	-	30.8%	23.1%	23.1%	-	-	7.7%	7.7%	-	15.4%
配偶関係	703	13.7%	11.0%	15.9%	22.6%	32.7%	30.2%	26.9%	41.7%	12.9%	13.9%	14.7%	15.4%	2.3%	13.1%
未婚・離死別	754	13.8%	13.8%	19.1%	21.9%	25.2%	34.9%	30.8%	45.1%	14.9%	15.1%	12.7%	17.8%	2.1%	10.9%
子なし	891	13.8%	13.7%	18.5%	21.8%	25.7%	34.5%	30.8%	43.1%	15.3%	12.8%	17.3%	20.5%	2.1%	20.7%
末子0-3歳	260	13.5%	11.2%	16.5%	25.8%	40.8%	30.4%	28.1%	44.6%	10.4%	8.5%	13.5%	16.2%	2.3%	10.8%
末子4-6歳	126	13.5%	10.3%	12.7%	20.6%	33.3%	29.4%	23.8%	51.6%	11.9%	8.7%	14.3%	16.7%	4.8%	17.5%
末子7歳以上	157	12.7%	8.3%	17.8%	17.8%	24.2%	23.8%	35.0%	14.0%	16.6%	15.3%	16.6%	12.1%	0.6%	17.2%
作成していない	120	14.2%	13.3%	16.7%	18.3%	28.3%	33.3%	35.0%	41.7%	10.8%	12.5%	18.3%	24.2%	0.8%	14.2%
企業調査	1040	13.8%	12.5%	18.0%	22.9%	28.6%	32.3%	27.2%	42.9%	13.8%	14.2%	11.3%	18.3%	2.3%	11.9%
行動計画	2686	12.0%	14.5%	15.9%	24.5%	26.6%	44.6%	39.6%	47.7%	12.7%	13.6%	18.4%	21.1%	2.4%	15.5%
男性・計	1031	13.2%	16.9%	16.6%	26.8%	27.8%	45.1%	41.6%	46.4%	13.5%	14.4%	21.1%	21.3%	2.3%	12.0%
年齢	1616	11.4%	13.1%	15.5%	23.1%	25.9%	44.7%	38.6%	48.6%	13.1%	12.3%	16.6%	21.3%	2.5%	17.9%
18-29歳	33	9.1%	9.1%	18.2%	24.2%	24.2%	36.4%	33.3%	48.5%	15.2%	18.2%	21.2%	12.1%	-	6.1%
40-65歳	410	10.5%	15.1%	13.7%	28.8%	30.0%	46.6%	45.4%	48.8%	13.9%	13.7%	21.7%	25.4%	2.4%	12.2%
入社年	2204	11.9%	13.9%	16.1%	23.5%	25.9%	43.2%	38.3%	47.6%	12.2%	13.2%	17.4%	19.8%	2.4%	13.7%
2017(H29)年	1869	12.3%	15.2%	15.2%	25.0%	28.0%	43.9%	39.2%	47.1%	13.0%	13.1%	18.9%	21.5%	2.4%	14.6%
2017(H29)年より前	639	11.4%	12.8%	17.5%	23.8%	26.1%	46.5%	41.3%	49.3%	11.6%	12.8%	16.9%	20.7%	2.3%	16.9%
役員	136	9.6%	11.8%	16.9%	21.3%	12.5%	46.3%	36.8%	42.6%	14.0%	14.7%	18.4%	20.6%	1.5%	22.1%
役員・主任相当職	23	4.3%	8.7%	13.0%	17.4%	34.8%	34.8%	39.1%	8.7%	8.7%	8.7%	8.7%	8.7%	4.3%	17.4%
役員・課長相当職	10	30.0%	40.0%	30.0%	40.0%	20.0%	50.0%	60.0%	20.0%	30.0%	30.0%	40.0%	30.0%	10.0%	20.0%
役員・部長相当職	1522	11.3%	13.9%	16.2%	24.1%	28.3%	44.8%	39.2%	48.7%	13.1%	14.0%	18.1%	21.0%	2.4%	16.2%
配偶関係	1147	13.1%	15.3%	15.6%	25.0%	24.4%	44.6%	40.2%	46.6%	12.5%	13.3%	18.6%	21.4%	2.4%	14.6%
未婚・離死別	1404	13.0%	15.7%	15.5%	25.3%	25.9%	45.6%	40.2%	47.2%	13.2%	13.9%	19.4%	22.3%	2.5%	14.2%
子なし	868	11.5%	13.4%	17.2%	24.5%	31.0%	44.1%	40.4%	50.2%	12.4%	13.6%	17.5%	21.2%	2.0%	15.0%
末子0-3歳															

1	末子4-6歳	247	10.9%	11.7%	16.6%	21.5%	20.6%	43.3%	36.0%	47.4%	13.4%	13.4%	10.9%	18.6%	16.6%	4.0%	20.2%	9.7%
0	末子7歳以上	131	8.4%	13.0%	11.5%	20.6%	19.1%	42.0%	35.1%	42.0%	10.7%	12.2%	9.2%	17.0%	20.3%	0.8%	23.7%	14.5%
5	企業調査: 作成した	865	11.3%	14.0%	16.2%	25.4%	27.4%	45.0%	39.1%	48.4%	13.3%	13.6%	12.4%	15.0%	16.8%	2.9%	14.7%	13.2%
5	行動計画: 作成していない	1401	12.5%	14.6%	15.7%	24.5%	26.7%	44.7%	39.7%	47.8%	12.4%	13.8%	13.1%	18.9%	21.6%	2.1%	15.6%	13.3%
2	女性・計	3188	18.6%	17.2%	21.8%	30.1%	34.2%	39.7%	36.1%	45.3%	19.1%	19.6%	17.3%	21.8%	21.8%	2.4%	9.8%	13.7%
9	年齢	1498	20.6%	20.2%	22.0%	33.3%	35.8%	42.5%	40.3%	46.3%	20.4%	20.6%	19.2%	24.7%	23.2%	2.1%	8.1%	11.8%
9	入社年	1652	17.0%	13.9%	21.9%	27.4%	32.7%	37.3%	32.6%	45.7%	18.2%	18.9%	15.7%	19.4%	20.4%	2.7%	11.4%	15.1%
人	役員	30	10.0%	3.3%	10.0%	26.7%	36.7%	30.0%	23.3%	40.0%	10.0%	10.0%	10.0%	10.0%	30.0%	3.3%	10.0%	23.3%
	2017(H29)年	480	19.4%	19.0%	20.0%	32.9%	34.4%	42.1%	39.6%	44.6%	20.8%	21.3%	19.0%	24.2%	24.6%	1.7%	7.5%	12.3%
	2017(H29)年より前	2649	18.3%	16.6%	21.9%	29.3%	34.2%	39.3%	35.3%	46.1%	18.3%	19.1%	16.6%	21.3%	21.2%	2.5%	10.3%	14.0%
	役員なし	2726	19.1%	17.6%	22.1%	27.7%	36.7%	38.9%	33.3%	46.1%	20.3%	20.6%	17.0%	20.5%	21.6%	2.9%	9.7%	14.9%
	役員・主任相当職	393	16.0%	13.7%	19.3%	28.5%	32.3%	32.1%	32.1%	46.1%	19.3%	19.6%	15.0%	18.6%	20.4%	2.3%	12.5%	13.7%
	課長・課長相当職	35	11.4%	22.9%	17.1%	22.9%	37.1%	25.7%	31.4%	45.7%	20.0%	22.9%	14.3%	11.4%	20.0%	-	8.6%	20.0%
	部長・部長相当職	11	9.1%	9.1%	27.3%	27.3%	-	27.3%	18.2%	36.4%	9.1%	9.1%	-	18.2%	18.2%	-	18.2%	27.3%
	役員	9	22.2%	22.2%	44.4%	55.6%	33.3%	22.2%	22.2%	44.4%	33.3%	33.3%	33.3%	44.4%	44.4%	-	-	11.1%
	配偶関係	1402	18.0%	15.6%	22.1%	27.7%	36.7%	38.9%	33.3%	46.1%	20.3%	20.6%	17.0%	20.5%	21.6%	2.9%	9.7%	14.9%
	既婚・離死別	1780	19.1%	18.4%	21.5%	32.0%	32.3%	40.3%	38.3%	45.7%	18.3%	18.8%	17.5%	22.9%	22.8%	2.0%	10.0%	12.7%
	末子年齢	2110	19.7%	18.7%	21.9%	32.0%	33.9%	41.2%	38.9%	46.0%	19.3%	19.8%	18.1%	23.4%	22.6%	2.3%	9.4%	12.6%
	末子0-3歳	584	16.1%	12.2%	21.6%	26.9%	33.7%	31.0%	31.0%	46.3%	19.2%	19.5%	14.4%	18.0%	19.3%	2.1%	8.2%	15.8%
	末子4-6歳	239	13.8%	15.5%	19.7%	22.6%	32.6%	36.8%	30.5%	43.9%	17.6%	18.4%	18.4%	20.1%	19.2%	3.3%	17.2%	13.0%
	末子7歳以上	203	18.2%	15.3%	20.2%	29.6%	23.6%	30.0%	25.6%	38.4%	17.7%	17.7%	13.8%	16.3%	22.2%	3.4%	11.3%	19.7%
	企業調査: 作成した	1049	17.8%	15.5%	21.5%	27.8%	32.7%	38.1%	36.1%	46.0%	19.4%	19.5%	16.7%	21.4%	22.7%	1.9%	12.1%	13.8%
	行動計画: 作成していない	1490	18.8%	17.5%	23.1%	30.5%	35.0%	40.5%	36.2%	45.8%	19.5%	19.9%	17.7%	22.2%	21.6%	2.3%	9.5%	13.4%
	男性・計	3727	13.1%	14.8%	15.4%	26.1%	29.1%	49.1%	44.2%	50.4%	13.1%	14.0%	12.9%	18.0%	21.6%	2.7%	10.4%	13.5%
	年齢	1436	15.3%	18.7%	16.8%	27.0%	32.2%	48.2%	46.2%	49.0%	15.8%	15.8%	15.0%	20.0%	22.0%	2.4%	8.0%	12.6%
	20-39歳	2239	11.6%	12.1%	14.4%	25.5%	27.4%	50.0%	43.2%	51.5%	11.3%	12.7%	11.4%	16.7%	21.3%	2.9%	11.7%	14.0%
	40-65歳	43	18.6%	20.9%	16.3%	25.6%	16.3%	39.5%	32.6%	44.2%	14.0%	20.9%	16.3%	23.3%	23.3%	-	27.9%	7.0%
	入社年	630	14.6%	18.9%	14.4%	27.6%	33.8%	49.4%	46.0%	49.0%	16.3%	16.2%	16.0%	20.6%	23.0%	2.2%	8.9%	10.2%
	2017(H29)年	3019	12.8%	13.8%	15.5%	25.9%	28.1%	49.0%	43.9%	50.7%	12.5%	12.5%	12.2%	17.5%	21.3%	2.7%	10.9%	14.0%
	2017(H29)年より前	2486	12.9%	15.4%	15.4%	26.2%	31.1%	48.3%	44.5%	50.0%	13.5%	14.4%	13.5%	18.7%	22.5%	2.6%	9.9%	12.9%
	役員なし	1006	13.5%	13.1%	15.5%	25.9%	25.0%	50.1%	43.8%	51.0%	11.9%	12.6%	10.9%	16.4%	19.5%	2.7%	10.8%	15.4%
	役員・主任相当職	189	13.2%	14.3%	14.8%	24.9%	24.3%	52.4%	41.8%	52.9%	13.8%	15.9%	13.8%	18.0%	19.6%	2.6%	14.3%	11.6%
	課長・課長相当職	28	7.1%	14.3%	10.7%	21.4%	17.9%	42.9%	42.9%	46.4%	10.7%	10.7%	7.1%	17.9%	17.9%	-	17.9%	17.9%
	部長・部長相当職	8	12.5%	12.5%	25.0%	37.5%	37.5%	62.5%	62.5%	37.5%	12.5%	12.5%	25.0%	25.0%	12.5%	-	25.0%	12.5%
	役員	2115	12.2%	13.5%	15.2%	25.2%	29.2%	49.8%	43.7%	51.4%	11.7%	13.1%	11.5%	17.1%	21.8%	2.8%	11.1%	13.2%
	配偶関係	1593	14.3%	16.5%	15.7%	27.6%	29.0%	48.1%	44.6%	48.9%	15.1%	15.1%	14.6%	19.3%	21.3%	2.4%	9.7%	13.8%
	既婚・離死別	1666	13.7%	16.3%	15.6%	27.3%	28.6%	48.5%	44.7%	49.5%	13.4%	13.9%	13.4%	18.5%	21.3%	2.6%	9.9%	13.7%
	末子年齢	1204	12.2%	12.6%	15.0%	24.9%	31.0%	44.3%	44.3%	51.5%	12.0%	13.4%	11.8%	16.9%	21.2%	2.8%	10.5%	13.5%
	末子0-3歳	341	12.6%	13.8%	15.0%	23.8%	27.3%	51.6%	42.8%	50.4%	12.3%	13.5%	11.4%	16.7%	22.9%	2.6%	13.5%	14.7%
	末子4-6歳	170	11.2%	14.7%	15.9%	24.7%	21.8%	50.6%	41.8%	50.8%	15.3%	17.6%	15.3%	21.8%	22.9%	2.4%	11.8%	8.8%
	末子7歳以上	2817	12.2%	14.8%	14.9%	25.8%	28.9%	49.2%	44.4%	49.7%	13.1%	14.0%	12.9%	18.1%	21.4%	2.7%	10.4%	13.8%
	企業調査: 作成した	301	15.9%	15.9%	17.9%	27.2%	29.2%	46.5%	41.2%	49.5%	15.0%	14.6%	14.0%	19.6%	25.2%	4.0%	10.3%	13.6%
	行動計画: 作成していない	4460	18.7%	18.9%	21.8%	32.0%	33.4%	40.2%	35.6%	45.2%	21.8%	23.0%	17.6%	20.9%	21.3%	2.1%	8.5%	14.7%
	女性・計	2076	20.8%	21.8%	22.2%	35.3%	36.7%	45.1%	39.6%	48.1%	24.6%	25.3%	19.9%	24.0%	23.6%	2.2%	5.9%	11.6%
	年齢	2330	17.0%	16.3%	21.2%	29.4%	30.6%	36.1%	32.1%	42.7%	19.2%	20.8%	15.3%	18.2%	19.3%	2.0%	11.0%	17.2%
	20-39歳	39	17.9%	20.5%	30.8%	17.9%	28.2%	30.9%	30.9%	35.9%	20.5%	25.6%	20.5%	22.8%	20.5%	2.6%	5.1%	25.6%
	40-65歳	741	22.7%	25.1%	24.0%	38.3%	37.7%	45.6%	40.6%	47.9%	28.9%	29.0%	22.7%	27.0%	26.9%	2.2%	4.6%	9.2%
	入社年	3645	17.8%	17.3%	21.1%	30.6%	32.4%	39.2%	34.4%	44.6%	20.0%	21.5%	16.2%	19.4%	20.0%	2.1%	9.4%	15.8%
	2017(H29)年	3657	19.1%	19.3%	21.7%	32.6%	34.2%	41.2%	36.4%	45.3%	22.0%	23.2%	17.9%	21.9%	22.0%	2.1%	8.3%	14.0%
	2017(H29)年より前	698	17.0%	16.5%	22.1%	30.4%	30.1%	36.0%	33.0%	44.8%	20.6%	22.2%	16.2%	16.3%	18.6%	2.1%	9.9%	17.5%
	役員なし	74	18.9%	18.9%	17.6%	23.0%	28.4%	36.5%	24.3%	41.9%	21.6%	22.7%	17.6%	14.9%	16.2%	1.4%	8.1%	24.3%
	役員・主任相当職	5	20.0%	40.0%	20.0%	-	20.0%	20.0%	-	-	40.0%	40.0%	-	-	-	-	-	20.0%
	課長・課長相当職	10	20.0%	30.0%	30.0%	10.0%	70.0%	30.0%	30.0%	60.0%	10.0%	10.0%	10.0%	10.0%	20.0%	10.0%	10.0%	10.0%
	部長・部長相当職	2009	17.4%	15.5%	20.1%	28.8%	33.9%	36.0%	32.3%	42.3%	18.7%	20.6%	15.0%	17.4%	18.4%	2.3%	10.7%	17.0%
	役員	2439	19.8%	21.6%	23.1%	34.8%	33.1%	43.8%	38.5%	47.4%	24.4%	25.1%	19.7%	23.8%	23.8%	2.0%	6.8%	12.7%
	配偶関係	2946	19.6%	21.0%	22.5%	34.2%	33.3%	42.4%	37.9%	46.8%	23.7%	24.4%	18.9%	22.4%	22.9%	2.3%	7.2%	12.9%
	既婚・離死別	932	17.6%	15.1%	20.5%	28.3%	35.5%	36.8%	32.4%	43.6%	18.2%	20.7%	16.8%	17.3%	17.3%	2.1%	11.1%	16.4%
	末子年齢	321	15.3%	12.1%	18.7%	25.9%	34.0%	31.8%	31.8%	43.0%	17.1%	18.7%	12.8%	16.2%	18.4%	1.2%	10.6%	18.4%
	末子0-3歳	208	17.3%	15.4%	21.2%	28.4%	28.0%	28.4%	24.0%	35.1%	16.3%	18.3%	13.0%	16.3%	21.2%	1.9%	14.4%	22.6%
	末子4-6歳	3296	18.8%	19.2%	22.1%	32.3%	33.4%	40.8%	36.4%	44.6%	22.2%	23.1%	17.7%	20.9%	21.5%	1.9%	8.3%	15.0%
	末子7歳以上	390	17.4%	16.9%	17.7%	27.7%	32.1%	34.9%	29.0%	44.4%	16.9%	18.7%	15.1%	19.0%	20.0%	2.3%	12.3%	15.1%
	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1-5-③今後転職する場合にチェックしたいもの(複数回答)

全体n	1)その年に採用された労働者に占める女性労働者の割合	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)男女別の育児休業取得率	6)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ヶ月当たりの労働者の平均残業時間	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)男女別の再雇用の実績	14)その他	15)いずれもない	無回答
男性・計	1135	10.8%	11.9%	12.6%	21.1%	25.7%	46.1%	37.6%	9.5%	9.8%	8.4%	12.5%	22.5%	1.7%	11.5%	19.1%
年齢	403	10.4%	11.2%	12.9%	21.6%	26.1%	46.7%	37.7%	8.9%	8.9%	6.7%	10.4%	20.1%	1.0%	11.4%	19.9%
18-29歳	702	11.0%	12.3%	12.1%	20.7%	25.5%	46.4%	38.0%	9.8%	10.3%	9.3%	13.8%	24.1%	2.1%	11.5%	17.9%
30-39歳	26	11.5%	11.5%	19.2%	23.1%	23.1%	30.8%	26.9%	7.7%	7.7%	7.7%	7.7%	15.4%	-	15.4%	34.6%
40-65歳	156	10.9%	12.2%	14.7%	19.9%	21.2%	41.7%	34.0%	10.3%	10.9%	9.0%	12.2%	23.1%	1.3%	10.3%	24.4%
入社年	954	10.9%	11.7%	12.8%	21.0%	26.7%	47.2%	38.4%	9.3%	9.5%	8.3%	12.7%	22.6%	1.7%	11.6%	18.0%
2017(H29)年	784	10.3%	12.2%	12.3%	20.4%	24.2%	45.2%	36.5%	9.7%	9.8%	8.4%	12.4%	22.8%	1.7%	12.8%	18.8%
2017(H29)年より前	253	13.4%	12.3%	13.0%	24.5%	32.8%	49.8%	42.3%	11.1%	10.7%	9.1%	13.0%	21.7%	1.2%	8.3%	17.8%
役員	57	7.0%	7.0%	14.0%	19.3%	22.8%	52.6%	36.3%	5.3%	7.0%	3.5%	14.0%	26.3%	-	10.5%	21.1%
役員・主任相当職	27	7.4%	7.4%	3.7%	18.5%	14.8%	37.0%	37.0%	-	3.7%	3.7%	7.4%	14.8%	7.4%	3.7%	25.9%
役員・課長相当職	20	20.0%	20.0%	10.0%	10.0%	30.0%	30.0%	30.0%	10.0%	20.0%	30.0%	20.0%	20.0%	10.0%	20.0%	30.0%
役員・部長相当職	648	10.2%	11.6%	12.7%	20.7%	29.0%	48.8%	39.0%	9.4%	10.0%	8.5%	13.3%	21.1%	2.3%	10.2%	19.0%
役員・課長相当職	476	11.8%	12.6%	12.8%	21.6%	21.6%	43.3%	36.1%	42.8%	9.5%	8.2%	11.6%	24.2%	0.8%	13.2%	18.7%
役員・部長相当職	601	11.0%	12.8%	13.0%	22.1%	23.1%	47.1%	38.8%	9.3%	10.0%	8.8%	13.0%	25.6%	1.3%	11.6%	18.0%
役員・主任相当職	336	10.7%	10.1%	11.6%	19.3%	31.0%	47.6%	37.0%	8.3%	8.3%	6.8%	12.5%	19.0%	2.1%	10.1%	19.3%
役員・課長相当職	92	13.0%	9.8%	16.3%	25.0%	29.3%	48.9%	37.0%	10.9%	13.0%	9.8%	12.0%	19.6%	3.3%	13.0%	16.3%
役員・部長相当職	80	8.8%	16.3%	10.0%	12.5%	20.0%	28.8%	28.8%	8.8%	8.8%	8.8%	10.0%	16.3%	1.3%	11.3%	28.8%
役員	81	11.1%	12.3%	12.3%	22.2%	30.9%	46.3%	46.3%	51.9%	9.9%	8.6%	16.0%	21.0%	2.5%	8.6%	18.5%
企業調査	880	11.3%	12.2%	13.3%	21.6%	25.1%	48.2%	35.9%	46.1%	10.3%	8.4%	11.7%	21.9%	2.1%	10.9%	19.1%
作成した	1463	22.4%	17.4%	27.3%	28.5%	44.0%	48.3%	41.8%	18.2%	19.5%	15.8%	20.4%	28.4%	2.3%	6.8%	11.2%
作成していない	625	25.9%	20.2%	29.9%	29.6%	49.6%	51.7%	44.8%	21.1%	21.0%	17.4%	21.4%	27.8%	2.7%	4.3%	9.3%
18-29歳	793	20.1%	16.0%	26.0%	28.0%	40.7%	47.9%	40.9%	16.4%	18.9%	14.8%	20.2%	29.4%	1.8%	8.2%	11.7%
30-39歳	42	16.7%	4.8%	16.7%	23.8%	23.8%	23.8%	19.0%	7.1%	7.1%	9.5%	11.9%	19.0%	4.8%	16.7%	28.6%
40-65歳	179	25.1%	16.8%	26.8%	24.6%	36.9%	44.7%	40.8%	16.8%	17.9%	15.6%	17.3%	26.8%	2.2%	5.0%	15.1%
2017(H29)年	1260	22.1%	17.7%	27.7%	29.4%	45.3%	50.0%	42.3%	18.5%	19.9%	16.0%	21.1%	28.8%	2.1%	7.0%	10.3%
2017(H29)年より前	1265	22.7%	17.6%	27.3%	27.7%	44.2%	49.2%	42.7%	18.3%	19.4%	15.7%	20.4%	27.9%	2.4%	6.9%	10.3%
役員	151	21.9%	17.2%	30.5%	33.8%	44.4%	49.7%	40.4%	20.5%	21.9%	17.2%	22.5%	35.8%	1.3%	6.6%	12.6%
役員・主任相当職	15	26.7%	13.3%	33.3%	33.3%	26.7%	40.0%	13.3%	40.0%	-	26.7%	13.3%	13.3%	-	13.3%	20.0%
役員・課長相当職	7	-	-	-	-	28.6%	-	14.3%	42.9%	-	-	-	-	-	-	57.1%
役員・部長相当職	13	7.7%	7.7%	15.4%	38.5%	38.5%	48.2%	30.8%	23.1%	15.4%	15.4%	15.4%	15.4%	7.7%	-	23.1%
役員	703	20.9%	15.2%	25.6%	27.2%	42.2%	45.4%	37.7%	16.5%	18.6%	14.5%	20.1%	27.2%	2.3%	7.4%	13.5%
配偶関係	754	23.7%	19.5%	29.2%	29.7%	45.8%	52.3%	45.9%	19.6%	20.4%	17.1%	20.8%	29.6%	2.3%	6.1%	9.0%
既婚・離死別	891	23.7%	18.6%	29.3%	29.4%	46.8%	50.5%	45.0%	18.5%	19.5%	16.0%	19.9%	28.4%	2.4%	6.5%	9.7%
子なし	260	21.5%	16.5%	26.9%	32.3%	53.5%	42.3%	42.3%	17.3%	21.5%	16.2%	25.8%	32.7%	1.5%	5.0%	9.2%
末子0-3歳	126	19.0%	15.9%	25.4%	27.0%	34.1%	45.2%	33.3%	18.3%	16.7%	13.5%	14.3%	23.0%	4.8%	4.8%	13.5%
末子4-6歳	157	15.3%	10.8%	19.1%	17.2%	19.1%	35.7%	29.9%	15.3%	16.6%	14.0%	17.8%	23.0%	0.6%	12.7%	20.4%
末子7歳以上	120	19.2%	17.5%	24.2%	25.8%	43.3%	47.5%	40.0%	14.2%	16.7%	13.3%	20.8%	28.3%	1.7%	5.8%	15.8%
作成した	1040	23.4%	17.2%	27.7%	28.8%	44.7%	50.2%	44.3%	18.2%	19.7%	16.0%	20.1%	29.2%	2.3%	6.7%	9.6%
作成していない	2686	8.9%	10.3%	13.2%	22.9%	26.1%	43.3%	43.3%	8.6%	9.4%	8.5%	13.7%	22.5%	2.6%	10.0%	17.2%
男性・計	1031	10.1%	11.3%	14.4%	21.8%	27.1%	49.2%	44.4%	9.6%	10.0%	9.4%	14.2%	21.1%	2.7%	8.1%	17.1%
年齢	1616	8.2%	9.5%	12.4%	23.9%	25.8%	42.8%	39.0%	8.1%	9.1%	8.0%	13.7%	23.4%	2.7%	11.2%	16.9%
18-29歳	33	9.1%	15.2%	15.2%	15.2%	12.1%	33.3%	54.5%	6.1%	9.1%	6.1%	6.1%	24.2%	-	9.1%	30.3%
30-39歳	410	8.3%	10.2%	12.4%	20.2%	20.0%	42.7%	37.1%	8.3%	8.5%	7.1%	13.4%	22.2%	2.0%	8.3%	22.7%
入社年	2204	9.0%	10.3%	13.2%	23.7%	27.3%	48.6%	44.5%	8.6%	9.5%	8.6%	13.9%	22.8%	2.8%	10.3%	15.9%
2017(H29)年	1869	9.1%	10.2%	12.8%	21.5%	26.8%	45.1%	42.5%	51.9%	8.4%	8.2%	12.9%	22.2%	2.8%	9.4%	18.4%
2017(H29)年より前	639	7.8%	10.3%	13.6%	26.6%	24.9%	50.5%	46.2%	8.6%	10.2%	8.9%	15.5%	22.7%	2.3%	10.6%	13.8%
役員	136	10.3%	9.6%	16.9%	24.3%	24.3%	49.3%	42.0%	8.8%	12.5%	8.9%	14.0%	25.0%	2.2%	14.0%	14.7%
役員・主任相当職	23	13.0%	13.0%	13.0%	26.1%	13.0%	39.1%	30.4%	17.4%	21.7%	17.4%	17.4%	21.7%	-	17.4%	21.7%
役員・課長相当職	20	10.0%	10.0%	10.0%	20.0%	10.0%	30.0%	30.0%	20.0%	20.0%	10.0%	20.0%	10.0%	-	10.0%	60.0%
役員・部長相当職	1522	8.9%	9.9%	12.8%	27.2%	27.2%	50.0%	42.3%	8.5%	10.1%	8.8%	14.1%	23.5%	2.5%	10.5%	17.0%
役員	1147	9.1%	10.9%	13.9%	23.3%	24.8%	47.9%	44.3%	8.7%	8.0%	8.0%	13.3%	21.4%	2.9%	9.4%	17.2%
配偶関係	1404	8.9%	10.8%	13.3%	22.8%	25.1%	48.6%	43.9%	8.5%	8.7%	8.0%	13.2%	22.1%	2.7%	9.5%	17.7%
既婚・離死別	868	9.4%	9.7%	11.9%	21.9%	29.4%	50.5%	43.4%	8.9%	9.8%	8.6%	13.9%	23.5%	2.2%	9.4%	16.6%
子なし																
末子0-3歳																

1	末子4-6歳	247	7.7%	6.9%	16.6%	27.9%	24.3%	47.8%	38.9%	51.0%	8.9%	11.7%	9.7%	14.6%	20.2%	4.0%	11.3%	15.8%
0	末子7歳以上	131	8.4%	16.0%	14.5%	24.4%	21.4%	48.1%	43.3%	50.4%	8.4%	11.5%	8.4%	15.3%	25.2%	2.3%	16.8%	16.0%
5	企業調査: 作成した	865	8.8%	10.3%	12.8%	24.3%	26.6%	51.1%	43.3%	53.3%	8.4%	9.7%	8.8%	14.0%	23.1%	3.4%	9.0%	16.2%
5	行動計画: 作成していない	1401	9.0%	10.5%	13.0%	22.6%	25.3%	47.6%	43.0%	51.8%	8.5%	9.2%	8.1%	13.3%	21.9%	2.2%	10.2%	17.8%
2	女性・計	3188	22.5%	17.9%	33.5%	49.8%	53.1%	45.9%	45.3%	60.7%	21.4%	22.6%	18.1%	22.9%	30.8%	2.9%	4.5%	10.4%
9	年齢	1498	24.4%	19.2%	35.4%	36.0%	52.6%	54.1%	47.7%	59.9%	20.3%	21.3%	16.8%	23.8%	32.2%	2.2%	3.3%	10.2%
9	年齢	1652	21.2%	16.9%	32.0%	31.7%	47.9%	52.5%	44.5%	61.6%	22.5%	24.0%	19.4%	22.2%	29.5%	3.6%	5.4%	10.2%
人	年齢	30	3.3%	10.0%	20.0%	16.7%	33.3%	33.3%	46.7%	46.7%	16.7%	16.7%	13.3%	23.3%	36.7%	3.3%	10.0%	30.0%
	入社年	480	20.6%	16.5%	28.3%	32.3%	43.3%	47.7%	41.5%	51.3%	19.6%	22.5%	18.8%	22.5%	28.1%	2.1%	5.0%	13.5%
	入社年	2649	22.8%	18.1%	34.3%	33.8%	51.0%	54.4%	46.8%	62.4%	21.7%	22.7%	18.0%	23.0%	31.4%	3.2%	4.3%	9.9%
	役職	2726	22.5%	18.0%	33.1%	33.5%	50.3%	52.4%	45.5%	59.8%	20.2%	21.4%	17.2%	22.6%	30.4%	2.7%	4.4%	10.6%
	役職	393	23.9%	18.6%	36.9%	34.1%	48.3%	54.9%	49.9%	68.2%	29.5%	30.5%	22.6%	25.2%	32.8%	4.6%	5.1%	8.1%
	役員	35	20.0%	11.4%	42.9%	34.3%	57.1%	51.4%	37.1%	48.6%	31.4%	34.3%	31.4%	34.3%	37.1%	2.9%	2.9%	11.4%
	役員	11	27.3%	18.2%	36.4%	45.5%	72.7%	54.5%	55.8%	72.7%	18.2%	18.2%	18.2%	18.2%	36.4%	—	9.1%	—
	役員	9	—	11.1%	—	55.6%	66.7%	44.4%	55.8%	33.3%	22.2%	33.3%	33.3%	11.1%	22.2%	—	—	22.2%
	配偶関係	1402	21.3%	16.4%	33.5%	30.5%	51.4%	44.5%	44.5%	62.0%	22.4%	23.8%	18.8%	22.4%	29.4%	3.9%	4.4%	10.6%
	配偶・離死別	1780	23.4%	19.2%	33.4%	36.0%	48.6%	53.0%	47.0%	59.6%	20.5%	21.6%	17.4%	23.4%	32.0%	2.2%	4.6%	10.3%
	末子年齢	2110	23.4%	18.8%	34.4%	35.5%	50.4%	53.8%	47.4%	59.9%	21.2%	22.5%	17.8%	23.2%	31.7%	2.4%	4.4%	10.1%
	末子0-3歳	584	22.3%	17.5%	34.9%	32.2%	57.2%	55.5%	47.4%	66.4%	21.7%	23.5%	18.5%	22.4%	31.8%	3.1%	3.1%	9.2%
	末子4-6歳	239	20.1%	13.0%	27.2%	24.3%	43.9%	48.5%	36.4%	60.7%	21.3%	21.3%	16.7%	20.5%	24.7%	5.0%	5.4%	10.5%
	末子7歳以上	203	14.8%	14.3%	27.1%	25.6%	30.0%	43.8%	35.0%	53.2%	20.2%	22.2%	18.2%	22.7%	26.1%	3.0%	8.4%	15.8%
	企業調査: 作成した	1049	21.8%	16.6%	33.3%	32.7%	47.7%	51.4%	43.9%	60.7%	19.9%	21.0%	15.9%	21.9%	29.6%	2.5%	5.2%	10.4%
	行動計画: 作成していない	1490	24.0%	19.1%	34.7%	34.8%	51.5%	54.7%	48.4%	61.1%	23.3%	24.2%	19.3%	23.7%	32.4%	3.2%	4.4%	9.9%
	男性・計	3727	9.4%	10.1%	13.4%	23.5%	29.3%	59.0%	46.6%	54.9%	9.7%	12.0%	10.3%	15.0%	24.4%	2.5%	6.9%	15.9%
	年齢	1436	8.5%	10.9%	12.5%	22.4%	28.4%	53.1%	46.0%	52.9%	8.6%	9.6%	8.9%	16.0%	23.5%	1.5%	5.7%	18.9%
	年齢	2239	10.0%	9.6%	14.2%	24.2%	30.1%	55.5%	47.2%	56.5%	10.5%	13.5%	11.3%	14.4%	25.3%	3.3%	7.4%	13.9%
	年齢	43	7.0%	11.6%	11.6%	27.9%	20.9%	41.9%	44.2%	44.2%	7.0%	14.0%	7.0%	16.3%	16.3%	—	23.3%	14.0%
	入社年	630	8.3%	10.8%	13.0%	22.4%	27.9%	48.6%	42.7%	48.4%	8.4%	8.6%	7.0%	14.6%	20.3%	1.9%	7.0%	21.1%
	入社年	3019	9.7%	10.1%	13.6%	24.0%	29.9%	58.8%	47.8%	56.7%	10.1%	12.8%	11.1%	15.3%	25.6%	2.7%	7.1%	14.3%
	役職	2486	9.1%	10.5%	12.9%	22.9%	28.5%	53.9%	46.4%	54.4%	8.9%	10.2%	9.0%	14.4%	23.8%	2.3%	6.7%	17.1%
	役職	1006	10.5%	9.8%	15.2%	25.6%	32.3%	57.8%	47.6%	57.8%	11.8%	15.8%	13.2%	17.5%	27.1%	3.1%	7.1%	12.8%
	役員	189	7.9%	12.7%	19.0%	19.0%	25.9%	45.0%	45.0%	48.1%	7.4%	13.8%	12.2%	18.0%	18.0%	1.1%	9.5%	19.0%
	役員	28	7.1%	3.6%	7.1%	21.4%	21.4%	53.6%	50.0%	60.7%	17.9%	25.0%	14.3%	14.3%	25.0%	3.6%	10.7%	7.1%
	役員	8	—	12.5%	12.5%	25.0%	37.5%	12.5%	37.5%	37.5%	12.5%	12.5%	—	50.0%	37.5%	—	—	25.0%
	配偶関係	2115	10.2%	9.5%	14.0%	24.7%	31.7%	56.6%	47.9%	55.9%	10.7%	14.0%	11.7%	15.1%	25.8%	2.9%	7.6%	14.1%
	配偶・離死別	1593	8.1%	10.7%	12.4%	21.8%	26.2%	52.8%	44.9%	53.5%	8.2%	9.2%	8.4%	14.8%	22.5%	2.1%	6.2%	18.4%
	末子年齢	1966	8.2%	10.1%	12.4%	22.0%	27.4%	53.5%	45.3%	54.5%	8.6%	10.3%	9.4%	14.8%	23.6%	2.0%	6.5%	17.5%
	末子0-3歳	1204	11.0%	10.9%	14.0%	25.8%	34.7%	58.1%	49.3%	57.1%	11.0%	14.5%	11.5%	15.2%	25.9%	3.1%	13.4%	17.0%
	末子4-6歳	341	8.2%	7.0%	12.3%	21.7%	23.2%	51.6%	48.4%	51.0%	9.1%	11.1%	10.3%	15.0%	21.4%	4.1%	9.1%	17.0%
	末子7歳以上	170	13.5%	11.2%	21.8%	27.6%	29.9%	55.3%	39.4%	51.8%	13.5%	16.5%	12.9%	14.1%	27.1%	1.8%	8.8%	14.1%
	企業調査: 作成した	2817	9.5%	10.3%	13.6%	23.7%	29.0%	55.1%	46.9%	54.7%	10.0%	12.2%	10.5%	15.5%	25.1%	2.8%	7.0%	16.0%
	行動計画: 作成していない	301	9.3%	11.6%	12.6%	22.3%	29.9%	51.8%	43.2%	54.2%	10.0%	11.6%	9.6%	16.6%	25.2%	1.7%	8.0%	14.6%
	女性・計	4460	25.7%	16.9%	34.9%	36.9%	49.4%	55.6%	48.3%	61.1%	24.0%	27.7%	20.2%	24.3%	32.5%	3.0%	3.4%	10.0%
	年齢	2076	27.9%	18.7%	35.4%	37.9%	51.6%	56.1%	49.7%	60.0%	22.4%	24.6%	18.6%	25.0%	34.2%	2.7%	2.4%	10.0%
	年齢	2330	23.8%	15.4%	34.6%	36.4%	48.1%	55.2%	47.0%	62.3%	25.6%	30.7%	21.9%	23.8%	30.9%	3.2%	4.4%	9.9%
	年齢	39	25.6%	12.8%	28.2%	20.5%	25.6%	48.7%	53.8%	56.4%	10.3%	7.7%	5.1%	20.5%	35.9%	—	2.6%	15.4%
	入社年	741	23.3%	17.3%	29.1%	35.8%	44.8%	49.4%	45.3%	53.4%	20.6%	23.1%	17.9%	22.8%	31.8%	1.9%	2.2%	13.5%
	入社年	3645	26.3%	16.9%	36.2%	37.4%	50.7%	57.2%	49.2%	63.1%	24.7%	28.7%	20.7%	24.6%	32.6%	3.2%	3.6%	8.9%
	役職	3657	25.5%	16.8%	35.1%	36.9%	50.0%	55.1%	48.2%	60.8%	22.5%	25.7%	19.1%	24.4%	32.5%	2.8%	3.3%	10.4%
	役職	698	26.4%	17.2%	34.4%	37.8%	48.6%	52.2%	49.1%	63.2%	31.1%	35.8%	24.2%	24.4%	32.4%	3.9%	4.0%	8.0%
	役員	74	35.1%	16.2%	37.8%	29.7%	36.5%	59.5%	51.4%	63.5%	29.7%	47.3%	33.8%	25.7%	32.4%	4.1%	2.7%	12.2%
	役員	5	20.0%	—	40.0%	40.0%	—	60.0%	20.0%	60.0%	—	—	40.0%	40.0%	40.0%	20.0%	20.0%	—
	役員	10	20.0%	30.0%	10.0%	40.0%	30.0%	60.0%	50.0%	50.0%	40.0%	40.0%	40.0%	40.0%	50.0%	—	—	—
	配偶関係	2009	23.5%	14.9%	33.5%	35.2%	50.1%	53.3%	47.7%	62.3%	24.3%	28.4%	20.4%	23.9%	30.8%	3.4%	4.0%	10.0%
	配偶・離死別	2439	27.4%	18.5%	36.0%	38.1%	48.9%	55.8%	48.7%	60.2%	23.6%	26.9%	19.9%	24.5%	33.8%	2.6%	3.0%	10.0%
	末子年齢	2946	26.8%	17.8%	35.9%	37.6%	50.2%	56.1%	49.2%	61.2%	23.5%	27.2%	20.2%	24.4%	33.4%	2.6%	3.1%	9.7%
	末子0-3歳	932	24.5%	15.7%	34.7%	36.7%	54.4%	55.6%	48.3%	62.3%	25.4%	28.1%	19.6%	24.5%	33.7%	4.4%	4.1%	9.4%
	末子4-6歳	321	21.8%	13.4%	33.3%	37.7%	44.2%	47.6%	45.2%	64.8%	24.9%	29.6%	19.3%	24.0%	29.0%	2.5%	3.1%	10.0%
	末子7歳以上	208	19.2%	13.9%	26.4%	26.0%	25.0%	47.6%	39.4%	51.9%	22.1%	27.9%	23.6%	24.2%	23.6%	1.9%	6.3%	14.9%
	企業調査: 作成した	3296	26.0%	17.4%	35.5%	37.3%	50.0%	55.4%	48.4%	61.3%	24.0%	28.2%	20.4%	24.3%	32.5%	2.8%	3.4%	10.2%
	行動計画: 作成していない	390	23.3%	16.4%	30.3%	31.8%	45.9%	55.1%	46.2%	58.5%	21.5%	23.6%	17.7%	24.1%	30.8%	3.6%	5.9%	9.5%

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、不動産売買等)	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%	16.4%	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%	11.8%	1.9%	9.9%	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%	19.6%	2.1%	10.4%	2.7%	-	16.4%	-	0.9%
末子0-3歳	92	5.4%	8.7%	23.9%	7.6%	13.0%	8.7%	1.1%	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%	1.3%	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%	1.2%	16.0%	1.2%	-	13.6%	-	1.2%
作成した	880	3.8%	8.1%	17.2%	2.3%	15.7%	14.3%	2.0%	7.3%	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%	2.5%	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%	1.1%	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%	2.2%	6.1%	3.4%	-	6.1%	-	1.7%
2017(H29)年	1260	14.7%	8.6%	4.4%	0.4%	46.9%	2.3%	1.9%	9.0%	3.7%	-	6.7%	0.1%	1.0%
2017(H29)年より前	1265	13.9%	8.9%	4.9%	-	47.7%	2.2%	1.7%	8.6%	2.9%	-	7.2%	0.1%	1.0%
役員	151	14.6%	9.3%	4.6%	-	43.7%	5.3%	2.0%	9.9%	6.0%	-	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%	1.0%	8.5%	3.4%	-	6.8%	-	0.6%
配偶関係	754	13.1%	9.0%	5.7%	0.1%	45.2%	3.4%	2.7%	8.5%	3.7%	-	6.4%	0.1%	1.3%
未婚	891	12.6%	10.0%	5.8%	0.2%	45.6%	3.1%	2.4%	8.5%	3.7%	-	6.3%	0.1%	1.1%
子なし	260	18.5%	8.1%	5.0%	0.4%	46.2%	1.5%	0.4%	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%	2.4%	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%	0.6%	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%	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%	2.2%	7.7%	3.2%	-	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%	1.1%	8.8%	4.1%	0.9%	10.6%	0.3%	0.6%
女性・計	1031	3.8%	9.4%	15.8%	0.9%	25.4%	14.7%	1.6%	8.3%	5.2%	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%	1.3%	9.3%	4.1%	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%	1.1%	9.1%	3.7%	1.2%	11.6%	0.3%	0.5%
役員	639	1.9%	9.4%	11.1%	0.6%	34.9%	14.6%	0.9%	9.2%	5.6%	0.5%	9.4%	0.2%	0.3%
係長・主任相当職	136	3.7%	7.4%	6.6%	41.9%	19.9%	8.8%	0.7%	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%	-	-	-	-	-	-	-	-	-
役員	1522	5.0%	9.7%	11.0%	4.1%	28.3%	12.2%	1.1%	9.5%	4.3%	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%	1.0%	7.8%	3.9%	0.9%	10.8%	0.1%	0.3%
未婚	1404	3.7%	8.8%	14.9%	1.6%	30.6%	13.0%	1.1%	7.6%	4.5%	1.6%	10.3%	0.2%	0.4%
子なし	868	5.9%	10.4%	11.2%	3.2%	26.6%	13.1%	0.9%	10.3%	3.9%	1.0%	10.7%	0.3%	0.5%
末子0-3歳														

1	末子4-6歳	247	4.5%	10.9%	10.1%	2.8%	29.1%	9.7%	1.2%	10.5%	4.0%	5.3%	0.8%	10.9%	-	-	-	-
0	末子7歳以上	131	1.5%	8.4%	7.6%	18.3%	29.2%	6.1%	2.3%	6.9%	2.3%	3.4%	0.8%	13.0%	-	-	-	-
0	企業調査: 作成した	865	3.8%	11.1%	11.3%	2.8%	29.8%	14.1%	0.3%	10.1%	2.5%	1.4%	0.7%	10.6%	0.2%	-	-	0.7%
5	行動計画: 作成していない	1401	4.9%	7.7%	15.6%	3.5%	21.1%	12.0%	1.1%	7.3%	4.3%	2.9%	1.1%	11.4%	0.4%	-	-	0.4%
2	女性・計	3188	9.3%	10.9%	3.2%	0.4%	52.3%	4.0%	0.6%	8.8%	2.9%	0.4%	0.2%	5.1%	0.1%	0.3%	0.5%	0.5%
9	年齢	1498	8.9%	10.1%	4.0%	0.1%	53.3%	5.2%	0.6%	8.4%	3.4%	0.3%	0.3%	5.5%	0.1%	0.3%	0.4%	0.4%
9	入社年	1652	9.7%	11.7%	2.5%	0.7%	53.9%	2.9%	0.5%	9.1%	2.5%	0.5%	0.1%	4.8%	0.2%	0.3%	0.5%	0.5%
人	40-65歳	30	6.7%	13.3%	3.3%	-	56.7%	-	3.3%	6.7%	6.7%	-	-	3.3%	-	-	-	-
	2017(H29)年	480	10.2%	15.4%	4.2%	0.2%	45.8%	6.7%	0.2%	8.5%	2.7%	0.4%	0.2%	4.0%	0.2%	0.8%	0.4%	0.4%
	2017(H29)年より前	2649	9.0%	9.9%	3.1%	0.5%	54.7%	3.5%	0.7%	8.9%	3.0%	0.5%	0.2%	5.3%	0.1%	0.2%	0.5%	0.5%
	役員	2726	9.6%	10.9%	3.2%	0.0%	53.3%	3.3%	0.4%	8.3%	2.5%	0.5%	0.3%	5.6%	0.1%	0.3%	0.5%	0.5%
	係長・主任相当職	393	5.6%	10.4%	3.6%	0.3%	54.2%	4.3%	2.0%	11.5%	5.9%	-	-	2.0%	-	-	-	-
	課長・課長相当職	35	2.9%	14.3%	-	25.7%	31.4%	2.9%	-	11.4%	8.6%	-	-	2.9%	-	-	-	-
	部長・部長相当職	11	27.3%	27.3%	-	18.2%	9.1%	-	-	18.2%	-	-	-	-	-	-	-	-
	役員	9	44.4%	11.1%	11.1%	11.1%	11.1%	-	-	11.1%	-	-	-	-	-	-	-	-
	配偶関係	1402	11.1%	11.8%	2.7%	0.7%	51.1%	3.2%	0.7%	9.1%	2.7%	0.5%	0.2%	5.1%	0.1%	0.4%	0.6%	0.6%
	未婚	1780	8.0%	10.3%	3.6%	0.2%	54.8%	4.5%	0.5%	8.4%	3.1%	0.4%	0.2%	5.2%	0.1%	0.2%	0.4%	0.4%
	既婚・離死別	2110	7.9%	10.3%	3.6%	0.3%	55.6%	4.5%	0.6%	8.0%	2.9%	0.4%	0.3%	4.9%	0.1%	0.2%	0.3%	0.3%
	末子年齢	584	12.3%	14.4%	2.7%	0.7%	49.0%	2.1%	0.5%	9.4%	2.9%	-	-	5.1%	0.2%	0.7%	0.2%	0.7%
	末子0-3歳	239	16.7%	10.0%	2.1%	0.8%	47.3%	2.9%	-	10.0%	2.1%	1.3%	-	5.0%	0.4%	1.3%	1.3%	1.3%
	末子4-6歳	203	6.9%	9.4%	1.5%	0.5%	48.8%	3.9%	1.5%	14.3%	3.4%	0.5%	0.5%	6.9%	0.5%	1.0%	0.5%	0.5%
	末子7歳以上	1049	7.8%	12.6%	2.6%	0.3%	51.1%	2.7%	0.4%	11.2%	2.6%	0.8%	0.6%	6.6%	0.1%	0.2%	0.7%	0.7%
	企業調査: 作成した	1490	9.3%	9.7%	4.6%	0.4%	55.1%	4.8%	0.7%	6.7%	2.6%	0.3%	-	4.8%	0.1%	0.5%	0.3%	0.3%
	作成していない	3727	1.9%	6.9%	9.3%	2.9%	53.3%	9.4%	2.7%	4.3%	2.5%	1.2%	0.6%	3.9%	0.3%	0.3%	0.5%	0.5%
	男性・計	1436	1.0%	6.8%	10.2%	0.5%	52.6%	11.4%	3.9%	4.3%	2.6%	1.6%	0.6%	3.6%	0.3%	0.3%	0.6%	0.6%
	年齢	2239	2.5%	7.1%	8.8%	3.9%	53.9%	8.2%	2.1%	4.4%	2.4%	0.9%	0.6%	4.2%	0.4%	0.3%	0.4%	0.4%
	40-65歳	43	-	-	4.7%	30.2%	48.8%	11.6%	-	-	4.7%	-	-	4.2%	0.4%	0.3%	0.4%	0.4%
	入社年	630	1.6%	11.3%	13.2%	1.1%	45.4%	12.1%	3.2%	4.9%	2.5%	1.3%	0.5%	1.3%	0.3%	0.6%	0.8%	0.8%
	2017(H29)年	3019	2.0%	6.1%	8.5%	3.3%	55.1%	8.8%	2.6%	4.1%	2.5%	1.1%	0.5%	4.5%	0.3%	0.2%	0.4%	0.4%
	2017(H29)年より前	2486	1.9%	7.6%	10.6%	0.1%	53.3%	8.6%	2.5%	4.9%	2.3%	1.3%	0.6%	4.7%	0.4%	0.4%	0.3%	0.3%
	役員	1006	1.6%	5.8%	7.5%	0.9%	58.7%	11.1%	3.0%	3.3%	3.0%	0.9%	0.5%	2.8%	0.2%	0.2%	0.6%	0.6%
	係長・主任相当職	189	2.1%	3.7%	3.7%	42.9%	28.6%	11.1%	3.7%	1.1%	2.1%	0.5%	-	-	-	-	-	-
	課長・課長相当職	28	-	7.1%	-	50.0%	17.9%	10.7%	3.6%	-	-	-	-	-	-	-	-	-
	部長・部長相当職	8	25.0%	-	12.5%	12.5%	25.0%	12.5%	-	12.5%	-	-	-	-	-	-	-	-
	役員	2115	2.6%	7.4%	8.3%	4.4%	52.4%	9.2%	2.3%	4.3%	2.3%	1.0%	0.6%	4.2%	0.3%	0.3%	0.4%	0.4%
	配偶関係	1593	0.9%	6.3%	10.7%	0.9%	54.6%	9.7%	3.3%	4.4%	2.7%	1.4%	0.6%	3.5%	0.3%	0.3%	0.5%	0.5%
	未婚	1966	1.1%	6.5%	10.1%	1.1%	54.9%	9.8%	3.1%	4.0%	2.7%	1.3%	0.6%	3.7%	0.3%	0.3%	0.6%	0.6%
	既婚・離死別	1204	2.9%	8.6%	8.7%	3.2%	51.7%	9.3%	2.7%	4.7%	2.0%	0.7%	0.3%	4.1%	0.4%	0.3%	0.2%	0.2%
	末子年齢	341	2.9%	5.9%	6.7%	7.6%	52.5%	8.8%	1.8%	3.8%	2.1%	1.8%	0.9%	4.4%	0.3%	0.3%	0.3%	0.3%
	末子0-3歳	170	2.4%	1.8%	9.4%	11.8%	48.2%	5.9%	1.8%	5.3%	3.5%	2.4%	1.2%	5.3%	-	-	-	-
	末子4-6歳	2817	1.8%	7.0%	9.4%	2.8%	53.7%	9.4%	2.4%	4.6%	2.0%	1.1%	0.7%	3.9%	0.4%	0.3%	0.4%	0.4%
	末子7歳以上	301	4.0%	7.6%	8.3%	3.7%	41.5%	9.3%	4.7%	4.3%	7.0%	2.3%	-	6.3%	0.3%	-	-	0.7%
	企業調査: 作成した	4460	4.9%	7.8%	2.6%	0.8%	68.2%	3.4%	2.1%	4.2%	2.3%	0.3%	0.2%	2.4%	0.1%	0.2%	0.7%	0.7%
	作成していない	2076	4.5%	7.1%	2.7%	0.4%	67.4%	4.4%	2.7%	4.2%	2.9%	0.4%	0.3%	2.1%	0.1%	0.1%	0.5%	0.5%
	男性・計	2330	5.3%	8.6%	2.4%	1.2%	68.5%	2.5%	1.6%	4.3%	1.7%	0.2%	0.0%	2.6%	-	-	-	0.8%
	年齢	39	2.6%	-	-	-	82.1%	20.0%	2.6%	5.1%	5.1%	-	-	-	-	-	-	-
	40-65歳	741	8.1%	9.7%	3.0%	0.5%	61.8%	6.3%	2.2%	4.2%	2.0%	0.3%	0.3%	0.7%	0.1%	0.3%	0.4%	0.4%
	入社年	3645	4.1%	7.3%	2.4%	0.9%	69.8%	2.8%	2.1%	4.2%	2.4%	0.3%	0.1%	2.7%	0.1%	0.2%	0.7%	0.7%
	2017(H29)年	3657	4.9%	7.8%	2.5%	0.1%	69.7%	3.3%	1.6%	4.2%	2.1%	0.3%	0.2%	2.7%	0.1%	0.2%	0.4%	0.4%
	2017(H29)年より前	698	4.4%	7.6%	2.7%	0.6%	66.3%	3.9%	4.3%	4.0%	2.9%	0.1%	-	1.1%	0.1%	0.3%	1.6%	1.6%
	役員	74	4.1%	9.5%	2.7%	32.4%	31.1%	4.1%	5.4%	4.1%	5.4%	-	-	-	-	-	-	-
	係長・主任相当職	5	20.0%	-	-	40.0%	20.0%	20.0%	-	-	-	-	-	-	-	-	-	-
	課長・課長相当職	10	30.0%	30.0%	-	10.0%	10.0%	-	-	-	-	-	-	-	-	-	-	-
	部長・部長相当職	2009	6.2%	8.3%	2.7%	0.9%	67.3%	2.4%	1.7%	4.9%	2.0%	0.2%	0.0%	2.2%	0.1%	0.1%	0.7%	0.7%
	役員	2439	3.9%	7.5%	2.4%	0.7%	69.0%	4.2%	2.5%	3.6%	2.5%	0.3%	0.2%	2.4%	0.0%	0.2%	0.5%	0.5%
	配偶関係	2946	4.1%	7.6%	2.3%	0.8%	68.9%	4.0%	2.4%	3.8%	2.5%	0.3%	0.2%	2.3%	0.1%	0.2%	0.5%	0.5%
	未婚	932	10.0%	3.2%	0.6%	0.6%	66.4%	2.0%	1.5%	3.8%	1.5%	-	-	0.1%	0.1%	0.2%	0.8%	0.8%
	既婚・離死別	321	7.2%	5.3%	3.1%	1.6%	69.5%	2.5%	1.2%	5.3%	1.6%	0.3%	-	1.9%	-	-	-	-
	末子年齢	208	4.8%	5.8%	1.9%	0.5%	65.9%	1.9%	2.9%	8.2%	3.4%	1.0%	-	2.9%	-	-	-	-
	末子0-3歳	3296	4.8%	7.3%	2.7%	0.7%	69.4%	3.6%	2.2%	4.4%	1.6%	0.1%	0.2%	2.2%	0.0%	0.2%	0.5%	0.5%
	末子4-6歳	390	7.9%	8.2%	0.8%	0.5%	59.0%	3.1%	2.1%	3.6%	7.2%	1.3%	0.3%	4.9%	-	-	-	1.3%
	末子7歳以上																	
	企業調査: 作成した																	
	作成していない																	

問2-①-1)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)いずれでもない	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%	6.8%	4.1%	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%
既婚	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	1463	32.1%	10.3%	5.0%	3.7%	2.6%	1.0%	10.2%	3.8%	37.7%
作成していない	625	33.0%	10.9%	5.4%	4.5%	3.0%	0.8%	6.4%	2.6%	38.1%
18-29歳	793	31.7%	10.1%	4.5%	3.2%	2.3%	1.3%	13.4%	4.9%	36.9%
30-39歳	42	26.2%	7.1%	7.1%	2.4%	2.4%	-	7.1%	2.4%	45.2%
40-65歳	179	26.3%	9.5%	7.3%	5.6%	3.9%	1.1%	5.6%	1.7%	43.0%
入社年	1260	32.7%	10.4%	4.7%	3.3%	2.5%	1.0%	11.0%	2.5%	37.2%
2017(H29)年	1265	31.7%	9.9%	4.9%	3.4%	2.5%	0.9%	9.6%	3.4%	38.4%
2017(H29)年より前	151	31.1%	10.6%	5.3%	4.6%	2.0%	0.7%	13.9%	6.0%	35.8%
役職	15	20.0%	20.0%	6.7%	6.7%	6.7%	6.7%	13.3%	6.7%	53.3%
役員・主任相当職	7	71.4%	28.6%	28.6%	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%
課長・課長相当職	13	61.5%	23.1%	-	15.4%	7.7%	-	7.7%	7.7%	-
部長・部長相当職	703	30.2%	8.8%	5.4%	3.8%	2.7%	1.7%	15.9%	5.8%	36.0%
役員・離死別	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%
未婚	260	28.8%	7.3%	4.6%	1.2%	0.8%	1.5%	27.7%	8.5%	29.6%
既婚	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	2686	30.5%	12.2%	7.0%	8.0%	3.9%	0.6%	6.8%	2.6%	36.4%
作成していない	1031	31.3%	12.6%	6.4%	9.0%	4.4%	0.4%	5.8%	2.3%	34.4%
18-29歳	1616	30.3%	12.1%	7.4%	7.5%	3.7%	0.8%	7.5%	2.8%	37.6%
30-39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・離死別	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%
既婚										
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%
5	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%
9	年齢	30	13.3%	13.3%	10.0%	-	-	-	6.7%	6.7%	53.3%	13.3%
人	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	2649	26.6%	9.2%	5.5%	3.3%	2.5%	0.8%	18.1%	4.9%	35.2%	15.3%
	2017(H29)年より前	2726	27.2%	8.8%	5.7%	3.4%	2.9%	0.8%	15.0%	4.7%	36.2%	15.4%
	役員なし	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%	9.8%	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	3019	25.9%	15.3%	16.2%	7.2%	4.5%	2.6%	14.4%	5.2%	34.4%	14.7%
	2017(H29)年より前	1006	25.0%	17.4%	15.7%	5.9%	4.0%	2.0%	11.5%	3.6%	36.2%	14.7%
	役員なし	189	27.0%	24.3%	16.4%	12.7%	9.5%	5.3%	16.4%	6.2%	34.5%	15.2%
	係長・主任相当職	28	42.9%	35.7%	17.9%	17.9%	7.1%	7.1%	25.0%	7.9%	24.3%	15.9%
	課長・課長相当職	8	37.5%	25.0%	12.5%	-	-	-	25.0%	12.5%	17.9%	3.6%
	部長・部長相当職	2115	25.6%	15.0%	17.0%	7.0%	4.5%	2.8%	14.8%	5.4%	34.7%	14.3%
	役員	1593	25.7%	12.7%	15.3%	6.7%	4.1%	2.0%	11.2%	3.5%	35.2%	15.6%
	配偶関係	1966	25.4%	13.4%	15.6%	6.8%	4.3%	2.2%	12.1%	3.8%	34.8%	15.5%
	既婚・離死別	1204	24.8%	13.0%	17.5%	4.2%	4.2%	2.7%	15.0%	5.3%	35.0%	14.8%
	子なし	341	26.4%	16.4%	17.0%	6.5%	4.1%	4.4%	13.8%	6.2%	39.3%	11.4%
	末子0-3歳	170	31.8%	22.4%	14.1%	8.2%	5.9%	1.2%	15.3%	6.5%	27.6%	14.1%
	末子4-6歳	2817	25.2%	13.3%	15.5%	6.6%	4.2%	2.3%	13.5%	4.5%	35.8%	15.3%
	末子7歳以上	301	31.9%	19.3%	11.6%	5.0%	4.0%	0.7%	8.3%	2.3%	35.5%	12.6%
	作成した	4460	22.0%	10.0%	13.2%	3.8%	2.1%	1.9%	21.7%	5.1%	33.9%	14.4%
	行動計画: 作成していない	2076	24.0%	10.3%	13.3%	4.4%	1.9%	1.3%	14.0%	4.5%	36.2%	16.9%
	男性・計	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%
	年齢	741	24.3%	6.7%	11.7%	3.5%	3.1%	1.3%	8.4%	2.7%	36.0%	19.8%
	入社年	3645	21.3%	10.6%	13.4%	3.8%	1.8%	1.9%	24.5%	5.5%	33.6%	13.3%
	2017(H29)年	3657	21.6%	8.8%	13.4%	3.6%	1.8%	1.7%	20.5%	4.8%	34.9%	14.8%
	2017(H29)年より前	698	22.1%	13.2%	12.2%	4.0%	3.3%	2.3%	27.8%	6.0%	31.8%	12.2%
	役員なし	74	33.8%	32.4%	13.3%	12.2%	2.7%	5.4%	27.0%	8.1%	14.9%	12.2%
	係長・主任相当職	5	20.0%	60.0%	40.0%	40.0%	-	-	-	-	-	20.0%
	課長・課長相当職	10	60.0%	10.0%	20.0%	10.0%	20.0%	10.0%	40.0%	20.0%	20.0%	10.0%
	部長・部長相当職	2009	20.0%	7.8%	13.0%	2.8%	2.0%	2.5%	33.8%	6.4%	29.2%	12.2%
	役員	2439	23.6%	11.8%	13.4%	4.7%	2.1%	1.4%	11.9%	4.0%	37.8%	16.1%
	配偶関係	2946	23.5%	11.7%	13.7%	4.5%	2.1%	1.4%	11.9%	3.8%	37.8%	16.0%
	既婚・離死別	932	17.7%	5.6%	12.3%	1.9%	1.9%	2.6%	52.3%	8.3%	22.0%	7.8%
	子なし	321	19.3%	7.2%	10.0%	1.6%	0.6%	3.4%	29.6%	5.6%	32.1%	15.6%
	末子0-3歳	208	23.1%	9.1%	16.8%	4.3%	3.4%	2.9%	15.4%	7.2%	35.6%	18.3%
	末子4-6歳	3296	20.8%	9.0%	13.3%	3.5%	2.0%	2.0%	22.1%	5.0%	34.8%	14.4%
	末子7歳以上	390	30.5%	13.8%	7.7%	3.1%	2.1%	0.5%	14.4%	4.1%	34.1%	14.4%
	作成した											
	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	1135	8.9%	9.9%	34.1%	7.1%	7.3%	15.3%	18.3%	14.8%
年齢	403	8.9%	9.9%	30.5%	5.5%	6.5%	14.6%	13.4%	12.7%
18-29歳	702	8.0%	10.0%	36.9%	8.3%	8.0%	21.7%	15.7%	13.7%
30-39歳	26	7.7%	7.7%	15.4%	3.8%	3.8%	19.2%	7.7%	30.8%
40-65歳	156	8.3%	9.0%	32.7%	3.8%	3.8%	17.3%	12.8%	11.5%
入社年	954	9.0%	10.1%	34.4%	7.7%	7.7%	19.5%	15.2%	32.2%
2017(H29)年	784	8.2%	8.9%	32.4%	6.3%	6.4%	14.7%	16.7%	13.4%
2017(H29)年より前	253	11.5%	13.4%	38.3%	9.9%	10.3%	17.8%	24.1%	20.2%
役職	57	10.5%	8.8%	36.8%	5.3%	5.3%	15.8%	12.3%	10.5%
役員・主任相当職	27	3.7%	7.4%	51.9%	11.1%	11.1%	22.2%	18.5%	14.8%
課長・課長相当職	10	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	50.0%
部長・部長相当職	648	8.0%	9.4%	34.7%	7.3%	7.4%	16.2%	22.2%	16.8%
役員	476	9.7%	10.5%	33.4%	6.7%	6.9%	14.1%	22.8%	12.0%
配偶関係	601	10.1%	10.6%	33.1%	7.2%	6.8%	14.5%	14.0%	13.1%
未婚	336	8.6%	9.8%	36.0%	7.4%	7.7%	17.0%	25.6%	18.8%
既婚・離死別	92	5.4%	6.5%	34.8%	4.3%	6.5%	14.1%	18.5%	17.4%
子なし	80	3.8%	8.8%	30.8%	8.8%	7.5%	16.3%	20.0%	21.3%
末子0-3歳	81	16.0%	7.4%	29.6%	3.7%	4.9%	9.9%	18.5%	14.8%
末子4-6歳	880	9.0%	10.5%	34.7%	7.5%	7.8%	15.9%	18.3%	33.3%
末子7歳以上	1463	9.4%	6.6%	36.3%	4.6%	6.1%	21.1%	36.8%	31.4%
企業調査: 作成していない	625	10.9%	5.3%	36.6%	5.3%	6.2%	21.8%	38.7%	29.8%
行動計画: 作成していない	793	8.4%	7.9%	37.5%	4.3%	6.1%	21.3%	35.6%	32.8%
女性・計	42	7.1%	-	28.6%	2.4%	4.8%	9.5%	31.0%	28.6%
年齢	179	7.3%	3.4%	34.6%	5.0%	5.6%	23.5%	34.1%	27.9%
18-29歳	1260	9.8%	7.1%	37.1%	4.7%	6.0%	21.0%	37.5%	21.0%
30-39歳	1265	9.3%	6.1%	37.5%	4.7%	5.5%	20.9%	36.8%	32.1%
40-65歳	151	11.3%	11.9%	35.8%	5.3%	10.6%	23.8%	38.4%	27.2%
入社年	15	6.7%	-	33.3%	-	-	13.3%	20.0%	33.3%
2017(H29)年	7	-	-	-	-	14.3%	28.6%	42.9%	-
2017(H29)年より前	13	15.4%	7.7%	23.1%	-	15.4%	23.1%	38.5%	23.1%
役職	703	8.0%	7.5%	35.4%	4.0%	5.5%	22.0%	39.0%	33.4%
役員・主任相当職	754	10.9%	5.7%	38.5%	5.3%	6.6%	20.4%	34.7%	29.6%
課長・課長相当職	891	10.9%	5.9%	38.0%	5.3%	6.5%	21.8%	38.0%	29.6%
部長・部長相当職	260	5.4%	6.5%	33.8%	1.2%	4.2%	20.4%	39.2%	33.5%
役員	126	7.1%	10.3%	37.3%	5.6%	7.1%	22.2%	37.3%	40.5%
配偶関係	157	8.9%	6.4%	36.9%	5.1%	4.5%	18.5%	23.6%	18.5%
未婚	120	14.2%	5.8%	34.2%	1.7%	6.7%	21.7%	32.5%	26.7%
既婚・離死別	1040	9.1%	6.3%	35.4%	4.1%	4.8%	20.4%	37.3%	29.5%
子なし	2686	8.2%	9.9%	40.5%	6.5%	8.3%	20.8%	20.1%	14.0%
年齢	1031	7.4%	9.8%	42.2%	5.8%	7.7%	21.7%	19.4%	13.9%
18-29歳	1616	9.0%	10.2%	39.9%	7.0%	8.5%	20.3%	20.5%	14.1%
30-39歳	33	-	3.0%	21.2%	6.1%	15.2%	18.2%	21.2%	12.1%
40-65歳	410	7.1%	10.2%	41.2%	5.1%	7.3%	18.8%	19.5%	13.7%
入社年	2204	8.4%	10.0%	40.5%	6.8%	8.6%	21.2%	20.3%	14.3%
2017(H29)年	1869	7.3%	9.1%	40.3%	5.8%	7.5%	20.4%	19.8%	14.3%
2017(H29)年より前	639	8.5%	11.1%	41.3%	8.1%	8.9%	21.1%	21.0%	13.1%
役職	136	11.0%	13.2%	36.8%	6.6%	11.8%	22.8%	20.6%	14.0%
役員・主任相当職	23	8.7%	17.4%	26.1%	8.7%	21.7%	26.1%	26.1%	21.7%
課長・課長相当職	10	20.0%	20.0%	30.0%	30.0%	20.0%	30.0%	10.0%	10.0%
部長・部長相当職	1522	8.3%	9.9%	40.9%	7.4%	8.5%	20.9%	21.8%	14.5%
役員	1147	8.2%	9.9%	40.5%	5.3%	7.9%	20.7%	18.1%	13.4%
配偶関係	1404	8.2%	10.1%	40.6%	5.4%	7.9%	20.3%	18.8%	13.2%
未婚	868	7.6%	9.1%	42.6%	6.9%	7.8%	22.2%	22.9%	14.7%
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%	23.1%	15.4%	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%	17.5%	4.4%	27.6%	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%	-	-	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
	20	-	-	-	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	7.2
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	7.5
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
	役員	35	-	5.7%	20.0%	11.4%	14.3%	25.7%	11.4%	2.9%	8.6%	32	46.8	6.3
	役員	11	-	-	18.2%	9.1%	36.4%	18.2%	-	9.1%	9.1%	10	47.2	6.3
	役員	9	11.1%	11.1%	-	-	22.2%	11.1%	11.1%	-	33.3%	6	45.2	9.4
	配偶関係	1402	9.7%	13.0%	27.7%	10.6%	18.5%	17.1%	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
	末子年齢	2110	1.2%	5.5%	22.8%	13.0%	27.1%	11.3%	3.5%	4.1%	11.6%	1865	45.1	7.1
	末子年齢	584	18.8%	17.8%	27.7%	7.9%	1.2%	13.0%	0.9%	0.9%	9.6%	528	39.3	6.6
	末子4-6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7歳以上	203	2.5%	9.9%	30.0%	16.3%	21.2%	8.9%	0.5%	1.5%	9.4%	184	42.8	5.4
	企業調査: 作成した	1049	4.9%	9.9%	25.7%	11.2%	23.9%	9.4%	3.1%	2.1%	9.8%	946	43.4	6.7
	作成していない	1490	5.8%	8.4%	25.0%	12.0%	22.4%	9.0%	2.8%	3.4%	11.3%	1322	43.5	7.5
	男性・計	3727	1.6%	3.4%	16.0%	10.7%	29.9%	17.4%	3.8%	4.8%	12.3%	3268	46.1	6.9
	年齢	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
	役員	189	1.6%	4.2%	9.0%	4.8%	29.1%	28.0%	5.8%	9.5%	7.9%	174	48.1	7.4
	役員	28	3.6%	3.6%	10.7%	14.3%	28.6%	10.7%	7.1%	10.7%	10.7%	25	46.8	9.3
	役員	8	-	-	12.5%	-	50.0%	25.0%	12.5%	-	-	8	47.6	5.3
	配偶関係	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
	末子年齢	1966	1.4%	4.1%	16.5%	11.6%	29.9%	15.5%	3.6%	4.3%	13.2%	1707	45.8	6.8
	末子年齢	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4-6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7歳以上	170	-	2.9%	18.2%	6.5%	35.3%	17.1%	2.4%	6.5%	11.2%	151	46.8	6.7
	企業調査: 作成した	2817	1.5%	3.6%	17.1%	11.1%	29.7%	16.6%	3.7%	4.4%	12.2%	2473	45.8	6.7
	作成していない	301	2.3%	3.0%	11.6%	9.0%	32.2%	18.9%	4.3%	7.0%	11.6%	266	47.3	8.4
	女性・計	4460	6.9%	9.4%	22.7%	13.2%	23.5%	7.9%	1.8%	2.2%	12.5%	3903	42.7	6.8
	年齢	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
	役員	74	2.7%	8.1%	18.9%	8.1%	29.7%	9.9%	4.1%	4.1%	14.9%	63	44.6	7.0
	役員	5	-	-	-	20.0%	20.0%	-	-	40.0%	20.0%	4	52.8	8.6
	役員	10	-	-	30.0%	10.0%	30.0%	10.0%	-	-	20.0%	8	43.5	3.6
	配偶関係	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
	末子年齢	2946	1.2%	6.0%	21.9%	14.5%	28.0%	9.8%	2.2%	2.7%	13.6%	2546	44.4	6.1
	末子年齢	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4-6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7歳以上	208	1.9%	11.1%	29.3%	16.3%	23.6%	7.7%	1.9%	1.0%	7.2%	193	42.8	5.3
	企業調査: 作成した	3296	6.9%	10.0%	23.2%	13.3%	23.0%	7.7%	1.6%	2.1%	12.3%	2892	42.6	6.7
	作成していない	390	4.9%	8.7%	21.0%	14.6%	27.7%	7.7%	3.3%	2.1%	10.0%	351	43.6	6.9

問2-4.年次有給休暇付与日数

	2019年入社のため付与なし										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%	10.4%	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													
役員なし	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													
役員なし	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%	-	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													
役員なし	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
	入社年	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
	役員	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
	役員	35	-	14.3%	5.7%	62.9%	-	-	2.9%	8.6%	2.9%	2.9%	30	19.2	5.0
	役員	11	-	-	18.2%	72.7%	9.1%	-	-	-	-	-	11	19.7	1.7
	役員	9	11.1%	33.3%	-	33.3%	-	-	-	22.2%	-	-	7	14.4	5.3
	配偶関係	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
	末子年齢	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
	末子年齢	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
	末子年齢	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
	末子年齢	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
	企業調査: 作成した	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
	企業調査: 作成していない	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
	男性・計	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
	年齢	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
	入社年	3019	0.8%	18.8%	8.7%	53.0%	4.1%	2.1%	6.1%	-	2.5%	3.9%	2826	19.6	7.0
	役員	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
	役員	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
	役員	28	-	14.3%	14.3%	50.0%	3.6%	3.6%	3.6%	3.6%	3.6%	3.6%	25	19.2	6.1
	役員	8	-	25.0%	12.5%	12.5%	-	-	12.5%	25.0%	-	12.5%	5	20.0	11.7
	配偶関係	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
	末子年齢	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
	末子年齢	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
	末子年齢	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
	末子年齢	170	-	12.4%	1.8%	67.1%	4.1%	0.6%	8.8%	1.8%	2.4%	1.2%	161	20.8	7.2
	企業調査: 作成した	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
	企業調査: 作成していない	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
	女性・計	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
	年齢	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
	入社年	3645	0.8%	20.7%	9.4%	46.8%	4.7%	1.8%	6.9%	-	2.1%	6.6%	3326	19.5	7.4
	役員	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
	役員	74	1.4%	12.2%	8.1%	59.5%	4.1%	1.4%	2.7%	-	2.7%	8.1%	66	19.2	5.3
	役員	5	-	20.0%	-	80.0%	-	-	-	-	-	-	5	18.2	4.0
	役員	10	-	10.0%	10.0%	40.0%	-	-	-	30.0%	-	10.0%	6	18.3	2.7
	配偶関係	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
	末子年齢	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
	末子年齢	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
	末子年齢	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
	末子年齢	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
	企業調査: 作成した	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
	企業調査: 作成していない	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

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%	0.8%	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%	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%	—	—	—	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%	—	—	—	—	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%	—	—	—	—	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%	—	—	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%	—	—	—	0.4%	902	5.0	4.6	
未婚	1131	15.8%	62.7%	16.2%	3.4%	1.2%	—	—	—	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: 作成した	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 作成していない	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%	0.0%	0.1%	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%	0.1%	0.8%	2411	7.8	5.8
	役職	2260	10.9%	53.4%	22.2%	7.2%	4.8%	0.0%	0.1%	0.8%	2243	7.3	5.7
	役員	374	9.1%	43.6%	24.9%	13.6%	7.5%	0.5%	-	0.8%	371	8.7	6.2
	係長・主任相当職	31	6.5%	41.9%	22.6%	19.4%	9.7%	-	-	-	31	9.3	6.9
	課長・課長相当職	11	9.1%	45.5%	18.2%	18.2%	9.1%	-	-	-	11	8.5	6.6
	部長・部長相当職	7	14.3%	42.9%	28.6%	14.3%	-	-	-	-	7	8.1	4.6
	役員	1239	9.0%	39.3%	28.6%	11.9%	9.5%	0.6%	0.1%	0.2%	1228	9.3	6.2
	配偶関係	1450	12.1%	62.7%	17.5%	5.0%	1.4%	0.6%	-	0.6%	1441	5.9	4.9
	既婚・離死別	1746	11.3%	61.1%	18.7%	6.0%	1.7%	0.5%	-	0.6%	1735	6.2	5.0
	子なし	505	13.7%	29.9%	28.7%	12.3%	12.9%	1.2%	0.2%	1.2%	499	9.8	6.7
	末子0-3歳	221	1.8%	36.2%	29.9%	18.6%	12.7%	-	-	0.9%	219	10.9	5.8
	末子4-6歳	174	6.9%	42.5%	34.5%	6.9%	7.5%	-	1.1%	0.6%	173	9.2	6.4
	末子7歳以上	906	8.9%	52.8%	21.6%	9.1%	5.6%	1.1%	0.1%	0.8%	899	7.8	6.0
	企業調査: 作成した	1245	11.7%	51.5%	22.8%	8.0%	5.0%	0.5%	-	0.6%	1238	7.3	5.7
	行動計画 作成していない	3322	9.7%	55.9%	22.3%	7.5%	3.8%	0.3%	-	0.0%	3311	7.1	5.5
	男性・計	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%	0.8%	-	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
	役員	973	8.6%	52.0%	24.7%	9.9%	3.8%	0.6%	-	0.1%	970	7.7	5.6
	係長・主任相当職	179	18.4%	57.0%	17.3%	3.9%	3.4%	-	-	-	179	6.1	5.1
	課長・課長相当職	26	23.1%	61.5%	7.7%	3.8%	-	-	-	26	4.6	5.4	
	部長・部長相当職	5	-	100.0%	-	-	-	-	-	-	5	4.6	2.1
	役員	2004	8.1%	51.7%	24.9%	9.5%	4.8%	0.6%	-	0.4%	1996	7.9	5.6
	配偶関係	1303	12.3%	62.2%	18.3%	4.3%	2.3%	0.2%	-	0.1%	1300	6.0	5.0
	既婚・離死別	1661	11.2%	60.6%	19.9%	5.1%	2.7%	0.2%	-	0.1%	1657	6.3	5.1
	子なし	1135	7.2%	50.0%	26.1%	10.7%	4.8%	0.6%	-	0.4%	1130	8.2	5.6
	末子0-3歳	326	9.8%	52.5%	22.7%	8.6%	4.6%	1.2%	-	0.6%	324	7.5	5.9
	末子4-6歳	165	11.5%	54.5%	20.6%	7.3%	6.1%	-	-	-	165	7.1	5.7
	末子7歳以上	2532	8.6%	55.8%	22.7%	8.1%	4.1%	0.5%	-	0.0%	2526	7.4	5.5
	企業調査: 作成した	253	14.6%	55.7%	18.2%	7.1%	2.4%	0.8%	-	1.2%	250	6.3	5.4
	行動計画 作成していない	3842	7.9%	49.1%	23.2%	12.0%	6.0%	0.8%	0.3%	0.1%	3814	8.5	6.0
	女性・計	1637	9.4%	62.6%	18.7%	6.3%	2.3%	0.2%	0.1%	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
	役員	668	6.7%	43.3%	23.8%	14.8%	9.4%	0.6%	0.1%	0.7%	663	9.5	6.5
	係長・主任相当職	68	13.2%	41.2%	26.5%	10.3%	8.8%	-	-	-	68	8.4	6.1
	課長・課長相当職	5	-	80.0%	20.0%	-	-	-	-	-	5	4.8	3.6
	部長・部長相当職	6	-	50.0%	33.3%	-	-	-	-	-	5	6.4	3.8
	役員	1814	6.6%	35.2%	21.1%	17.6%	10.5%	1.2%	0.8%	0.1%	1794	10.4	6.4
	配偶関係	2019	8.9%	61.6%	19.8%	6.9%	2.0%	0.3%	0.0%	0.4%	2011	6.8	5.1
	既婚・離死別	2487	7.8%	59.3%	21.2%	8.2%	2.6%	0.3%	0.0%	0.0%	2476	7.2	5.2
	子なし	819	10.5%	26.6%	21.4%	17.6%	13.2%	1.8%	1.3%	0.1%	807	11.0	7.1
	末子0-3歳	306	1.0%	32.0%	30.1%	22.2%	12.1%	1.6%	-	1.0%	303	11.7	5.7
	末子4-6歳	191	5.8%	39.3%	22.0%	21.5%	10.5%	0.5%	-	0.5%	190	10.2	6.2
	末子7歳以上	2833	7.2%	49.1%	23.8%	11.9%	6.2%	0.7%	0.3%	0.1%	2810	8.6	6.0
	企業調査: 作成した	339	12.7%	52.2%	17.7%	10.0%	5.6%	0.8%	-	0.6%	337	7.7	6.1
	行動計画 作成していない												

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%	-	-	-	-
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	601	3.5%	6.3%	29.3%	37.9%	16.6%	3.2%	0.3%	0.3%	0.2%	-	-	-	-	1.8%
未婚	336	0.3%	0.6%	11.3%	33.9%	33.3%	11.6%	5.1%	1.8%	1.2%	-	-	-	-	0.9%
既婚・離死別	92	-	-	8.7%	25.0%	41.3%	17.4%	5.4%	2.2%	-	-	-	-	-	-
子なし	80	-	2.5%	10.0%	18.8%	28.8%	13.8%	12.5%	7.5%	1.3%	-	-	-	-	3.8%
末子0-3歳	81	2.5%	3.7%	24.7%	27.2%	24.7%	8.6%	4.9%	-	1.2%	-	-	-	-	2.5%
末子4-6歳	880	1.6%	3.8%	20.5%	35.3%	24.8%	7.4%	3.1%	1.4%	0.5%	0.1%	-	-	-	1.7%
末子7歳以上	1463	2.9%	14.1%	41.1%	30.0%	7.7%	1.6%	0.5%	0.2%	-	-	0.1%	0.1%	-	1.8%
企業調査: 作成していない	625	6.1%	17.1%	45.1%	25.1%	3.2%	0.3%	-	-	-	-	-	-	-	3.0%
行動計画: 作成していない	793	0.4%	11.9%	38.7%	33.8%	10.5%	2.9%	0.8%	0.4%	-	-	-	0.1%	0.1%	0.9%
女性・計	42	4.8%	11.9%	26.2%	33.3%	19.0%	2.4%	2.4%	-	-	-	-	-	-	-
年齢	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	-	-	28.6%	14.3%	14.3%	28.6%	-	14.3%	-	-	-	-	-	-
課長・課長相当職	13	-	7.7%	30.8%	30.8%	7.7%	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: 作成していない	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%
男性・計	33	-	-	9.1%	12.1%	24.2%	24.2%	12.1%	9.1%	6.1%	-	-	-	-	-
年齢	410	22.2%	9.0%	23.4%	21.7%	11.7%	5.9%	1.7%	1.0%	1.0%	-	-	-	-	2.4%
入社年	2204	0.1%	1.8%	11.5%	34.2%	30.0%	13.9%	5.5%	1.5%	0.5%	0.1%	-	-	-	0.7%
2017(H29)年	1869	5.4%	4.0%	17.9%	36.3%	23.5%	8.3%	2.2%	0.7%	0.3%	0.1%	-	-	-	1.3%
2017(H29)年より前	639	0.2%	0.2%	4.4%	24.4%	38.3%	20.3%	8.5%	2.5%	0.8%	-	-	-	-	0.3%
役員	136	-	-	2.2%	13.2%	25.7%	30.9%	18.4%	5.1%	1.5%	2.2%	-	-	-	-
係長・主任相当職	23	-	-	-	13.0%	13.0%	17.4%	34.8%	8.7%	13.0%	-	-	-	-	-
課長・課長相当職	10	-	-	50.0%	20.0%	-	10.0%	-	-	-	-	-	-	-	-
部長・部長相当職	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%
役員	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	社長・代表	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	86.8%	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%
18-29歳	702	60.5%	29.8%	7.7%	2.0%	0.3%	0.3%	702	24.4%	17.7%	14.4%	22.1%	6.4%	2.3%	2.3%
30-39歳	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%
40-65歳	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%
入社年	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%
2017(H29)年	784	100.0%	-	-	-	-	-	784	37.5%	15.3%	14.0%	18.1%	8.4%	4.6%	2.0%
2017(H29)年より前	253	-	100.0%	-	-	-	-	253	4.3%	15.8%	24.5%	26.9%	19.4%	7.9%	1.2%
役員	57	-	-	100.0%	-	-	-	57	1.8%	1.8%	14.0%	36.8%	29.8%	10.5%	5.3%
係長・主任相当職	27	-	-	-	100.0%	-	-	27	3.7%	-	-	33.3%	37.0%	11.1%	14.8%
課長・課長相当職	10	-	-	-	-	100.0%	-	10	20.0%	10.0%	-	-	30.0%	40.0%	-
部長・部長相当職	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%
役員	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%
配偶関係	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%
未婚・離死別	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%
子なし	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%
末子0-3歳	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%
末子4-6歳	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%
末子7歳以上	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%
企業調査：作成した	1463	86.5%	10.3%	1.0%	0.5%	0.7%	0.8%	1463	63.0%	20.0%	7.7%	4.4%	1.9%	0.9%	2.2%
行動計画	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%
18-29歳	793	81.5%	14.6%	1.4%	0.6%	0.5%	1.4%	793	59.4%	20.2%	9.0%	6.1%	2.0%	0.8%	2.6%
30-39歳	42	69.0%	19.0%	4.8%	4.8%	2.4%	-	42	61.9%	16.7%	7.1%	9.5%	4.8%	-	-
40-65歳	179	96.6%	2.2%	0.6%	-	0.6%	-	179	67.6%	17.3%	11.2%	1.1%	1.1%	0.6%	1.1%
入社年	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%
2017(H29)年	1265	100.0%	-	-	-	-	-	1265	70.5%	17.6%	5.8%	2.7%	0.9%	0.9%	1.5%
2017(H29)年より前	151	-	100.0%	-	-	-	-	151	11.9%	43.0%	24.5%	12.6%	3.3%	0.7%	4.0%
役員	15	-	-	100.0%	-	-	-	15	6.7%	6.7%	13.3%	60.0%	6.7%	-	6.7%
係長・主任相当職	7	-	-	-	100.0%	-	-	7	28.6%	-	-	28.6%	42.9%	-	-
課長・課長相当職	13	-	-	-	-	100.0%	-	13	23.1%	15.4%	-	-	53.8%	-	7.7%
部長・部長相当職	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%
役員	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%
未婚・離死別	260	89.6%	7.3%	1.5%	0.4%	0.2%	0.4%	260	60.8%	23.1%	6.2%	4.2%	3.1%	0.4%	2.3%
子なし	126	81.0%	14.3%	1.6%	-	1.6%	1.6%	126	65.1%	18.3%	6.3%	5.6%	3.2%	-	1.6%
末子0-3歳	157	82.8%	10.8%	2.5%	3.2%	-	0.6%	157	60.5%	17.8%	6.9%	8.3%	1.3%	0.6%	1.9%
末子4-6歳	120	83.3%	11.7%	2.5%	-	0.8%	-	120	61.7%	18.3%	7.5%	7.5%	2.5%	-	2.5%
末子7歳以上	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%
企業調査：作成した	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%
行動計画	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%
18-29歳	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%
30-39歳	33	33.3%	30.3%	21.2%	12.1%	3.0%	-	33	9.1%	21.2%	15.2%	18.2%	9.1%	6.1%	6.1%
40-65歳	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%
入社年	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%
2017(H29)年	1869	100.0%	-	-	-	-	-	1869	28.4%	18.4%	18.7%	20.1%	9.0%	4.3%	1.2%
2017(H29)年より前	639	-	100.0%	-	-	-	-	639	3.0%	17.1%	25.8%	29.3%	16.9%	4.4%	3.6%
役員	136	-	-	100.0%	-	-	-	136	2.2%	1.5%	16.9%	40.4%	23.5%	11.8%	3.7%
係長・主任相当職	23	-	-	-	100.0%	-	-	23	4.3%	-	-	39.1%	39.1%	8.7%	8.7%
課長・課長相当職	10	-	-	-	-	100.0%	-	10	30.0%	10.0%	-	10.0%	20.0%	30.0%	-
部長・部長相当職	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%
役員	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%
配偶関係	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%
未婚・離死別	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%
子なし															
末子0-3歳															

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%	
	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%
	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%	
	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														
	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、その後正規として働きたい	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	64.5%	15.5%	6.4%	0.1%	1.2%	0.5%	1.2%	10.8%	0.3%
2017(H29)年	784	64.5%	15.5%	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%
入社年	151	53.6%	16.6%	1.3%	6.0%	4.6%	0.7%	1.3%	13.9%	1.3%
2017(H29)年	15	80.0%	6.7%	-	-	-	-	-	13.3%	-
2017(H29)年より前	7	85.7%	-	-	-	-	-	-	14.3%	-
役員	13	61.5%	7.7%	-	7.7%	-	-	-	15.4%	-
配偶関係	703	64.3%	12.1%	2.0%	4.8%	2.6%	0.1%	1.3%	12.2%	0.4%
未婚	754	48.7%	21.1%	1.1%	5.6%	2.4%	0.3%	1.5%	18.2%	0.9%
既婚・離死別	891	49.9%	19.5%	1.1%	6.1%	2.9%	0.4%	1.7%	17.2%	0.9%
子なし	260	65.0%	13.1%	2.3%	5.0%	2.3%	-	0.4%	10.8%	-
末子0-3歳	126	65.1%	11.9%	1.6%	3.2%	2.4%	-	0.8%	14.3%	0.8%
末子4-6歳	157	68.8%	10.8%	2.5%	1.9%	0.6%	-	0.6%	14.0%	0.6%
末子7歳以上	120	57.5%	15.0%	-	5.0%	2.5%	-	-	18.3%	1.7%
作成していない	1040	57.6%	17.1%	1.5%	4.7%	2.4%	0.2%	1.2%	14.3%	0.7%
作成している	2686	63.7%	17.4%	5.2%	0.1%	0.9%	0.2%	0.5%	11.4%	0.3%
男性・計	1031	57.4%	20.8%	5.5%	0.1%	1.5%	0.1%	0.5%	13.5%	0.4%
年齢	1616	67.4%	15.4%	5.1%	0.2%	0.6%	0.2%	0.6%	10.2%	0.2%
18-29歳	33	78.8%	12.1%	6.1%	-	-	-	-	3.0%	-
30-39歳	410	66.6%	13.9%	5.6%	0.5%	1.5%	0.2%	1.2%	10.5%	-
40-65歳	2204	61.4%	18.2%	5.0%	0.1%	0.9%	0.2%	0.4%	11.5%	0.2%
入社年	1869	61.4%	18.7%	5.5%	0.2%	1.1%	0.3%	0.5%	12.0%	0.2%
2017(H29)年	639	70.6%	14.9%	4.4%	-	0.5%	0.2%	0.3%	9.1%	0.2%
2017(H29)年より前	136	65.4%	11.8%	7.4%	-	0.7%	-	2.2%	12.5%	-
役員	23	69.6%	13.0%	-	-	-	-	-	17.4%	-
係長・主任相当職	10	50.0%	30.0%	10.0%	-	-	-	-	10.0%	-
課長・課長相当職	1522	68.5%	15.7%	5.1%	0.1%	0.5%	0.2%	0.5%	9.4%	-
部長・部長相当職	1147	57.2%	19.8%	5.3%	0.2%	1.5%	0.3%	0.6%	14.3%	0.5%
役員	1404	59.0%	18.9%	5.3%	0.2%	1.3%	0.2%	0.8%	13.6%	0.4%
配偶関係	868	68.2%	16.5%	4.8%	0.1%	0.5%	0.3%	0.1%	9.4%	-
未婚										
既婚・離死別										
子なし										
末子0-3歳										

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問3-3付問、今後の働き方を重視すること(複数回答)
 【問3-3で働くことを希望している方のみ(働くことをやめない/無回答を除く)】

全体n	1)雇用 が安定している	2)賃金 が高い	3)昇進 できる可能性 が高い	4)長く働ける	5)将来 の性があ る	6)有名 企業で ある	7)社会 の役に 立つ	8)自分 の能力 が活か せる	9)資格 が活か せる	10)やり がた	11)興味 がある	12)通勤 の負担 が少ない	13)勤務 時間の 短縮	14)採用 される 可能性 が高い	15)地元 近郊の 地域で 働ける	16)多様な 社員層 が活躍 している	17)女性 が活躍 している	18)その 他	19)特 になし	無 回答
1000	53.3%	48.3%	19.1%	58.6%	37.9%	3.7%	20.0%	40.9%	18.0%	16.4%	43.6%	26.1%	38.2%	5.0%	29.9%	3.5%	2.5%	1.0%	1.1%	6.3%
349	50.1%	47.9%	21.2%	59.6%	42.4%	3.7%	21.5%	39.5%	17.8%	16.0%	46.1%	26.6%	40.4%	6.6%	30.7%	2.3%	2.0%	0.6%	1.1%	6.0%
627	54.7%	48.5%	18.3%	58.2%	35.2%	3.8%	18.8%	41.1%	18.5%	17.1%	47.7%	26.0%	37.5%	4.3%	29.3%	4.3%	2.9%	1.3%	1.1%	6.4%
22	63.6%	50.0%	9.1%	54.5%	40.9%	-	31.8%	54.5%	9.1%	4.5%	27.3%	18.2%	27.3%	-	36.4%	-	-	-	-	4.5%
143	51.0%	48.3%	18.2%	60.1%	37.8%	2.8%	23.8%	37.1%	18.9%	20.3%	50.3%	27.3%	44.1%	4.2%	28.0%	2.1%	3.5%	1.4%	0.7%	7.0%
837	53.6%	48.1%	19.0%	58.1%	38.0%	3.8%	19.4%	41.2%	18.0%	15.8%	42.3%	25.8%	37.4%	5.1%	30.2%	3.6%	2.3%	1.0%	1.2%	6.1%
686	52.2%	48.1%	17.5%	60.9%	37.6%	3.5%	19.5%	40.1%	18.8%	16.8%	43.9%	24.5%	38.6%	6.0%	29.0%	3.4%	2.5%	1.2%	1.2%	7.4%
228	59.6%	50.9%	25.0%	56.6%	39.9%	5.3%	22.5%	42.5%	16.7%	16.2%	43.4%	32.9%	40.4%	1.8%	33.8%	3.1%	2.6%	0.4%	1.3%	3.1%
49	40.8%	46.9%	16.3%	46.9%	34.7%	2.0%	10.2%	40.8%	18.4%	16.3%	46.9%	26.5%	34.7%	8.2%	24.5%	4.1%	2.0%	-	-	4.1%
25	64.0%	44.0%	20.0%	48.0%	32.0%	-	28.0%	52.0%	8.0%	16.0%	36.0%	16.0%	20.0%	4.0%	36.0%	12.0%	4.0%	-	-	4.0%
9	33.3%	33.3%	11.1%	33.3%	44.4%	-	22.2%	33.3%	33.3%	-	44.4%	11.1%	22.2%	-	22.2%	-	-	11.1%	-	11.1%
588	56.0%	52.7%	20.4%	58.5%	40.6%	5.3%	20.6%	41.0%	17.2%	17.7%	42.3%	31.6%	40.8%	3.7%	30.4%	3.7%	2.7%	1.2%	0.9%	6.3%
402	49.5%	42.3%	17.4%	59.0%	34.3%	1.5%	19.4%	41.5%	19.7%	14.7%	46.0%	18.7%	35.3%	7.0%	29.9%	3.0%	2.2%	0.7%	1.5%	5.7%
513	50.1%	45.4%	17.7%	59.3%	36.6%	2.7%	19.5%	41.5%	18.3%	16.2%	44.6%	21.8%	35.7%	6.6%	29.6%	3.3%	2.1%	1.0%	1.2%	6.4%
303	58.7%	53.8%	22.1%	59.7%	42.6%	5.0%	23.4%	38.6%	17.8%	17.5%	45.9%	34.7%	48.5%	3.0%	33.3%	4.3%	2.3%	1.0%	1.0%	6.3%
86	51.2%	57.0%	17.4%	58.1%	38.4%	3.5%	15.1%	43.0%	17.4%	17.4%	44.2%	22.1%	30.2%	5.8%	25.6%	1.2%	3.5%	1.2%	2.3%	3.5%
75	57.3%	41.3%	16.0%	52.0%	32.0%	-	16.0%	50.7%	16.0%	16.0%	40.7%	29.3%	28.0%	1.3%	25.3%	2.7%	4.0%	1.3%	-	6.7%
71	52.1%	46.5%	19.7%	57.7%	29.6%	8.5%	15.5%	42.3%	26.8%	16.9%	39.4%	21.1%	32.4%	12.7%	32.4%	1.4%	1.4%	-	-	7.0%
770	53.2%	46.9%	19.2%	58.4%	36.6%	3.2%	19.9%	39.1%	16.6%	16.2%	42.7%	27.0%	38.4%	3.8%	29.6%	3.8%	3.0%	0.9%	0.9%	6.9%
1207	60.0%	43.9%	8.5%	63.5%	24.9%	1.6%	17.6%	37.0%	23.0%	14.4%	42.8%	30.2%	56.8%	6.8%	37.4%	9.8%	19.0%	3.1%	1.2%	5.5%
509	62.3%	46.4%	8.6%	63.3%	26.7%	2.2%	19.1%	37.7%	24.4%	16.9%	49.3%	34.6%	57.6%	9.0%	39.9%	9.6%	20.4%	3.5%	0.8%	4.5%
659	59.2%	42.9%	8.6%	64.2%	24.4%	1.2%	16.5%	36.9%	22.6%	12.9%	39.5%	27.5%	57.1%	5.0%	35.7%	9.7%	18.1%	2.9%	1.4%	5.8%
37	43.2%	27.0%	5.4%	54.1%	8.1%	-	13.5%	29.7%	13.5%	8.1%	13.5%	18.9%	43.2%	8.1%	32.4%	13.5%	13.5%	-	5.4%	13.5%
141	61.0%	41.1%	8.5%	63.8%	27.7%	4.3%	22.0%	37.6%	21.3%	21.3%	48.9%	31.2%	56.0%	7.1%	37.6%	7.8%	24.1%	2.1%	-	5.0%
1050	59.7%	44.2%	8.6%	63.5%	24.6%	1.2%	16.9%	36.9%	23.3%	13.6%	42.3%	30.1%	57.2%	6.9%	37.2%	10.0%	18.5%	3.2%	1.3%	5.6%
1043	60.1%	43.4%	7.6%	63.9%	24.5%	1.5%	17.4%	36.0%	22.6%	14.2%	42.3%	29.7%	57.9%	7.1%	36.8%	10.1%	18.1%	3.2%	1.3%	5.5%
126	61.9%	50.8%	16.7%	61.9%	27.8%	1.6%	18.3%	42.9%	23.0%	15.1%	46.0%	34.1%	54.8%	5.6%	46.0%	8.7%	23.8%	1.6%	0.8%	5.6%
13	53.8%	46.2%	15.4%	61.5%	23.1%	-	23.1%	46.2%	38.5%	7.7%	30.8%	38.5%	38.5%	-	15.4%	7.7%	23.1%	-	7.7%	15.4%
6	-	33.3%	-	33.3%	-	-	16.7%	33.3%	-	-	33.3%	-	33.3%	-	16.7%	-	16.7%	-	-	16.7%
10	50.0%	30.0%	-	50.0%	40.0%	-	10.0%	60.0%	30.0%	30.0%	60.0%	40.0%	60.0%	-	20.0%	10.0%	50.0%	-	-	-
605	58.3%	40.5%	8.6%	65.1%	23.5%	1.7%	15.2%	36.0%	21.5%	10.9%	35.0%	31.4%	62.8%	3.6%	38.8%	8.8%	19.3%	2.6%	1.0%	5.6%
599	61.6%	47.2%	8.3%	61.9%	26.5%	1.5%	19.9%	37.7%	24.5%	17.9%	50.8%	29.0%	50.9%	10.0%	36.1%	10.7%	18.5%	3.5%	1.5%	5.3%
715	60.1%	47.6%	8.4%	62.4%	25.9%	1.8%	19.0%	38.3%	24.2%	17.5%	49.9%	29.7%	52.2%	9.5%	35.7%	10.3%	18.9%	3.6%	1.1%	5.5%
229	59.4%	35.8%	7.4%	67.2%	22.7%	1.7%	20.1%	33.6%	22.7%	12.2%	31.9%	35.8%	71.6%	3.1%	39.3%	11.8%	23.6%	3.1%	0.9%	3.5%
106	63.2%	43.4%	9.4%	68.9%	29.2%	0.9%	13.2%	37.7%	23.6%	8.5%	37.7%	28.3%	68.9%	0.9%	43.4%	5.7%	16.0%	1.9%	0.9%	4.7%
133	55.6%	39.1%	9.8%	60.2%	21.1%	0.8%	9.0%	35.3%	19.5%	19.5%	27.8%	25.6%	51.1%	3.8%	39.1%	7.5%	14.3%	0.8%	1.5%	9.8%
96	61.5%	41.7%	5.2%	57.3%	25.0%	2.1%	16.7%	33.3%	20.8%	16.7%	37.5%	34.4%	58.3%	9.4%	42.7%	11.5%	19.8%	5.2%	-	10%
872	58.7%	42.8%	9.1%	63.4%	24.7%	1.7%	17.2%	35.8%	20.8%	14.8%	42.9%	30.3%	57.6%	5.7%	39.9%	8.9%	17.3%	2.9%	1.3%	6.4%
2358	55.8%	49.9%	21.4%	57.1%	39.7%	6.7%	24.5%	41.6%	18.5%	16.0%	44.9%	29.5%	38.7%	5.5%	27.4%	4.7%	3.0%	1.8%	0.8%	6.5%
883	52.4%	52.8%	21.9%	56.2%	41.7%	6.7%	24.0%	36.8%	16.3%	17.2%	49.6%	27.7%	39.2%	6.3%	26.5%	5.1%	2.9%	2.0%	0.8%	6.0%
1439	57.6%	48.2%	21.2%	57.7%	38.7%	6.9%	25.6%	44.7%	20.0%	15.5%	42.5%	30.5%	38.5%	5.0%	28.0%	4.5%	3.0%	1.5%	0.9%	6.8%
32	68.8%	46.9%	21.9%	62.5%	31.3%	-	15.6%	34.4%	12.5%	9.4%	31.3%	31.3%	34.4%	3.1%	25.0%	6.3%	3.1%	6.3%	-	-
362	55.0%	49.4%	22.4%	57.2%	43.4%	8.0%	27.9%	42.3%	16.3%	23.5%	50.0%	28.7%	39.5%	5.5%	25.5%	4.4%	1.7%	2.2%	0.6%	7.5%
1937	55.8%	49.8%	21.3%	57.3%	38.9%	6.4%	24.3%	41.4%	18.7%	14.6%	43.9%	29.8%	38.8%	5.4%	27.0%	4.9%	3.3%	1.7%	0.9%	6.3%
1632	55.0%	49.8%	19.3%	57.8%	39.1%	6.7%	23.0%	38.2%	18.0%	16.3%	45.3%	28.7%	39.1%	6.0%	27.0%	4.7%	2.5%	1.9%	1.0%	6.7%
578	57.6%	49.7%	23.7%	55.0%	39.3%	6.4%	29.4%	49.3%	19.2%	15.1%	45.0%	32.5%	39.1%	4.5%	30.8%	4.8%	4.2%	1.6%	0.5%	5.8%
116	59.5%	53.4%	30.2%	59.5%	50.0%	8.6%	26.7%	49.1%	21.6%	16.4%	39.7%	29.3%	36.2%	3.4%	20.7%	4.3%	4.3%	0.9%	0.9%	6.6%
19	57.9%	47.4%	42.1%	42.1%	47.4%	10.5%	31.6%	52.6%	5.3%	21.1%	42.1%	31.6%	15.8%	-	15.8%	10.5%	-	-	10.5%	
9	44.4%	44.4%	11.1%	66.7%	44.4%	-	44.4%	33.3%	44.4%	11.1%	44.4%	-	11.1%	11.1%	11.1%	-	-	-	-	11.1%
1372	57.4%	50.5%	21.7%	57.4%	40.0%	7.0%	24.3%	41.5%	19.3%	14.4%	42.3%	31.6%	39.9%	4.7%	27.2%	4.4%	2.6%	1.5%	0.7%	6.9%
970	53.3%	49.1%	20.9%	57.1%	39.4%	6.2%	25.7%	41.8%	17.4%	18.5%	48.7%	26.8%	37.3%	6.5%	27.8%	5.3%	3.5%	2.3%	0.9%	6.1%
1196	53.7%	47.7%	20.2%	57.1%	39.4%	6.0%	24.8%	41.1%	17.4%	18.1%	47.6%	27.4%	37.4%	6.3%	27.6%	5.0%	3.1%	2.2%	1.1%	6.2%
785	57.3%	52.2%	22.8%	55.8%	40.9%	6.9%	25.6%	40.9%	18.3%	14.0%	42.4%	30.4%	41.3%	4.6%	27.3%	4.1%	2.5%	1.4%	0.8%	8.0%

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1	末子4-6歳	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	末子7歳以上	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	企業調査: 作成した	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	行動計画: 作成していない	1237	55.6%	49.2%	21.8%	57.2%	40.5%	7.5%	24.8%	41.9%	17.1%	14.5%	45.3%	30.4%	38.4%	5.7%	29.3%	4.6%	2.9%	1.7%	6.2%
2	女性・計	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%	0.6%
9	年齢	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%	37.5%	2.8%	3.8%
9	入社年	1393	61.4%	42.1%	8.5%	64.8%	25.3%	3.3%	16.9%	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	役職	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%	33.3%	14.3%	9.5%	19.0%	4.8%	14.3%
	2017(H29)年 より前	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%
	2017(H29)年 より前	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%	12.9%	21.9%	3.6%	4.2%
	役員なし	2299	61.0%	45.8%	8.0%	63.4%	28.6%	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%
	係長・主任 相当職	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%
	課長・課長 相当職	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%	18.5%	4.9%	3.8%
	部長・部長 相当職	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%	-	-	-	-
	役員	8	37.5%	50.0%	62.5%	25.0%	-	-	37.5%	37.5%	25.0%	50.0%	50.0%	50.0%	37.5%	12.5%	37.5%	12.5%	25.0%	-	12.5%
	配偶関係	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%
	既婚・離 死別	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%	4.0%
	末子年齢	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%
	末子0-3歳	512	61.9%	40.4%	8.6%	65.2%	25.2%	3.7%	14.6%	31.4%	24.6%	11.9%	37.1%	42.4%	72.3%	38.9%	16.0%	26.4%	3.9%	0.9%	5.3%
	末子4-6歳	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%
	末子7歳以上	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%
	企業調査: 作成した	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%
	作成して いない	1240	60.6%	45.3%	8.0%	62.5%	26.8%	3.6%	16.9%	36.0%	21.2%	14.7%	45.1%	37.7%	60.1%	6.2%	37.1%	13.1%	22.0%	3.3%	4.8%
	男性・計	3356	58.5%	48.9%	24.3%	58.8%	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%	0.6%
	年齢	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%	1.7%	0.4%
	30-39歳	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%	0.6%
	40-65歳	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%	6.8%	26.8%	4.9%	2.4%	2.4%	7.3%
	入社年	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%
	2017(H29)年 より前	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%
	役員なし	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%	0.6%
	係長・主任 相当職	921	61.5%	48.4%	26.9%	57.5%	41.4%	10.4%	33.9%	42.2%	13.2%	15.2%	48.1%	34.9%	39.0%	3.5%	29.9%	3.9%	3.8%	1.1%	0.7%
	課長・課長 相当職	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%
	部長・部長 相当職	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%	-	3.7%
	役員	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%	-	-	-	-	-	-
	配偶関係	1959	60.6%	51.0%	26.5%	56.6%	41.2%	10.6%	21.1%	40.9%	14.0%	17.4%	43.7%	36.9%	42.5%	3.7%	29.3%	4.8%	3.6%	1.3%	0.7%
	既婚・離 死別	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%	0.4%
	末子年齢	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%	0.5%
	末子0-3歳	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%	0.7%
	末子4-6歳	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%	1.0%
	末子7歳以上	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%
	企業調査: 作成した	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%	0.6%
	作成して いない	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%	1.1%
	男性・計	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%
	年齢	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%
	30-39歳	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%
	40-65歳	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%	-
	入社年	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%	3.5%
	2017(H29)年 より前	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%
	役員なし	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%
	係長・主任 相当職	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%	2.2%
	課長・課長 相当職	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%
	部長・部長 相当職	3	-	-	33.3%	33.3%	-	-	33.3%	-	-	-	66.7%	-	-	-	-	-	-	-	33.3%
	役員	7	42.9%	28.6%	-	85.7%	42.9%	-	14.3%	71.4%	71.4%	28.6%	57.1%	14.3%	57.1%	14.3%	-	-	42.9%	14.3%	-
	配偶関係	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%	0.1%
	既婚・離 死別	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%	4.4%
	末子年齢	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%
	末子0-3歳	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%
	末子4-6歳	280	66.4%	36.4%	8.6%	66															

	問4-1.a)マタハラの有無		問4-1.b)社内には働けるがキリアについて相談できる人の有無	
	あり	なし	わからない	無回答
全体n	1135	1135	1135	1135
男性・計	1135	1135	1135	1135
年齢	18-29歳	17.2%	41.6%	39.6%
	30-39歳	15.9%	33.7%	48.9%
	40-65歳	702	45.6%	34.9%
	26	23.1%	57.7%	19.2%
入社年	2017(H29)年	17.3%	25.6%	55.8%
	2017(H29)年より前	954	17.3%	44.4%
役職	役員なし	14.9%	37.5%	45.5%
	係長・主任相当職	253	23.3%	49.0%
	課長・課長相当職	57	17.5%	61.4%
	部長・部長相当職	27	18.5%	51.9%
	役員	10	30.0%	30.0%
配偶関係	未婚	17.0%	46.5%	36.0%
	既婚・離死別	476	17.9%	35.3%
末子年齢	なし	17.1%	37.3%	43.4%
	末子0-3歳	336	17.3%	45.2%
	末子4-6歳	92	17.4%	53.3%
	末子7歳以上	80	21.3%	45.0%
企業調査：作成した行動計画	作成した	81	33.3%	28.4%
	作成していない	880	16.1%	42.6%
女性・計	1463	19.9%	46.6%	32.7%
年齢	18-29歳	18.9%	40.8%	39.2%
	30-39歳	793	20.4%	50.9%
	40-65歳	42	21.4%	52.4%
入社年	2017(H29)年	17.9%	38.5%	46.9%
	2017(H29)年より前	1260	20.4%	48.1%
役職	役員なし	1265	18.7%	47.0%
	係長・主任相当職	151	29.8%	43.0%
	課長・課長相当職	15	40.0%	46.7%
	部長・部長相当職	7	14.3%	57.1%
	役員	13	15.4%	46.2%
配偶関係	未婚	703	22.5%	50.5%
	既婚・離死別	754	17.2%	43.2%
末子年齢	なし	891	18.2%	43.9%
	末子0-3歳	260	25.4%	51.5%
	末子4-6歳	126	17.5%	50.8%
	末子7歳以上	157	22.9%	50.3%
企業調査：作成した行動計画	作成した	120	25.8%	35.0%
	作成していない	1040	19.7%	46.3%
男性・計	2686	34.8%	23.7%	40.6%
年齢	18-29歳	1031	27.2%	22.6%
	30-39歳	1616	39.4%	24.3%
	40-65歳	33	51.5%	21.2%
入社年	2017(H29)年	410	26.6%	17.1%
	2017(H29)年より前	2204	36.3%	25.2%
役職	役員なし	1869	30.6%	23.4%
	係長・主任相当職	639	43.5%	23.9%
	課長・課長相当職	136	50.0%	25.0%
	部長・部長相当職	23	56.5%	21.7%
	役員	10	30.0%	40.0%
配偶関係	未婚	1522	38.4%	24.8%
	既婚・離死別	1147	30.2%	22.3%
末子年齢	なし	1404	30.9%	22.6%
	末子0-3歳	868	37.3%	25.9%

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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%	13.9%	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

性別・計 年齢	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	とても積極的に 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		積極的に 取り組んでいない		無回答
	全体n	3.5%	28.4%	9.1%	57.4%	1.7%	11.3%	6.3%	7.6%	10.2%		62.6%	2.0%							
18-29歳	403	3.7%	27.8%	6.9%	59.8%	1.7%	8.2%	7.2%	5.2%	6.7%	403	5.2%	8.2%	5.2%	6.7%	70.7%	2.0%			
30-39歳	702	3.4%	28.8%	9.8%	56.4%	1.6%	13.0%	5.8%	9.1%	12.0%	702	3.8%	26.9%	23.1%	46.2%	58.1%	2.0%			
40-65歳	26	3.8%	26.9%	23.1%	46.2%	1.6%	5.8%	5.8%	64.1%	1.3%	156	9.0%	9.0%	5.8%	2.6%	61.5%	1.9%			
入社年	156	3.2%	25.6%	5.8%	64.1%	1.3%	28.8%	9.9%	56.1%	1.6%	954	5.9%	11.7%	7.7%	11.5%	61.3%	7.1%			
2017(H29)年 より前	954	3.7%	28.8%	9.9%	56.1%	1.6%	6.4%	60.5%	2.0%	784	6.3%	9.8%	5.5%	8.3%	67.9%	2.3%				
役職	784	2.9%	28.2%	6.4%	60.5%	2.0%	30.4%	13.0%	52.2%	0.4%	253	6.7%	13.4%	12.3%	12.6%	54.2%	0.8%			
役員・主任相当職	253	4.0%	30.4%	13.0%	52.2%	0.4%	21.1%	18.5%	45.6%	-	57	5.3%	15.8%	15.8%	22.8%	40.4%	-			
係長・主任相当職	57	8.8%	24.6%	21.1%	45.6%	-	25.9%	30.0%	30.0%	-	27	3.7%	29.6%	11.1%	11.1%	44.4%	-			
課長・課長相当職	27	3.7%	25.9%	30.0%	30.0%	-	30.1%	10.6%	54.9%	0.8%	648	6.3%	11.7%	9.1%	12.2%	60.0%	10.0%			
部長・部長相当職	10	10.0%	30.0%	30.0%	30.0%	-	7.1%	61.6%	2.3%	476	6.3%	10.9%	5.7%	7.6%	67.0%	2.5%				
役員	648	3.5%	30.1%	10.6%	54.9%	0.8%	7.8%	60.1%	1.8%	601	6.3%	10.0%	6.8%	7.2%	67.7%	2.0%				
配偶関係	476	3.6%	25.4%	7.1%	61.6%	2.3%	10.7%	53.6%	1.1%	336	6.5%	11.9%	8.9%	12.2%	59.8%	0.6%				
未婚・離死別	476	4.0%	26.3%	7.8%	60.1%	1.8%	10.9%	56.5%	1.1%	92	7.6%	16.3%	10.0%	17.4%	51.1%	1.1%				
既婚	601	3.9%	31.8%	10.7%	53.6%	1.1%	23.8%	19.0%	52.4%	-	42	7.1%	2.4%	14.3%	19.0%	57.1%	-			
子なし	336	1.1%	30.4%	10.9%	56.5%	1.1%	8.4%	69.8%	-	179	5.6%	11.2%	3.4%	7.8%	71.5%	0.6%				
末子0-3歳	92	1.1%	30.4%	10.9%	56.5%	1.1%	20.7%	8.4%	69.8%	-	179	5.6%	11.2%	3.4%	7.8%	71.5%	0.6%			
末子4-6歳	80	2.5%	25.0%	11.3%	60.0%	1.3%	21.7%	12.9%	62.5%	0.2%	1265	5.8%	8.2%	5.4%	13.8%	66.2%	0.7%			
末子7歳以上	81	13.6%	25.9%	8.6%	49.4%	2.5%	14.5%	59.9%	0.6%	1265	5.8%	8.2%	5.4%	13.8%	66.2%	0.7%				
企業調査: 作成した 作成していない	880	3.8%	28.1%	8.8%	58.9%	1.5%	14.2%	57.2%	0.9%	703	7.7%	7.7%	8.8%	7.3%	15.2%	59.9%	1.1%			
行動計画	1463	3.1%	21.6%	13.5%	61.2%	0.6%	13.0%	65.0%	0.3%	754	4.8%	8.9%	3.8%	13.7%	68.2%	0.7%				
女性・計	625	3.5%	21.1%	9.4%	65.9%	-	19.1%	65.3%	0.2%	891	4.8%	8.9%	3.8%	13.7%	68.2%	0.7%				
年齢	793	2.6%	21.9%	16.3%	58.0%	1.1%	19.4%	65.3%	0.2%	891	4.8%	8.9%	3.8%	13.7%	68.2%	0.7%				
入社年	42	4.8%	23.8%	19.0%	52.4%	-	26.9%	13.8%	0.4%	260	8.5%	12.7%	9.1%	14.4%	66.8%	0.7%				
2017(H29)年 より前	179	1.1%	20.7%	8.4%	69.8%	-	21.4%	20.6%	0.8%	126	5.6%	12.7%	9.1%	14.4%	66.8%	0.7%				
役職	1265	2.7%	21.7%	12.9%	62.5%	0.2%	25.5%	14.6%	1.9%	157	10.8%	7.0%	7.0%	14.0%	59.9%	1.3%				
役員・主任相当職	151	4.6%	22.5%	16.6%	55.6%	0.7%	8.3%	58.3%	0.8%	120	10.0%	10.0%	10.0%	5.8%	59.2%	1.7%				
課長・課長相当職	15	13.3%	13.3%	46.7%	26.7%	-	14.2%	62.7%	0.4%	1040	5.2%	5.2%	15.4%	15.4%	65.0%	0.8%				
部長・部長相当職	7	-	14.3%	14.3%	57.1%	14.3%	28.2%	56.9%	0.7%	2886	7.0%	15.6%	9.0%	10.8%	56.7%	0.9%				
役員	13	7.7%	30.8%	7.7%	53.8%	-	28.9%	59.9%	0.6%	1031	6.7%	14.8%	7.7%	8.5%	61.6%	0.7%				
配偶関係	703	3.6%	24.2%	14.2%	57.2%	0.9%	11.0%	55.1%	0.7%	1616	7.1%	12.3%	6.1%	12.3%	53.8%	0.9%				
未婚・離死別	754	2.7%	19.1%	13.0%	65.0%	0.3%	27.3%	30.4%	3.0%	33	12.1%	27.3%	6.1%	12.1%	42.4%	-				
既婚	891	2.6%	19.4%	12.5%	65.3%	0.2%	24.9%	62.4%	0.5%	410	10.0%	13.7%	5.9%	7.6%	62.4%	0.5%				
子なし	260	4.2%	26.9%	13.8%	54.6%	0.4%	29.2%	58.4%	0.9%	1869	7.3%	14.7%	7.7%	9.8%	59.5%	1.0%				
末子0-3歳	126	4.0%	21.4%	20.6%	53.2%	0.8%	26.3%	55.1%	0.3%	639	5.3%	11.3%	11.3%	13.5%	51.8%	0.5%				
末子4-6歳	157	2.5%	25.5%	14.6%	55.4%	1.9%	13.0%	48.5%	0.7%	136	9.6%	16.9%	12.5%	12.5%	47.8%	0.7%				
末子7歳以上	120	10.0%	22.5%	8.3%	58.3%	0.8%	30.4%	39.1%	-	23	8.7%	17.4%	30.4%	8.7%	34.8%	0.7%				
企業調査: 作成した 作成していない	1040	2.3%	20.4%	14.2%	62.7%	0.4%	29.0%	55.6%	0.5%	1522	7.4%	15.9%	9.5%	11.9%	54.9%	0.5%				
行動計画	2886	5.2%	28.2%	9.0%	56.9%	0.7%	27.2%	58.9%	0.7%	1147	6.5%	15.3%	8.4%	9.6%	59.3%	0.9%				
男性・計	1031	4.8%	28.9%	5.7%	59.9%	0.6%	8.1%	57.3%	0.6%	1404	6.6%	15.3%	9.6%	9.6%	58.5%	0.9%				
年齢	1616	5.3%	27.8%	11.0%	55.1%	0.7%	8.5%	57.3%	0.6%	1404	6.6%	15.3%	9.6%	9.6%	58.5%	0.9%				
入社年	33	9.1%	27.3%	9.1%	51.5%	3.0%	28.1%	57.7%	0.3%	868	7.8%	16.5%	8.2%	11.8%	55.6%	0.1%				
2017(H29)年 より前	410	5.4%	24.9%	6.8%	62.4%	0.5%	29.0%	55.6%	0.5%	1522	7.4%	15.9%	9.5%	11.9%	54.9%	0.5%				
役職	2204	5.2%	28.7%	9.5%	55.9%	0.7%	8.1%	58.9%	0.7%	1147	6.5%	15.3%	8.4%	9.6%	59.3%	0.9%				
役員・主任相当職	1869	4.7%	29.2%	6.9%	58.4%	0.9%	28.2%	56.9%	0.7%	2886	7.0%	15.6%	9.0%	10.8%	56.7%	0.9%				
係長・主任相当職	639	5.5%	26.3%	12.9%	55.1%	0.3%	26.9%	54.6%	0.4%	260	8.5%	12.7%	9.1%	14.4%	66.8%	0.7%				
課長・課長相当職	136	8.8%	25.0%	16.9%	48.5%	0.7%	21.4%	20.6%	0.8%	126	5.6%	12.7%	9.1%	14.4%	66.8%	0.7%				
部長・部長相当職	23	17.4%	13.0%	30.4%	39.1%	-	24.9%	62.4%	0.5%	410	10.0%	13.7%	5.9%	7.6%	62.4%	0.5%				
役員	10	10.0%	30.0%	30.0%	30.0%	-	29.0%	55.6%	0.5%	1522	7.4%	15.9%	9.5%	11.9%	54.9%	0.5%				
配偶関係	1522	5.3%	29.0%	9.7%	55.6%	0.5%	27.2%	58.9%	0.7%	1147	6.5%	15.3%	8.4%	9.6%	59.3%	0.9%				
未婚・離死別	147	5.1%	28.2%	8.1%	58.9%	0.7%	8.5%	57.3%	0.6%	1404	6.6%	15.3%	9.6%	9.6%	58.5%	0.9%				
既婚	1404	4.8%	28.8%	8.5%	57.3%	0.6%	8.6%	57.7%	0.3%	868	7.8%	16.5%	8.2%	11.8%	55.6%	0.1%				
子なし	868	5.2%	28.1%	8.6%	57.7%	0.3%	28.1%	57.7%	0.3%	868	7.8%	16.5%	8.2%	11.8%	55.6%	0.1%				
末子0-3歳																				

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%	9.9%	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%	9.1%	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%	7.0%	61.5%	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%	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	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%	3.6%	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	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	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%	33.2%	2.3%	306	5.9%	13.4%	49.7%	5.6%	33.2%	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	8.4%	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	年齢	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%
人	年齢	6	33.3%	16.7%	33.3%	-	-	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%
	配偶・離死別	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%
	子なし	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%
	末子0-3歳	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4-6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7歳以上	345	9.6%	29.9%	38.0%	7.2%	13.9%	1.4%	345	9.6%	29.0%	38.8%	9.6%	13.3%	1.2%
	作成した	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%
	作成していない	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%
	男性・計	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%
	年齢	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%	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%	4.5%	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%
	配偶・離死別	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%
	子なし	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%
	末子0-3歳	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4-6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7歳以上	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%
	作成した	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%
	作成していない	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%
	女性・計	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%
	年齢	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%	4.8%	-	21	4.8%	14.3%	76.2%	-	4.8%	-
	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%
	配偶・離死別	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%
	子なし	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%
	末子0-3歳	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4-6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7歳以上	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%
	作成した	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%	15.7%	45.7%	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	13	1.9%	13.2%	37.7%	9.4%	32.1%	5.7%	28.3%
部長・部長相当職	53	-	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%	37.3%	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	年齢	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	入社年	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	2017(H29)年 2017(H29)年より前	6	16.7%	16.7%	33.3%	-	-	33.3%	6	33.3%	33.3%	16.7%	-	16.7%	-
	役員	136	9.6%	19.1%	44.3%	9.6%	13.2%	3.7%	136	18.4%	31.6%	34.6%	4.4%	7.4%	3.7%
	役員	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%
	役員	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%
	役員	20	15.0%	15.0%	45.0%	20.0%	5.0%	-	20	20.0%	45.0%	10.0%	10.0%	-	-
	役員	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%	-	-	-
	役員	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%
	役員	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%
	役員	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%
	役員	204	5.4%	15.7%	42.2%	12.7%	23.0%	1.0%	204	13.7%	33.3%	31.4%	7.4%	13.2%	1.0%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	31	9.7%	6.5%	51.6%	6.5%	25.8%	-	31	6.5%	32.3%	35.5%	3.2%	22.6%	-
	役員	279	9.0%	11.1%	55.9%	4.3%	19.4%	0.4%	279	9.0%	21.9%	47.0%	4.7%	17.6%	-
	役員	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%
	役員	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%
	役員	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%
	役員	14	7.1%	7.1%	42.9%	14.3%	28.6%	-	14	-	28.6%	35.7%	7.1%	28.6%	-
	役員	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%
	役員	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%
	役員	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%
	役員	722	4.8%	10.5%	49.5%	5.5%	27.6%	1.7%	722	6.8%	19.7%	44.0%	5.0%	23.3%	1.2%
	役員	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%
	役員	96	4.2%	12.5%	46.9%	6.3%	30.2%	-	96	12.5%	19.8%	36.5%	4.2%	27.1%	-
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	21	4.8%	9.5%	61.9%	9.5%	14.3%	-	21	14.3%	33.3%	47.6%	-	4.8%	-
	役員	337	7.7%	21.1%	43.6%	8.6%	14.5%	4.5%	337	18.4%	33.0%	31.5%	8.0%	7.1%	5.0%
	役員	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%
	役員	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%
	役員	56	8.9%	16.1%	44.6%	14.3%	16.1%	-	56	8.9%	32.1%	35.7%	7.1%	16.1%	-
	役員	3	33.3%	-	33.3%	-	33.3%	-	3	-	-	66.7%	-	33.3%	-
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%
	役員	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%

	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 いえない あてはまる ない	どちらかと いえない あてはまる ない	あてはまる ない	無回答	全体n	あてはまる どちらかと いえない あてはまる ない	どちらかと いえない あてはまる ない	あてはまる 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%	25.4%	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%
役員なし	92	12.0%	19.6%	34.8%	6.5%	23.9%	7.6%	15.2%	37.0%	8.7%	28.3%	3.3%
未子0-3歳	28	10.7%	35.7%	39.3%	3.6%	7.1%	3.6%	28.6%	50.0%	3.6%	10.7%	3.6%
未子4-6歳	23	8.7%	34.8%	39.1%	4.3%	13.0%	8.7%	21.7%	52.2%	4.3%	13.0%	-
未子7歳以上	22	18.2%	13.6%	50.0%	-	13.6%	18.2%	4.5%	54.5%	4.5%	13.6%	4.5%
企業調査：作成した	213	10.3%	27.7%	36.2%	5.6%	16.0%	6.6%	17.4%	46.5%	7.5%	18.3%	3.8%
行動計画：作成していない	301	19.3%	30.3%	29.6%	6.3%	10.6%	12.0%	26.9%	41.5%	6.0%	10.0%	3.7%
女性・計	115	18.3%	33.9%	24.3%	7.0%	13.0%	8.7%	33.0%	37.4%	7.0%	11.3%	2.6%
年齢	176	19.9%	29.5%	31.8%	6.3%	9.7%	14.2%	23.3%	44.9%	5.1%	9.1%	3.4%
18-29歳	10	20.0%	20.0%	50.0%	-	-	10.0%	20.0%	30.0%	10.0%	10.0%	20.0%
30-39歳	36	11.1%	44.4%	33.3%	2.8%	5.6%	-	47.2%	36.1%	5.6%	8.3%	2.8%
2017(H29)年	260	20.0%	29.2%	29.2%	6.9%	11.5%	13.5%	23.8%	42.7%	6.2%	10.4%	3.5%
2017(H29)年より前	245	17.1%	31.0%	31.0%	5.7%	11.4%	9.8%	28.2%	41.2%	6.1%	11.0%	3.7%
役員	43	27.9%	27.9%	23.3%	11.6%	7.0%	18.6%	20.9%	44.2%	7.0%	7.0%	2.3%
役員なし	6	50.0%	-	50.0%	-	-	33.3%	-	66.7%	-	-	-
係長・主任相当職	2	50.0%	-	-	-	-	100.0%	-	50.0%	-	-	50.0%
課長・課長相当職	167	22.8%	28.7%	30.5%	4.8%	7.8%	14.4%	25.1%	40.7%	6.0%	7.8%	6.0%
部長・部長相当職	132	15.2%	33.3%	28.0%	8.3%	14.4%	9.1%	28.8%	42.4%	6.1%	12.9%	0.8%
役員	162	17.3%	33.3%	26.5%	8.0%	13.6%	9.9%	28.4%	42.6%	6.2%	11.7%	1.2%
役員なし	67	26.9%	22.4%	31.3%	6.0%	7.5%	13.4%	17.9%	41.8%	9.0%	10.4%	7.5%
未子0-3歳	28	17.9%	32.1%	39.3%	-	3.6%	21.4%	42.9%	28.6%	-	3.6%	3.6%
未子4-6歳	39	17.9%	32.1%	33.3%	5.1%	7.7%	12.8%	23.1%	48.7%	7.7%	5.1%	5.1%
未子7歳以上	40	17.5%	30.0%	30.0%	10.0%	10.0%	12.5%	22.5%	50.0%	2.5%	10.0%	2.5%
企業調査：作成した	196	19.4%	29.1%	29.6%	7.7%	10.2%	11.2%	29.6%	38.8%	6.6%	9.2%	4.6%
行動計画：作成していない	848	9.2%	20.4%	21.6%	5.5%	11.6%	100.0%	10.6%	53.4%	4.8%	24.8%	1.8%
男性・計	301	12.3%	22.3%	41.9%	5.0%	17.3%	6.3%	11.0%	55.1%	4.7%	21.6%	1.3%
年齢	532	7.5%	19.2%	42.1%	5.8%	24.1%	3.8%	10.5%	53.0%	4.7%	26.5%	1.5%
18-29歳	15	6.7%	26.7%	20.0%	6.7%	20.0%	3.8%	6.7%	33.3%	13.3%	26.7%	20.0%
30-39歳	121	14.0%	23.1%	43.0%	5.0%	13.2%	8.3%	10.7%	59.5%	4.1%	15.7%	1.7%
2017(H29)年	706	8.1%	19.7%	41.4%	5.8%	23.4%	3.5%	10.5%	52.8%	5.1%	26.2%	1.8%
2017(H29)年より前	555	10.5%	21.0%	42.2%	5.4%	19.3%	5.0%	11.4%	54.8%	4.3%	23.2%	1.3%
役員	219	6.4%	18.3%	44.3%	5.9%	23.7%	3.2%	8.2%	56.2%	5.5%	25.1%	1.8%
役員なし	53	9.4%	17.0%	30.2%	7.5%	32.1%	5.7%	13.2%	34.0%	9.4%	35.8%	1.9%
係長・主任相当職	13	-	15.4%	30.8%	-	38.5%	-	7.7%	38.5%	-	38.5%	15.4%
課長・課長相当職	5	20.0%	-	20.0%	-	40.0%	20.0%	-	20.0%	-	40.0%	20.0%
部長・部長相当職	498	7.0%	19.9%	43.4%	5.0%	22.7%	3.6%	11.0%	52.6%	4.6%	26.3%	1.8%
役員	347	12.4%	21.0%	39.5%	6.1%	20.2%	6.1%	9.8%	54.8%	5.2%	22.8%	1.4%
役員なし	433	11.3%	20.3%	40.2%	6.2%	20.8%	5.5%	9.5%	54.5%	5.1%	23.8%	1.6%
未子0-3歳	282	6.7%	20.6%	45.4%	4.3%	20.9%	3.2%	11.3%	55.7%	3.9%	24.1%	1.8%

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%
	役員	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%
	役員なし	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%
	係長・主任相当職	20	25.0%	15.0%	45.0%	15.0%	-	-	20	10.0%	10.0%	70.0%	10.0%	-	-
	課長・課長相当職	6	-	66.7%	16.7%	16.7%	-	-	6	-	50.0%	33.3%	16.7%	-	-
	部長・部長相当職	4	-	50.0%	25.0%	-	-	25.0%	4	25.0%	-	75.0%	-	-	-
	役員	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%
	役員なし	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%
	配偶関係	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%
	既婚・離死別	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%
	子なし	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0-3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4-6歳	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%
	末子7歳以上	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%
	企業調査：作成した	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%
	行動計画：作成していない	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%
	男性・計	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%
	18-29歳	31	9.7%	25.8%	35.5%	3.2%	25.8%	-	31	3.2%	19.4%	41.9%	3.2%	29.0%	-
	30-39歳	279	9.0%	26.9%	43.7%	3.9%	16.5%	-	279	5.0%	11.5%	58.1%	4.7%	20.8%	-
	40-65歳	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%
	役員	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%
	役員なし	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%
	役員なし	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%
	配偶関係	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%
	既婚・離死別	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%
	子なし	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0-3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4-6歳	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%
	末子7歳以上	128	6.3%	14.8%	46.1%	8.6%	21.9%	2.3%	128	2.3%	10.9%	53.1%	7.0%	24.2%	2.3%
	企業調査：作成した	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%
	行動計画：作成していない	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%
	男性・計	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%
	18-29歳	21	14.3%	28.6%	42.9%	9.5%	4.8%	-	21	9.5%	19.0%	66.7%	4.8%	-	-
	30-39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%
	40-65歳	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	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%
	2017(H29)年より前	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%
	役員	56	7.1%	26.8%	41.1%	5.4%	19.6%	-	56	7.1%	14.3%	44.6%	12.5%	21.4%	-
	役員なし	3	-	-	33.3%	-	66.7%	-	3	-	33.3%	33.3%	-	33.3%	-
	係長・主任相当職	5	40.0%	40.0%	20.0%	-	-	-	5	20.0%	60.0%	20.0%	-	-	-
	課長・課長相当職	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%
	部長・部長相当職	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%
	役員	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%
	配偶関係	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%
	既婚・離死別	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%
	子なし	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0-3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4-6歳	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%
	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	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
男性・計	285	4.6%	23.5%	38.9%	16.5%	11.9%	7.4%	30.5%	34.0%	11.2%
年齢	83	7.2%	22.9%	44.6%	14.5%	8.4%	12.0%	31.3%	36.1%	7.2%
18-29歳	196	3.6%	24.0%	36.7%	16.8%	13.3%	20.0%	30.6%	33.2%	8.4%
30-39歳	5	-	20.0%	40.0%	20.0%	20.0%	20.0%	20.0%	40.0%	13.3%
40-65歳	37	8.1%	21.6%	48.6%	13.5%	5.4%	8.1%	24.3%	48.6%	2.7%
入社年	241	4.1%	24.1%	37.3%	16.6%	13.3%	7.5%	31.5%	32.0%	13.3%
2017(H29)年	169	4.1%	25.4%	40.8%	14.8%	9.5%	7.1%	31.4%	34.3%	8.9%
2017(H29)年より前	82	4.9%	18.3%	41.5%	14.6%	2.4%	8.5%	25.6%	34.1%	18.3%
役職	21	4.8%	23.8%	14.3%	28.8%	38.1%	4.8%	23.8%	38.1%	14.3%
役員・主任相当職	12	8.3%	25.0%	41.7%	8.3%	8.3%	8.3%	58.3%	25.0%	4.8%
課長・課長相当職	1	-	100.0%	-	-	-	-	100.0%	-	8.3%
部長・部長相当職	176	4.0%	21.6%	40.3%	17.0%	12.5%	6.3%	32.4%	35.2%	5.1%
役員・離職	109	5.5%	26.6%	36.7%	15.6%	11.0%	9.2%	27.5%	32.1%	10.8%
配偶関係	139	5.8%	26.6%	38.1%	15.1%	11.5%	7.2%	29.5%	35.3%	11.9%
未婚・離死別	92	5.4%	19.6%	34.8%	17.4%	16.3%	7.6%	28.3%	31.5%	12.2%
子なし	28	-	28.6%	39.3%	17.9%	7.1%	10.7%	28.6%	39.3%	15.2%
末子0-3歳	23	-	17.4%	60.9%	17.4%	4.3%	4.3%	47.8%	34.8%	7.1%
末子4-6歳	22	-	45.5%	40.9%	9.1%	4.5%	18.2%	22.7%	31.8%	13.6%
末子7歳以上	213	5.2%	20.7%	38.0%	19.2%	12.7%	7.3%	25.8%	37.1%	9.1%
企業調査：作成した	301	6.6%	24.6%	36.2%	15.3%	13.3%	9.3%	27.6%	33.3%	11.7%
行動計画：作成していない	115	8.7%	24.3%	37.4%	15.7%	12.2%	12.2%	30.4%	30.4%	13.9%
女性・計	176	5.7%	25.0%	35.2%	17.6%	14.8%	8.0%	25.6%	35.8%	9.6%
年齢	10	-	20.0%	40.0%	20.0%	20.0%	8.0%	30.0%	40.0%	13.6%
40-65歳	36	8.3%	33.3%	38.9%	11.1%	8.3%	5.6%	38.9%	41.7%	8.3%
入社年	260	6.5%	23.5%	35.8%	15.8%	14.2%	9.6%	26.5%	32.7%	12.3%
2017(H29)年	245	6.9%	23.7%	35.9%	16.3%	13.5%	8.6%	29.0%	32.2%	11.8%
2017(H29)年より前	43	4.7%	27.9%	44.2%	9.3%	11.6%	14.0%	23.3%	44.2%	4.1%
役職	6	16.7%	33.3%	-	16.7%	33.3%	16.7%	16.7%	33.3%	2.3%
役員・主任相当職	2	-	50.0%	-	-	-	-	50.0%	-	33.3%
課長・課長相当職	2	-	50.0%	-	-	-	-	50.0%	-	50.0%
部長・部長相当職	167	7.8%	21.6%	35.9%	16.2%	13.2%	9.6%	25.7%	32.9%	12.0%
役員・離職	132	5.3%	28.0%	37.1%	14.4%	12.9%	9.1%	28.8%	35.6%	11.4%
配偶関係	162	6.8%	25.9%	37.0%	14.2%	13.0%	10.5%	27.2%	34.6%	11.1%
未婚・離死別	67	9.0%	22.4%	29.9%	19.4%	14.9%	9.0%	23.9%	28.4%	3.1%
子なし	28	7.1%	21.4%	50.0%	17.9%	-	7.1%	42.9%	39.3%	14.9%
末子0-3歳	39	2.6%	25.6%	35.9%	12.8%	17.9%	7.7%	23.1%	38.5%	3.6%
末子4-6歳	40	5.0%	27.5%	45.0%	10.0%	10.0%	7.5%	17.5%	55.0%	7.7%
末子7歳以上	196	5.6%	25.0%	33.7%	16.8%	13.8%	9.2%	29.6%	28.6%	15.4%
企業調査：作成した	848	4.7%	17.9%	46.8%	13.1%	15.0%	5.5%	18.9%	46.3%	10.0%
行動計画：作成していない	301	7.0%	20.3%	49.2%	10.8%	11.0%	8.6%	19.9%	50.5%	5.0%
女性・計	532	3.4%	16.4%	45.7%	17.3%	2.4%	3.8%	18.6%	44.7%	16.8%
年齢	15	6.7%	26.7%	40.0%	40.0%	13.3%	6.7%	6.7%	53.3%	10.7%
40-65歳	121	8.3%	15.7%	57.0%	9.1%	6.6%	9.9%	15.7%	57.9%	2.4%
入社年	706	4.1%	18.3%	44.8%	14.0%	16.4%	4.8%	19.5%	44.6%	16.3%
2017(H29)年	555	6.1%	19.1%	48.6%	10.8%	13.2%	7.2%	19.8%	48.3%	2.4%
2017(H29)年より前	219	1.8%	15.1%	45.7%	17.8%	18.3%	2.3%	16.4%	45.2%	9.0%
役職	53	1.9%	18.9%	35.8%	18.9%	5.7%	1.9%	17.0%	41.5%	16.9%
役員・主任相当職	13	-	7.7%	30.8%	15.4%	30.8%	1.9%	23.1%	17.0%	5.7%
課長・課長相当職	5	20.0%	40.0%	20.0%	-	-	20.0%	20.0%	40.0%	7.7%
部長・部長相当職	498	3.4%	17.9%	45.4%	14.1%	17.1%	4.0%	19.3%	45.0%	30.8%
役員・離職	347	6.6%	18.2%	48.7%	11.8%	12.1%	7.8%	18.2%	49.9%	15.4%
配偶関係	433	6.2%	17.6%	48.0%	11.8%	13.9%	6.9%	18.2%	48.7%	2.0%
未婚・離死別	282	3.9%	18.4%	47.5%	13.5%	14.2%	4.3%	19.1%	46.8%	11.8%
子なし										13.1%
末子0-3歳										2.1%

1	末子4-6歳	73	1.4%	17.8%	45.2%	17.8%	17.8%	17.8%	3.7%	-	73	2.7%	23.3%	39.7%	15.1%	19.2%	-
0	末子7歳以上	54	1.9%	18.5%	38.9%	14.8%	14.8%	22.2%	3.7%	-	54	3.3%	18.5%	44.4%	7.4%	22.2%	3.7%
0	企業調査: 作成した	306	2.9%	19.3%	37.1%	13.1%	13.1%	14.4%	3.3%	306	3.9%	18.3%	47.4%	12.1%	14.7%	14.7%	3.6%
5	行動計画 作成していない	408	6.6%	18.1%	47.1%	12.5%	12.5%	14.2%	1.5%	408	7.8%	19.9%	46.1%	11.8%	13.5%	13.5%	1.0%
2	女性・計	942	3.2%	18.2%	44.2%	17.9%	17.9%	11.0%	2.5%	942	3.8%	18.5%	44.2%	17.1%	14.2%	14.2%	2.2%
9	18-29歳	438	3.9%	20.1%	44.5%	17.6%	17.6%	11.0%	3.0%	438	5.3%	22.1%	43.4%	16.4%	10.3%	10.3%	2.5%
9	30-39歳	496	2.6%	16.1%	43.8%	18.3%	18.3%	16.9%	2.2%	496	2.6%	14.9%	44.8%	17.7%	17.9%	17.9%	2.0%
人	40-65歳	6	-	50.0%	50.0%	-	-	-	-	6	-	50.0%	50.0%	-	-	-	-
	入社年	136	3.7%	24.3%	48.5%	14.0%	14.0%	3.7%	5.9%	136	2.2%	27.9%	47.1%	12.5%	4.4%	4.4%	5.9%
	2017(H29)年	787	2.8%	17.3%	43.5%	18.7%	18.7%	16.0%	1.8%	787	3.8%	16.9%	43.6%	18.2%	16.1%	16.1%	1.4%
	2017(H29)年より前	759	3.6%	19.0%	44.3%	17.8%	17.8%	12.5%	2.9%	759	4.1%	19.2%	44.1%	17.4%	12.6%	12.6%	2.5%
	役員なし	148	2.0%	12.8%	39.2%	21.6%	21.6%	23.0%	1.4%	148	2.7%	13.5%	39.9%	18.2%	24.3%	24.3%	1.4%
	係長・主任相当職	20	-	25.0%	60.0%	10.0%	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%	-	-	33.3%	-	-
	部長・部長相当職	4	-	25.0%	75.0%	-	-	-	-	4	-	50.0%	-	-	-	-	-
	役員	447	3.1%	18.8%	42.1%	18.3%	18.3%	16.1%	1.6%	447	3.8%	16.6%	41.8%	19.0%	17.4%	17.4%	1.3%
	配偶関係	493	3.2%	17.6%	46.2%	17.4%	17.4%	12.0%	3.4%	493	3.9%	20.3%	46.5%	15.2%	11.2%	11.2%	3.0%
	既婚・離死別	593	3.2%	16.7%	46.5%	18.4%	18.4%	12.3%	2.9%	593	3.9%	18.9%	46.0%	16.5%	12.1%	12.1%	2.5%
	子なし	204	2.5%	21.6%	39.2%	21.1%	21.1%	14.2%	1.5%	204	2.9%	19.1%	40.7%	21.6%	14.7%	14.7%	1.0%
	末子0-3歳	81	2.5%	16.0%	45.7%	14.8%	14.8%	18.5%	2.5%	81	4.9%	13.6%	44.4%	14.8%	19.8%	19.8%	2.5%
	末子4-6歳	50	6.0%	28.0%	38.0%	6.0%	6.0%	20.0%	2.0%	50	4.0%	22.0%	42.0%	8.0%	22.0%	22.0%	2.0%
	末子7歳以上	345	3.5%	18.8%	42.9%	19.7%	19.7%	13.0%	2.0%	345	3.8%	19.1%	43.2%	18.0%	14.2%	14.2%	1.7%
	企業調査: 作成した	404	2.7%	16.6%	46.0%	17.8%	17.8%	14.1%	2.7%	404	3.5%	16.6%	45.8%	17.8%	13.9%	13.9%	2.5%
	行動計画 作成していない	2086	5.1%	24.8%	41.8%	14.7%	14.7%	12.8%	0.9%	2086	3.9%	20.0%	47.6%	13.5%	14.0%	14.0%	0.9%
	男性・計	709	5.5%	24.8%	45.3%	15.2%	15.2%	8.5%	0.7%	709	4.8%	23.4%	49.8%	11.8%	9.4%	9.4%	0.7%
	18-29歳	1341	5.0%	24.5%	39.8%	14.5%	14.5%	15.2%	1.0%	1341	3.4%	18.2%	46.4%	14.4%	16.6%	16.6%	1.0%
	30-39歳	31	-	32.3%	48.4%	12.9%	12.9%	6.5%	-	31	3.2%	19.4%	58.1%	12.9%	6.5%	6.5%	-
	40-65歳	279	6.5%	26.9%	48.7%	11.5%	11.5%	6.1%	0.4%	279	6.8%	24.7%	53.4%	8.6%	6.1%	6.1%	0.4%
	2017(H29)年	1771	5.0%	24.7%	40.2%	15.3%	15.3%	13.9%	1.0%	1771	3.4%	19.3%	46.9%	14.4%	15.4%	15.4%	1.0%
	2017(H29)年より前	1248	5.0%	22.7%	43.3%	15.9%	15.9%	12.4%	0.6%	1248	3.9%	19.4%	48.2%	14.0%	13.9%	13.9%	0.6%
	役員なし	687	4.7%	29.0%	38.1%	13.1%	13.1%	14.0%	1.2%	687	3.5%	20.4%	47.2%	12.4%	15.4%	15.4%	1.2%
	係長・主任相当職	128	7.8%	22.7%	45.3%	11.7%	11.7%	10.2%	2.3%	128	5.3%	22.7%	44.5%	15.6%	8.6%	8.6%	3.1%
	課長・課長相当職	14	-	35.7%	35.7%	14.3%	14.3%	14.3%	-	14	7.1%	35.7%	28.6%	14.3%	14.3%	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%	14.8%	13.8%	0.9%	1301	3.8%	19.0%	47.0%	14.2%	15.0%	15.0%	1.1%
	配偶関係	778	5.8%	25.3%	42.7%	14.5%	14.5%	10.9%	0.8%	778	4.0%	22.0%	48.7%	12.3%	12.3%	12.3%	0.6%
	既婚・離死別	1020	5.2%	25.8%	42.9%	13.5%	13.5%	11.8%	0.8%	1020	3.5%	21.2%	49.4%	12.5%	12.5%	12.5%	0.9%
	子なし	722	4.7%	24.2%	40.3%	15.2%	15.2%	14.7%	0.8%	722	3.6%	19.0%	46.3%	15.0%	15.4%	15.4%	0.8%
	末子0-3歳	226	5.8%	21.7%	43.8%	14.2%	14.2%	13.3%	1.3%	226	5.3%	19.0%	45.6%	11.9%	16.8%	16.8%	1.3%
	末子4-6歳	96	4.2%	22.9%	43.8%	18.8%	18.8%	10.4%	-	96	4.2%	19.8%	45.8%	15.6%	14.6%	14.6%	-
	末子7歳以上	1623	5.1%	24.3%	41.9%	15.4%	15.4%	12.6%	0.7%	1623	3.8%	19.8%	48.5%	13.6%	13.6%	13.6%	0.7%
	企業調査: 作成した	128	6.3%	26.6%	36.7%	14.8%	14.8%	13.3%	2.3%	128	5.5%	19.5%	43.0%	14.1%	14.8%	14.8%	3.1%
	行動計画 作成していない	2294	3.6%	21.1%	37.9%	19.2%	19.2%	16.0%	2.1%	2294	2.7%	17.7%	41.9%	18.9%	16.5%	16.5%	2.3%
	女性・計	1007	4.7%	21.3%	39.7%	19.2%	19.2%	12.8%	2.4%	1007	4.4%	20.5%	42.2%	17.5%	13.1%	13.1%	2.4%
	18-29歳	1258	2.9%	20.7%	36.6%	19.2%	19.2%	18.7%	1.9%	1258	1.5%	15.2%	41.7%	20.2%	19.2%	19.2%	2.2%
	30-39歳	21	-	33.3%	42.9%	23.8%	23.8%	-	-	21	-	38.1%	42.9%	14.3%	4.8%	4.8%	-
	40-65歳	337	5.3%	22.8%	45.4%	13.1%	13.1%	7.7%	5.6%	337	6.8%	19.9%	47.5%	12.8%	7.4%	7.4%	5.6%
	2017(H29)年	1928	3.3%	20.7%	36.7%	20.4%	20.4%	17.4%	1.6%	1928	2.0%	17.1%	41.1%	20.0%	18.0%	18.0%	1.8%
	2017(H29)年より前	1777	3.8%	20.1%	37.7%	19.9%	19.9%	16.2%	2.3%	1777	2.6%	18.3%	40.9%	19.1%	16.7%	16.7%	2.4%
	役員なし	446	2.5%	23.3%	39.0%	17.3%	17.3%	16.4%	1.6%	446	2.0%	15.9%	44.4%	18.4%	17.3%	17.3%	2.0%
	係長・主任相当職	56	5.4%	26.8%	41.1%	14.3%	14.3%	12.5%	-	56	5.4%	14.3%	51.8%	17.9%	8.9%	8.9%	1.8%
	課長・課長相当職	3	-	66.7%	33.3%	-	-	-	-	3	-	100.0%	-	-	-	-	-
	部長・部長相当職	5	20.0%	60.0%	20.0%	20.0%	20.0%	-	-	5	40.0%	20.0%	40.0%	-	-	-	-
	役員	1089	3.5%	20.7%	36.8%	19.7%	19.7%	17.4%	1.8%	1089	2.0%	16.2%	41.5%	19.4%	18.6%	18.6%	2.3%
	配偶関係	1197	3.8%	21.5%	38.8%	18.8%	18.8%	14.7%	2.4%	1197	3.4%	19.0%	42.3%	18.5%	14.5%	14.5%	2.3%
	既婚・離死別	1501	3.7%	21.3%	38.8%	18.9%	18.9%	15.1%	2.2%	1501	3.1%	18.2%	42.2%	19.5%	14.9%	14.9%	2.2%
	子なし	493	3.4%	19.1%	34.9%	21.3%	21.3%	19.3%	2.0%	493	2.0%	15.2%	39.4%	15.2%	21.7%	21.7%	2.6%
	末子0-3歳	175	3.4%	22.9%	37.1%	20.0%	20.0%	14.3%	2.3%	175	1.7%	16.0%	45.1%	17.7%	16.6%	16.6%	2.9%
	末子4-6歳	96	4.2%	22.9%	42.7%	13.5%	13.5%	14.6%	2.1%	96	3.1%	24.0%	43.8%	13.5%	13.5%	13.5%	2.1%
	末子7歳以上	1802	3.8%	20.8%	38.0%	19.3%	19.3%	15.9%	2.2%	1802	2.8%	17.5%	41.8%	19.5%	15.9%	15.9%	2.4%
	企業調査: 作成した	130	3.1%	24.6%	38.5%	14.6%	14.6%	15.4%	3.8%	130	3.1%	23.1%	43.8%	13.1%	13.8%	13.8%	3.1%
	行動計画 作成していない																

3 0 0 人以上

	問4-3付問2.a)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】						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】					
	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%	285	4.2%	18.6%	38.9%	12.6%	21.1%
年齢	83	2.4%	25.3%	34.9%	9.6%	22.9%	83	2.4%	25.3%	34.9%	9.6%	22.9%
18-29歳	196	5.1%	15.8%	40.3%	13.8%	20.4%	196	5.1%	15.8%	40.3%	13.8%	20.4%
30-39歳	5	-	20.0%	60.0%	-	20.0%	5	-	20.0%	60.0%	-	20.0%
40-65歳	37	5.4%	13.5%	43.2%	16.2%	13.5%	37	5.4%	13.5%	43.2%	16.2%	13.5%
入社年	241	4.1%	19.5%	38.6%	11.2%	22.8%	241	4.1%	19.5%	38.6%	11.2%	22.8%
2017(H29)年	169	5.3%	18.9%	37.9%	13.8%	18.9%	169	5.3%	18.9%	37.9%	13.8%	18.9%
2017(H29)年より前	82	2.4%	15.9%	41.5%	20.7%	26.8%	82	2.4%	15.9%	41.5%	20.7%	26.8%
役員	21	4.8%	19.0%	38.1%	9.5%	23.8%	21	4.8%	19.0%	38.1%	9.5%	23.8%
役員なし	12	-	33.3%	41.7%	8.3%	8.3%	12	-	33.3%	41.7%	8.3%	8.3%
係長・主任相当職	1	-	-	-	100.0%	-	1	-	-	-	100.0%	-
係長・課長相当職	176	4.5%	17.0%	41.5%	13.1%	19.9%	176	4.5%	17.0%	41.5%	13.1%	19.9%
課長・部長相当職	109	3.7%	21.1%	34.9%	11.9%	22.9%	109	3.7%	21.1%	34.9%	11.9%	22.9%
部長・部長相当職	139	3.6%	20.9%	35.3%	15.1%	21.6%	139	3.6%	20.9%	35.3%	15.1%	21.6%
役員	92	6.5%	8.7%	40.2%	12.0%	27.2%	92	6.5%	8.7%	40.2%	12.0%	27.2%
役員なし	28	3.6%	25.0%	46.4%	8.7%	14.3%	28	3.6%	25.0%	46.4%	8.7%	14.3%
未子0-3歳	23	-	34.8%	52.2%	8.7%	4.3%	23	-	34.8%	52.2%	8.7%	4.3%
未子4-6歳	22	-	22.7%	40.9%	9.1%	22.7%	22	-	22.7%	40.9%	9.1%	22.7%
未子7歳以上	213	5.2%	18.3%	37.2%	13.6%	19.7%	213	5.2%	18.3%	37.2%	13.6%	19.7%
企業調査: 作成した	301	10.3%	17.6%	39.2%	16.6%	12.3%	301	10.3%	17.6%	39.2%	16.6%	12.3%
企業調査: 作成していない	115	12.2%	18.3%	34.8%	19.1%	13.9%	115	12.2%	18.3%	34.8%	19.1%	13.9%
女性・計	176	9.7%	16.5%	42.0%	15.3%	11.4%	176	9.7%	16.5%	42.0%	15.3%	11.4%
年齢	10	-	30.0%	40.0%	10.0%	10.0%	10	-	30.0%	40.0%	10.0%	10.0%
18-29歳	36	8.3%	25.0%	38.9%	13.9%	13.9%	36	8.3%	25.0%	38.9%	13.9%	13.9%
30-39歳	260	10.8%	16.9%	39.2%	16.9%	12.3%	260	10.8%	16.9%	39.2%	16.9%	12.3%
40-65歳	245	9.8%	16.3%	38.8%	16.7%	14.3%	245	9.8%	16.3%	38.8%	16.7%	14.3%
入社年	43	14.0%	25.6%	37.2%	18.6%	2.3%	43	14.0%	25.6%	37.2%	18.6%	2.3%
2017(H29)年	6	16.7%	-	66.7%	-	16.7%	6	16.7%	-	66.7%	-	16.7%
2017(H29)年より前	2	-	50.0%	50.0%	-	-	2	-	50.0%	50.0%	-	-
役員	2	-	-	100.0%	-	-	2	-	-	100.0%	-	-
役員なし	167	10.2%	18.6%	38.3%	15.0%	12.6%	167	10.2%	18.6%	38.3%	15.0%	12.6%
係長・主任相当職	132	10.6%	15.9%	40.2%	18.9%	12.1%	132	10.6%	15.9%	40.2%	18.9%	12.1%
課長・部長相当職	162	9.9%	16.0%	38.9%	19.1%	13.0%	162	9.9%	16.0%	38.9%	19.1%	13.0%
部長・部長相当職	67	14.9%	13.4%	38.8%	16.4%	11.9%	67	14.9%	13.4%	38.8%	16.4%	11.9%
役員	28	7.1%	21.4%	50.0%	14.3%	3.6%	28	7.1%	21.4%	50.0%	14.3%	3.6%
役員なし	39	7.7%	28.2%	33.3%	10.3%	15.4%	39	7.7%	28.2%	33.3%	10.3%	15.4%
未子0-3歳	40	5.0%	17.5%	55.0%	7.5%	12.5%	40	5.0%	17.5%	55.0%	7.5%	12.5%
未子4-6歳	196	11.7%	17.9%	34.7%	11.7%	14.3%	196	11.7%	17.9%	34.7%	11.7%	14.3%
未子7歳以上	848	5.1%	14.4%	40.9%	16.5%	20.3%	848	5.1%	14.4%	40.9%	16.5%	20.3%
企業調査: 作成した	301	7.6%	15.3%	44.5%	15.9%	14.0%	301	7.6%	15.3%	44.5%	15.9%	14.0%
企業調査: 作成していない	532	3.8%	13.9%	39.1%	17.3%	23.5%	532	3.8%	13.9%	39.1%	17.3%	23.5%
女性・計	15	-	13.3%	33.3%	-	33.3%	15	-	13.3%	33.3%	-	33.3%
年齢	121	9.9%	16.5%	51.2%	10.7%	9.1%	121	9.9%	16.5%	51.2%	10.7%	9.1%
18-29歳	706	4.2%	14.2%	37.7%	17.7%	22.2%	706	4.2%	14.2%	37.7%	17.7%	22.2%
30-39歳	555	6.1%	14.8%	43.1%	14.6%	18.9%	555	6.1%	14.8%	43.1%	14.6%	18.9%
40-65歳	219	3.7%	11.9%	40.2%	21.5%	1.8%	219	3.7%	11.9%	40.2%	21.5%	1.8%
入社年	53	-	20.8%	28.3%	20.8%	24.5%	53	-	20.8%	28.3%	20.8%	24.5%
2017(H29)年	13	-	15.4%	15.4%	15.4%	38.5%	13	-	15.4%	15.4%	38.5%	
2017(H29)年より前	5	20.0%	20.0%	20.0%	20.0%	20.0%	5	20.0%	20.0%	20.0%	20.0%	
役員	498	3.2%	14.1%	38.8%	17.9%	23.7%	498	3.2%	14.1%	38.8%	17.9%	23.7%
役員なし	347	7.8%	15.0%	43.8%	14.7%	15.6%	347	7.8%	15.0%	43.8%	14.7%	15.6%
未子0-3歳	433	7.2%	13.6%	43.2%	15.0%	18.0%	433	7.2%	13.6%	43.2%	15.0%	18.0%
未子4-6歳	282	3.2%	14.2%	39.0%	20.2%	20.6%	282	3.2%	14.2%	39.0%	20.2%	20.6%
未子7歳以上												

	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%	9.4%
部長・部長相当職	13	-	23.1%	30.8%	7.7%	23.1%	13	-	7.7%	23.1%	23.1%	30.8%
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	18-29歳	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	30-39歳	6	16.7%	33.3%	50.0%	-	-	6	-	16.7%	66.7%	-	16.7%	-
	40-65歳	136	9.8%	28.7%	6.6%	3.7%	6.6%	136	3.7%	10.3%	56.6%	14.7%	8.8%	5.9%
	2017(H29)年 より前	1787	6.7%	28.8%	13.3%	12.7%	1.3%	1787	2.8%	10.4%	43.6%	19.3%	22.1%	1.8%
	役職	759	7.1%	28.7%	11.1%	10.3%	2.6%	759	2.6%	10.4%	49.3%	17.0%	17.9%	2.8%
	役員	148	6.8%	27.7%	29.1%	17.6%	0.7%	148	3.4%	9.5%	31.1%	25.0%	29.7%	1.4%
	係長・主任相当職	20	15.0%	45.0%	15.0%	-	-	20	5.0%	15.0%	30.0%	15.0%	15.0%	5.0%
	課長・課長相当職	6	-	16.7%	50.0%	33.3%	-	6	-	16.7%	33.3%	16.7%	33.3%	-
	部長・部長相当職	4	-	25.0%	50.0%	25.0%	-	4	-	-	25.0%	25.0%	50.0%	-
	役員	447	7.2%	28.2%	13.2%	14.1%	1.3%	447	2.9%	12.8%	40.9%	19.5%	21.9%	2.0%
	配偶関係	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%
	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%
	行動計画 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%	9.7%	6.5%	-	31	3.2%	9.7%	51.6%	22.6%	12.9%	-
	30-39歳	279	14.0%	33.0%	6.8%	5.0%	1.1%	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%
	役職	1248	8.3%	32.6%	9.0%	10.4%	0.7%	1248	2.9%	7.2%	53.4%	15.3%	20.3%	0.9%
	役員	687	7.7%	33.9%	6.6%	11.9%	1.3%	687	1.9%	10.2%	48.2%	15.0%	22.9%	1.9%
	係長・主任相当職	128	9.4%	39.8%	8.6%	3.1%	3.1%	128	2.3%	16.4%	46.9%	18.0%	14.1%	2.3%
	課長・課長相当職	14	7.1%	50.0%	7.1%	7.1%	-	14	-	21.4%	42.9%	14.3%	21.4%	-
	部長・部長相当職	6	16.7%	16.7%	33.3%	16.7%	-	6	16.7%	33.3%	33.3%	33.3%	16.7%	-
	役員	1301	8.1%	35.1%	7.9%	11.3%	1.2%	1301	2.5%	8.8%	49.7%	15.8%	22.1%	1.2%
	配偶関係	778	8.2%	35.2%	8.5%	8.9%	0.9%	778	2.6%	8.9%	54.1%	14.9%	18.1%	1.4%
	既婚・離死別	1020	8.3%	34.8%	9.0%	9.4%	0.8%	1020	2.5%	8.5%	53.8%	15.0%	18.8%	1.3%
	子なし	722	7.3%	37.3%	8.3%	11.8%	0.8%	722	1.8%	8.6%	50.6%	15.5%	22.4%	1.1%
	末子0-3歳	226	10.2%	30.1%	8.8%	11.9%	2.2%	226	4.4%	8.4%	44.7%	17.3%	23.5%	1.8%
	末子4-6歳	96	9.4%	34.4%	6.3%	8.3%	-	96	4.2%	11.5%	47.9%	14.6%	21.9%	-
	末子7歳以上	1623	8.2%	34.5%	8.6%	10.2%	0.9%	1623	2.1%	9.0%	51.4%	15.4%	20.8%	1.2%
	作成した	128	7.0%	35.9%	7.8%	14.1%	3.1%	128	4.7%	8.6%	45.3%	16.4%	22.7%	2.3%
	行動計画 作成していない	2294	5.3%	31.2%	13.8%	11.9%	2.1%	2294	2.3%	8.4%	44.6%	21.4%	20.9%	2.4%
	女性・計	1007	7.0%	31.4%	11.2%	9.6%	2.4%	1007	2.4%	9.3%	44.8%	22.5%	18.5%	2.5%
	年齢	1258	4.1%	30.9%	16.1%	13.8%	1.9%	1258	2.3%	7.6%	44.2%	21.0%	22.7%	2.2%
	18-29歳	21	-	42.9%	57.1%	-	-	21	-	14.3%	61.9%	-	23.8%	-
	30-39歳	337	9.2%	27.0%	8.0%	5.0%	5.6%	337	3.9%	10.7%	51.9%	15.1%	12.5%	5.9%
	2017(H29)年 より前	1928	4.7%	31.7%	14.8%	13.1%	1.6%	1928	2.0%	8.0%	43.3%	22.6%	22.7%	1.8%
	役職	1777	5.5%	30.4%	13.2%	12.3%	2.2%	1777	2.0%	8.2%	45.1%	21.2%	20.8%	2.6%
	役員	446	4.0%	33.4%	17.0%	10.5%	2.0%	446	2.5%	9.0%	43.0%	22.2%	21.7%	1.6%
	係長・主任相当職	56	7.1%	42.9%	10.7%	8.9%	-	56	7.1%	10.7%	39.3%	25.0%	17.9%	-
	課長・課長相当職	3	-	33.3%	-	66.7%	-	3	-	-	33.3%	-	66.7%	-
	部長・部長相当職	5	20.0%	40.0%	40.0%	-	-	5	20.0%	20.0%	60.0%	-	-	-
	役員	1089	5.3%	29.2%	14.9%	13.6%	1.8%	1089	2.4%	7.9%	43.7%	21.5%	22.0%	2.5%
	配偶関係	1197	5.3%	33.0%	12.9%	10.4%	2.4%	1197	2.3%	8.9%	45.2%	21.5%	20.0%	2.3%
	既婚・離死別	1501	5.3%	36.0%	13.7%	11.3%	2.3%	1501	2.3%	8.5%	44.2%	22.2%	20.5%	2.3%
	子なし	493	5.9%	30.0%	15.2%	13.4%	1.8%	493	2.2%	9.3%	43.8%	21.5%	22.5%	2.6%
	末子0-3歳	175	5.1%	29.7%	14.3%	12.6%	2.3%	175	2.9%	8.6%	47.4%	20.0%	18.3%	2.9%
	末子4-6歳	96	3.1%	35.4%	10.4%	10.4%	47.9%	96	2.1%	12.5%	45.5%	15.6%	19.8%	2.9%
	末子7歳以上	1802	5.0%	31.6%	13.9%	11.3%	2.2%	1802	2.3%	8.3%	45.5%	21.1%	20.4%	2.4%
	作成した	130	6.2%	37.7%	14.6%	11.5%	3.1%	130	-	13.8%	33.8%	26.9%	21.5%	3.8%
	行動計画 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%	285	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%	83	6.0%	1.2%	28.8%	25.3%	4.8%
30-39歳	196	-	3.6%	33.2%	19.9%	38.8%	196	2.6%	2.0%	36.2%	20.9%	4.6%
40-65歳	5	-	-	40.0%	-	60.0%	5	-	-	40.0%	-	60.0%
入社年												
2017(H29)年	37	-	-	37.8%	27.0%	27.0%	37	-	-	40.3%	21.6%	8.1%
2017(H29)年より前	241	1.7%	3.3%	31.5%	19.1%	40.7%	241	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%	169	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%	82	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%	21	-	4.8%	23.8%	38.1%	28.6%
部長・部長相当職	12	8.3%	-	33.3%	16.7%	33.3%	12	16.7%	-	25.0%	25.0%	8.3%
役員	1	-	-	-	100.0%	-	1	-	-	100.0%	-	-
配偶関係												
未婚	176	1.1%	2.3%	33.0%	20.5%	39.2%	176	3.4%	2.3%	33.0%	21.6%	35.8%
既婚・離死別	109	1.8%	3.7%	32.1%	21.1%	35.8%	109	3.7%	0.9%	35.8%	22.9%	31.2%
末子年齢												
子なし	139	2.2%	2.2%	35.3%	21.6%	35.3%	139	5.0%	1.4%	35.3%	22.3%	32.4%
末子0-3歳	92	-	1.1%	29.3%	18.5%	45.7%	92	1.1%	-	32.6%	22.8%	38.0%
末子4-6歳	28	3.6%	10.7%	17.9%	21.4%	39.3%	28	3.6%	7.1%	17.9%	25.0%	39.3%
末子7歳以上	23	-	-	52.2%	26.1%	21.7%	23	4.3%	4.3%	52.2%	13.0%	26.1%
企業調査: 作成した 行動計画 作成していない												
作成した	22	1.4%	2.3%	22.7%	18.2%	54.5%	22	-	-	27.3%	13.6%	54.5%
作成していない	213	2.0%	3.7%	27.6%	22.2%	38.5%	213	4.2%	1.9%	32.4%	22.1%	4.2%
女性・計	301	2.0%	3.7%	27.6%	22.2%	37.9%	301	1.3%	6.3%	27.6%	24.9%	36.2%
年齢												
18-29歳	115	0.9%	3.5%	26.1%	26.1%	41.7%	115	0.9%	5.2%	26.1%	26.1%	40.0%
30-39歳	176	2.8%	3.4%	29.0%	25.6%	35.2%	176	1.7%	7.4%	27.8%	20.0%	4.0%
40-65歳	10	-	10.0%	20.0%	10.0%	40.0%	10	-	-	40.0%	10.0%	20.0%
入社年												
2017(H29)年	36	-	8.3%	19.4%	30.6%	41.7%	36	-	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%	260	1.5%	6.9%	26.9%	23.8%	36.9%
役職												
役職なし	245	2.0%	3.3%	26.8%	26.5%	38.0%	245	1.6%	6.5%	27.8%	26.1%	34.7%
係長・主任相当職	43	2.3%	4.7%	34.9%	20.9%	34.9%	43	-	7.0%	25.6%	23.3%	41.9%
課長・課長相当職	6	-	-	16.7%	16.7%	66.7%	6	-	-	50.0%	-	50.0%
部長・部長相当職	2	-	-	-	50.0%	50.0%	2	-	-	-	-	50.0%
役員	2	-	-	-	50.0%	50.0%	2	-	-	-	-	50.0%
配偶関係												
未婚	167	1.8%	4.8%	26.3%	23.4%	37.1%	167	1.8%	6.0%	26.3%	23.4%	36.5%
既婚・離死別	132	2.3%	2.3%	28.0%	28.0%	38.6%	132	0.8%	6.8%	28.8%	27.3%	35.6%
末子年齢												
子なし	162	1.9%	3.7%	29.0%	25.9%	37.7%	162	0.6%	6.8%	29.6%	24.7%	36.4%
末子0-3歳	67	3.0%	1.5%	25.4%	28.4%	37.3%	67	3.0%	6.0%	22.4%	29.9%	34.3%
末子4-6歳	28	-	3.6%	28.6%	21.4%	42.9%	28	-	3.6%	32.1%	21.4%	39.3%
末子7歳以上	39	2.6%	7.7%	20.5%	23.1%	38.5%	39	2.6%	7.7%	20.5%	23.1%	38.5%
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%	40	-	2.5%	32.5%	30.0%	32.5%
作成していない	196	2.0%	3.6%	25.0%	28.6%	36.2%	196	1.5%	7.7%	23.5%	27.0%	4.6%
男性・計	848	2.0%	3.8%	33.8%	19.1%	38.6%	848	1.9%	4.2%	35.1%	19.3%	36.8%
年齢												
18-29歳	301	2.7%	4.7%	36.2%	19.3%	34.9%	301	3.0%	5.3%	35.9%	18.6%	35.2%
30-39歳	532	1.7%	3.0%	32.7%	19.5%	40.6%	532	1.3%	3.6%	35.0%	19.9%	2.4%
40-65歳	15	-	13.3%	26.7%	-	40.0%	15	-	6.7%	26.7%	13.3%	33.3%
入社年												
2017(H29)年	121	4.1%	2.5%	43.0%	19.0%	28.1%	121	2.5%	4.1%	42.1%	16.5%	32.2%
2017(H29)年より前	706	1.6%	4.0%	31.9%	19.3%	40.7%	706	1.8%	2.7%	33.9%	19.7%	37.8%
役職												
役職なし	555	2.2%	4.1%	36.2%	18.7%	36.6%	555	2.3%	4.9%	36.8%	19.3%	34.8%
係長・主任相当職	219	1.4%	2.7%	31.1%	21.5%	41.6%	219	0.9%	3.2%	35.2%	20.1%	38.8%
課長・課長相当職	53	1.9%	1.9%	24.5%	18.9%	45.3%	53	1.9%	7.5%	22.6%	18.9%	47.2%
部長・部長相当職	13	-	7.7%	30.8%	7.7%	38.5%	13	-	7.7%	23.1%	15.4%	38.5%
役員	5	20.0%	-	20.0%	-	40.0%	5	-	-	20.0%	40.0%	20.0%
配偶関係												
未婚	498	1.2%	3.4%	32.3%	19.5%	40.6%	498	1.4%	3.4%	34.4%	20.5%	37.6%
既婚・離死別	347	3.0%	4.0%	35.4%	18.7%	35.7%	347	2.6%	5.5%	35.7%	17.6%	2.6%
末子年齢												
子なし	433	3.0%	3.9%	35.6%	18.2%	36.5%	433	2.3%	5.3%	37.0%	17.8%	35.1%
末子0-3歳	282	0.7%	3.2%	31.6%	21.6%	40.4%	282	1.6%	3.2%	34.0%	20.9%	37.6%

1	末子4-6歳	73	2.7%	5.5%	38.4%	21.9%	31.5%	—	73	1.4%	5.5%	31.5%	30.1%	31.5%	—
0	末子7歳以上	54	—	3.7%	27.8%	11.1%	51.9%	5.6%	54	—	—	33.3%	9.3%	51.9%	5.6%
0	企業調査: 作成した	306	2.0%	4.6%	36.3%	19.3%	34.3%	3.6%	306	2.0%	5.2%	33.3%	9.3%	30.7%	3.6%
5	行動計画 作成していない	408	2.0%	2.7%	33.1%	20.1%	40.4%	1.7%	408	2.2%	3.9%	34.1%	19.4%	39.0%	1.5%
2	女性・計	942	—	3.9%	32.3%	24.7%	36.1%	2.5%	942	1.9%	6.7%	27.3%	24.4%	34.3%	2.4%
9	18-29歳	438	1.1%	3.4%	32.4%	23.7%	36.8%	2.5%	438	1.6%	5.0%	29.5%	27.6%	33.8%	2.5%
9	30-39歳	496	0.4%	4.2%	32.1%	24.8%	35.9%	2.6%	496	2.0%	8.1%	25.0%	27.2%	34.7%	2.4%
人	40-65歳	6	—	16.7%	33.3%	33.3%	16.7%	—	6	16.7%	—	16.7%	16.7%	50.0%	—
	入社年	136	1.5%	0.7%	41.2%	22.1%	28.7%	5.9%	136	1.5%	5.1%	32.4%	28.7%	26.5%	5.9%
	2017(H29)年 より前	787	0.6%	4.3%	30.7%	24.7%	37.9%	1.8%	787	2.0%	6.9%	26.3%	27.1%	36.1%	1.7%
	役員	759	0.7%	3.6%	32.4%	25.0%	35.7%	2.6%	759	1.6%	6.6%	27.5%	27.5%	34.1%	2.6%
	役員なし	148	1.4%	6.8%	30.4%	21.6%	37.8%	2.0%	148	2.7%	7.4%	25.0%	27.0%	35.8%	2.0%
	係長・主任相当職	20	—	—	25.0%	30.0%	40.0%	5.0%	20	5.0%	—	25.0%	35.0%	35.0%	—
	課長・課長相当職	6	—	—	33.3%	16.7%	50.0%	—	6	—	—	33.3%	16.7%	50.0%	—
	部長・部長相当職	4	—	—	75.0%	—	25.0%	—	4	25.0%	—	50.0%	—	25.0%	—
	役員	447	0.7%	5.1%	31.8%	23.3%	37.4%	1.8%	447	2.2%	7.6%	26.0%	25.1%	37.4%	1.8%
	配偶関係	493	0.8%	2.8%	32.9%	25.4%	34.9%	3.2%	493	1.6%	5.9%	28.6%	29.4%	31.4%	3.0%
	既婚・離死別	593	0.7%	3.2%	34.1%	24.6%	34.4%	3.0%	593	1.3%	5.7%	29.0%	28.7%	32.4%	2.9%
	子なし	204	0.5%	5.4%	23.5%	23.5%	43.1%	0.5%	204	3.4%	8.8%	21.6%	26.0%	39.7%	0.5%
	末子0-3歳	81	—	6.2%	37.0%	22.2%	30.9%	3.7%	81	1.2%	8.6%	32.1%	25.9%	28.4%	3.7%
	末子4-6歳	50	2.0%	4.0%	42.0%	18.0%	32.0%	2.0%	50	2.0%	4.0%	26.0%	22.0%	44.0%	2.0%
	末子7歳以上	345	—	4.3%	25.8%	28.7%	39.4%	1.7%	345	1.4%	7.8%	21.2%	29.6%	38.3%	1.7%
	企業調査: 作成した	404	1.2%	3.2%	36.6%	25.0%	33.4%	2.5%	404	2.0%	6.2%	30.9%	26.7%	31.4%	2.7%
	行動計画 作成していない	2086	1.2%	3.2%	32.2%	21.7%	41.0%	0.8%	2086	1.6%	3.8%	34.2%	19.5%	40.2%	0.8%
	男性・計	709	0.7%	4.4%	34.1%	23.1%	37.0%	0.7%	709	1.6%	3.7%	35.6%	22.6%	35.7%	0.7%
	18-29歳	1341	1.4%	2.5%	31.1%	20.4%	43.7%	0.8%	1341	1.6%	3.9%	33.3%	17.5%	42.8%	0.9%
	30-39歳	31	—	6.5%	32.3%	38.7%	22.6%	—	31	—	—	32.3%	32.3%	32.3%	—
	40-65歳	279	1.4%	4.3%	42.3%	19.4%	32.3%	0.4%	279	2.5%	2.9%	41.9%	21.1%	31.2%	0.4%
	2017(H29)年 より前	1771	1.1%	3.0%	29.9%	22.4%	42.9%	0.8%	1771	1.3%	4.0%	32.4%	19.4%	42.0%	0.9%
	役員	1248	1.1%	3.6%	33.3%	21.6%	39.4%	0.5%	1248	1.6%	3.8%	35.9%	19.6%	38.5%	0.6%
	役員なし	687	1.0%	2.5%	30.4%	21.0%	44.1%	1.0%	687	1.6%	3.3%	32.6%	18.3%	43.1%	1.0%
	係長・主任相当職	128	2.3%	3.1%	26.6%	25.8%	39.8%	2.3%	128	1.6%	5.5%	26.6%	23.4%	40.6%	2.3%
	課長・課長相当職	14	—	7.1%	21.4%	21.4%	50.0%	—	14	—	7.1%	21.4%	21.4%	50.0%	—
	部長・部長相当職	6	—	—	33.3%	33.3%	33.3%	—	6	—	—	50.0%	33.3%	16.7%	—
	役員	1301	1.5%	2.8%	31.7%	21.2%	42.0%	0.8%	1301	1.7%	3.4%	33.2%	18.8%	42.0%	0.8%
	配偶関係	778	0.5%	3.9%	33.0%	22.6%	39.3%	0.6%	778	1.4%	4.5%	35.9%	20.6%	36.9%	0.8%
	既婚・離死別	1020	0.9%	3.9%	32.9%	21.4%	40.3%	0.6%	1020	1.5%	4.0%	35.1%	20.0%	38.7%	0.7%
	子なし	722	0.7%	2.5%	31.7%	22.2%	42.1%	0.8%	722	1.4%	3.7%	33.7%	18.3%	42.4%	0.8%
	末子0-3歳	226	4.0%	2.2%	32.3%	23.0%	37.2%	1.3%	226	2.7%	4.4%	33.2%	21.2%	37.2%	1.3%
	末子4-6歳	96	1.0%	3.1%	28.1%	16.7%	51.0%	—	96	2.1%	2.1%	34.4%	14.6%	46.9%	—
	末子7歳以上	1623	1.0%	3.3%	31.6%	22.2%	41.3%	0.6%	1623	1.4%	3.9%	33.6%	20.0%	40.5%	0.7%
	企業調査: 作成した	128	2.3%	2.3%	30.5%	16.4%	46.1%	2.3%	128	3.1%	2.3%	34.4%	14.1%	43.8%	2.3%
	行動計画 作成していない	2294	1.0%	4.1%	28.8%	28.6%	35.5%	2.0%	2294	1.5%	6.1%	26.6%	27.4%	36.3%	2.1%
	女性・計	1007	1.0%	3.6%	27.9%	29.8%	35.5%	2.3%	1007	1.1%	4.8%	24.8%	30.4%	36.6%	2.3%
	18-29歳	1258	1.0%	4.6%	29.5%	27.5%	35.5%	1.8%	1258	1.7%	7.3%	28.3%	24.7%	36.0%	1.9%
	30-39歳	21	—	—	38.1%	42.9%	19.0%	—	21	4.8%	4.8%	19.0%	42.9%	28.6%	—
	40-65歳	337	0.6%	3.3%	34.1%	22.6%	33.8%	5.6%	337	0.6%	4.2%	29.1%	27.6%	32.9%	5.6%
	2017(H29)年 より前	1928	1.0%	4.2%	27.9%	29.6%	35.8%	1.5%	1928	1.6%	6.3%	26.3%	27.3%	37.0%	1.5%
	役員	1777	0.7%	3.5%	29.2%	29.0%	35.4%	2.2%	1777	1.3%	5.9%	26.4%	27.9%	36.2%	2.3%
	役員なし	446	1.6%	5.8%	27.6%	27.1%	36.3%	1.6%	446	2.0%	7.2%	26.9%	26.2%	36.1%	1.6%
	係長・主任相当職	56	3.6%	10.7%	28.6%	25.0%	32.1%	—	56	3.6%	7.1%	30.4%	23.2%	35.7%	—
	課長・課長相当職	3	—	—	66.7%	—	33.3%	—	3	—	—	33.3%	—	66.7%	—
	部長・部長相当職	5	20.0%	—	20.0%	20.0%	40.0%	—	5	—	—	20.0%	20.0%	60.0%	—
	役員	1089	1.1%	4.4%	27.8%	27.5%	37.3%	1.9%	1089	1.5%	6.9%	26.4%	24.2%	39.0%	2.0%
	配偶関係	1197	0.9%	3.8%	29.6%	29.7%	33.8%	2.2%	1197	1.5%	5.5%	26.7%	30.4%	33.7%	2.2%
	既婚・離死別	1501	1.0%	3.9%	28.0%	29.7%	35.4%	2.1%	1501	1.3%	5.9%	26.2%	28.6%	36.0%	2.1%
	子なし	493	1.0%	4.7%	26.6%	26.8%	38.9%	2.0%	493	1.6%	5.9%	24.3%	26.2%	39.8%	2.2%
	末子0-3歳	175	—	4.6%	29.1%	29.7%	34.3%	2.3%	175	2.9%	8.0%	32.6%	23.4%	30.9%	2.3%
	末子4-6歳	96	2.1%	4.2%	44.8%	19.8%	27.1%	2.1%	96	1.0%	6.3%	32.3%	20.8%	37.5%	2.1%
	末子7歳以上	1802	0.8%	3.8%	29.1%	28.0%	35.8%	2.1%	1802	1.3%	6.2%	27.7%	26.7%	36.0%	2.2%
	企業調査: 作成した	130	0.8%	3.8%	29.2%	30.8%	32.3%	3.1%	130	2.3%	7.7%	23.1%	31.5%	32.3%	3.1%
	行動計画 作成していない														

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 に休業や休日 した子どもの 看護休暇制度 を利用できる 制限	6)病気や介護 した子どもの 看護休暇制度 を利用できる 制限	7)介護休業制 度(介護のため に取得できる 休業)	8)介護休業制 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 労働が免除さ 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%	19.7%	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%	17.5%
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%	22.8%	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%	27.4%	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%	36.8%	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%	40.0%	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	末子4-6歳	247	49.0%	61.5%	42.5%	30.4%	26.3%	33.6%	42.5%	34.8%	31.2%	23.9%	15.4%	10.1%
0	末子7歳以上	131	45.8%	63.4%	43.5%	35.9%	26.0%	38.9%	49.6%	36.6%	25.9%	27.5%	10.7%	12.2%
0	企業調査: 作成した	865	44.0%	58.6%	37.5%	30.2%	22.7%	31.4%	34.9%	28.4%	32.1%	21.6%	14.9%	13.8%
5	行動計画 作成していない	1401	44.0%	56.3%	35.1%	28.1%	23.2%	30.3%	36.0%	28.9%	24.2%	19.5%	20.6%	12.4%
2	女性・計	3188	82.7%	86.6%	62.9%	42.2%	31.6%	40.3%	46.3%	34.7%	32.2%	22.8%	3.1%	4.8%
9	年齢	1498	81.6%	86.8%	57.2%	40.3%	25.0%	33.0%	40.9%	29.7%	26.7%	19.8%	17.8%	5.3%
9	30-39歳	1652	84.0%	86.9%	68.4%	44.1%	36.9%	47.2%	52.2%	39.3%	37.2%	25.6%	26.8%	4.4%
9	40-65歳	30	73.3%	66.7%	46.7%	33.3%	30.0%	26.7%	33.3%	30.0%	30.0%	16.7%	23.3%	10.0%
人	入社年	480	78.8%	86.3%	54.8%	38.3%	24.2%	30.6%	36.7%	27.3%	23.3%	16.0%	13.5%	5.6%
	2017(H29)年	2649	83.7%	86.7%	49.6%	42.9%	32.9%	42.1%	48.7%	36.1%	33.6%	23.8%	24.1%	4.7%
	2017(H29)年より前	2726	82.3%	86.5%	61.3%	40.9%	29.9%	38.8%	45.2%	32.8%	30.1%	21.2%	20.5%	5.1%
	役員	393	86.0%	87.0%	72.8%	48.9%	41.0%	49.4%	56.2%	45.0%	45.0%	31.6%	33.1%	2.8%
	係長・主任相当職	35	85.7%	71.1%	77.1%	48.6%	57.1%	42.9%	65.4%	65.4%	42.9%	31.6%	42.9%	8.6%
	課長・課長相当職	11	100.0%	100.0%	90.9%	81.8%	63.6%	72.7%	81.8%	81.8%	72.7%	72.7%	63.6%	-
	部長・部長相当職	9	77.8%	88.9%	66.7%	66.7%	66.7%	44.4%	44.4%	44.4%	44.4%	66.7%	55.6%	-
	役員	1402	85.1%	86.4%	70.3%	44.4%	38.3%	49.9%	54.3%	39.6%	38.3%	26.0%	18.8%	5.3%
	配偶関係	1780	81.0%	87.0%	57.1%	40.4%	25.9%	32.9%	41.0%	30.9%	27.2%	20.2%	18.0%	4.4%
	既婚・離死別	2110	82.9%	88.2%	59.1%	41.9%	27.8%	34.1%	42.7%	31.8%	28.7%	21.4%	19.6%	4.0%
	末子年齢	584	85.1%	86.6%	78.6%	44.2%	44.2%	59.4%	60.4%	43.8%	31.5%	26.0%	31.5%	5.0%
	末子0-3歳	239	85.4%	86.2%	68.6%	41.0%	35.1%	51.9%	55.6%	41.8%	37.7%	25.9%	26.4%	5.9%
	末子4-6歳	203	74.9%	74.9%	56.2%	43.8%	35.3%	40.9%	43.8%	34.0%	31.0%	26.6%	25.6%	10.3%
	末子7歳以上	1049	84.5%	88.8%	64.5%	43.9%	31.8%	40.7%	47.6%	35.6%	32.8%	21.9%	22.1%	3.9%
	企業調査: 作成した	1490	83.0%	86.8%	63.4%	41.5%	33.2%	40.6%	47.2%	34.8%	32.8%	23.6%	23.9%	4.5%
	行動計画 作成していない	3727	57.0%	74.5%	55.2%	44.2%	35.4%	47.1%	55.4%	46.4%	42.1%	32.4%	7.6%	9.0%
	男性・計	1436	53.2%	71.4%	50.1%	41.3%	30.2%	39.9%	47.6%	39.6%	35.0%	29.5%	26.4%	11.2%
	年齢	2239	59.4%	76.9%	58.6%	46.1%	38.5%	51.5%	60.3%	50.7%	46.7%	37.7%	36.1%	7.6%
	18-29歳	43	55.8%	60.5%	55.8%	44.2%	51.2%	58.1%	62.8%	51.2%	51.2%	46.5%	51.2%	11.6%
	30-39歳	630	53.3%	70.5%	47.3%	39.2%	28.4%	36.0%	43.3%	34.6%	30.0%	26.2%	23.7%	11.3%
	40-65歳	3019	58.0%	75.6%	57.2%	45.5%	37.0%	49.5%	58.0%	49.1%	44.9%	36.5%	34.4%	8.4%
	2017(H29)年	2486	54.9%	72.4%	52.4%	42.0%	32.2%	43.2%	51.1%	42.6%	37.7%	31.0%	29.0%	9.9%
	2017(H29)年より前	1006	61.5%	78.8%	61.4%	49.3%	42.0%	55.1%	64.2%	54.3%	50.4%	41.5%	38.7%	7.3%
	役員	189	59.8%	80.4%	59.3%	46.6%	42.3%	52.4%	63.0%	53.4%	54.5%	43.9%	45.0%	5.8%
	係長・主任相当職	28	71.4%	82.1%	67.9%	62.9%	42.9%	64.3%	75.0%	57.1%	64.3%	46.4%	39.3%	7.1%
	課長・課長相当職	8	62.5%	62.5%	50.0%	37.5%	25.0%	50.0%	50.0%	37.5%	37.5%	37.5%	12.5%	12.5%
	部長・部長相当職	2115	60.6%	77.0%	59.4%	47.2%	39.1%	53.3%	60.9%	51.3%	47.0%	37.5%	36.6%	7.2%
	役員	1593	52.5%	71.8%	50.0%	40.5%	30.8%	39.2%	48.3%	40.2%	36.0%	30.4%	27.1%	11.1%
	配偶関係	1966	54.5%	73.0%	51.5%	41.8%	32.4%	40.8%	51.2%	42.4%	38.3%	31.9%	28.8%	10.1%
	既婚・離死別	1204	60.7%	76.8%	60.4%	47.4%	39.0%	54.6%	60.4%	51.4%	46.4%	37.2%	37.2%	7.1%
	末子0-3歳	341	60.7%	71.1%	62.5%	51.3%	44.0%	57.2%	61.6%	53.7%	49.9%	40.8%	38.7%	8.5%
	末子4-6歳	170	57.6%	74.7%	51.8%	39.4%	34.1%	51.8%	61.2%	47.6%	43.5%	34.1%	31.8%	8.8%
	末子7歳以上	2817	57.4%	75.8%	56.5%	45.0%	36.7%	48.8%	56.9%	48.3%	43.7%	35.6%	33.5%	7.4%
	企業調査: 作成した	301	52.2%	67.4%	42.2%	37.5%	30.9%	38.9%	44.5%	38.2%	32.9%	28.2%	28.2%	12.6%
	行動計画 作成していない	4460	88.4%	90.7%	77.9%	52.5%	43.2%	55.3%	64.6%	50.9%	48.4%	34.6%	33.7%	3.8%
	女性・計	2076	88.2%	91.4%	73.7%	51.7%	35.5%	44.7%	56.4%	43.9%	39.9%	28.9%	25.8%	4.1%
	年齢	2330	88.8%	90.4%	81.9%	53.2%	50.2%	64.7%	71.9%	57.5%	56.0%	39.7%	40.8%	3.3%
	18-29歳	39	71.8%	74.4%	61.5%	35.9%	32.9%	48.7%	56.4%	41.0%	40.8%	30.8%	25.6%	12.8%
	30-39歳	741	84.8%	89.7%	67.3%	48.3%	32.3%	41.3%	50.8%	40.8%	34.4%	26.7%	22.8%	4.9%
	40-65歳	3645	89.3%	91.0%	80.2%	53.4%	45.8%	58.4%	67.6%	53.3%	51.5%	36.3%	36.1%	3.5%
	2017(H29)年	3657	87.9%	90.5%	76.4%	51.6%	41.1%	52.8%	62.6%	48.6%	45.6%	32.5%	31.3%	3.9%
	2017(H29)年より前	698	90.8%	91.8%	84.7%	55.3%	51.9%	65.5%	72.9%	60.7%	60.2%	41.7%	43.1%	2.9%
	役員	74	91.9%	91.9%	90.5%	71.6%	60.8%	77.0%	83.8%	68.9%	70.3%	60.8%	56.8%	4.1%
	係長・主任相当職	5	100.0%	100.0%	80.0%	60.0%	60.0%	80.0%	80.0%	80.0%	60.0%	60.0%	60.0%	-
	課長・課長相当職	10	90.0%	90.0%	80.0%	80.0%	60.0%	70.0%	60.0%	60.0%	60.0%	60.0%	60.0%	-
	部長・部長相当職	2009	88.2%	89.1%	82.0%	52.7%	51.7%	66.9%	71.3%	57.5%	56.9%	39.4%	41.9%	4.0%
	役員	2439	88.7%	92.2%	74.7%	52.5%	36.3%	45.8%	59.1%	45.6%	41.5%	30.6%	27.0%	3.4%
	配偶関係	2946	89.5%	92.8%	76.5%	53.1%	38.4%	48.4%	61.2%	47.6%	44.3%	32.2%	29.1%	3.3%
	既婚・離死別	932	87.0%	87.0%	83.0%	50.9%	58.5%	69.6%	71.8%	58.5%	43.1%	38.6%	43.1%	4.3%
	末子0-3歳	321	90.3%	90.7%	84.4%	53.9%	56.4%	74.8%	76.6%	63.6%	61.4%	44.2%	48.6%	1.9%
	末子4-6歳	208	77.4%	79.8%	68.3%	48.1%	42.8%	59.6%	64.4%	46.6%	47.6%	34.6%	47.6%	7.2%
	末子7歳以上	3296	89.2%	91.3%	78.5%	52.2%	44.5%	57.3%	66.2%	52.6%	49.0%	34.8%	34.6%	3.4%
	企業調査: 作成した	390	80.8%	85.9%	69.5%	51.3%	34.4%	45.4%	52.3%	40.0%	38.5%	28.7%	24.4%	6.7%
	行動計画 作成していない													

3 0 0 人 以上

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(育休)制度	3)育児のため 短時間勤務 (時短)制度	4)育児のため に利用できる 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%
未婚	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%
既婚・離死別	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%
子なし	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%
末子0-3歳	5.0%	3.8%	2.5%	2.5%	2.5%	2.5%	—	—	—	—	—	36.3%	51.3%
末子4-6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7歳以上	8.4%	5.0%	3.5%	4.3%	3.1%	5.8%	2.3%	1.6%	2.4%	1.4%	1.5%	32.5%	52.8%
企業調査: 作成した 行動計画	23.0%	22.4%	11.1%	7.5%	4.5%	7.5%	1.5%	1.6%	2.4%	1.8%	1.1%	24.9%	47.8%
作成していない	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%
18-29歳	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%
30-39歳	23.8%	19.0%	7.1%	4.8%	11.9%	7.1%	2.4%	2.4%	—	2.4%	—	19.0%	47.6%
40-65歳	3.4%	3.9%	2.2%	1.7%	0.6%	1.1%	0.6%	1.1%	—	0.6%	0.6%	29.6%	63.1%
入社年	26.2%	25.3%	12.5%	8.4%	5.2%	8.5%	1.7%	1.2%	1.2%	1.1%	1.1%	24.2%	45.3%
2017(H29)年	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%
2017(H29)年より前	27.8%	27.2%	11.3%	7.3%	10.6%	10.6%	2.0%	2.6%	1.3%	1.3%	2.0%	26.5%	40.4%
役職	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%
役員	42.9%	42.9%	—	—	—	—	—	—	—	—	—	14.3%	42.9%
係長・主任相当職	30.8%	30.8%	15.4%	15.4%	—	—	7.7%	7.7%	7.7%	7.7%	7.7%	30.8%	30.8%
課長・課長相当職	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%
部長・部長相当職	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%	1.3%	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%
18-29歳	14.1%	6.1%	3.6%	2.8%	2.8%	5.7%	2.3%	2.0%	1.4%	1.7%	1.6%	31.1%	49.3%
30-39歳	27.3%	15.2%	9.1%	6.1%	6.1%	—	—	—	—	—	—	24.2%	39.4%
40-65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%	66.6%
入社年	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%
2017(H29)年	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%
2017(H29)年より前	17.7%	5.9%	3.3%	2.5%	2.5%	3.1%	2.5%	2.0%	1.4%	1.7%	1.7%	28.8%	48.5%
役職	8.8%	5.9%	4.4%	3.7%	2.9%	5.1%	1.5%	0.7%	—	0.7%	—	34.6%	48.5%
役員	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%
係長・主任相当職	—	—	—	—	—	—	10.0%	10.0%	20.0%	20.0%	20.0%	10.0%	70.0%
課長・課長相当職	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%
部長・部長相当職	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%
未婚	4.6%	4.4%	2.9%	2.5%	2.1%	2.5%	2.6%	1.9%	1.7%	1.6%	1.6%	31.9%	60.9%
既婚・離死別	23.6%	23.6%	7.5%	4.0%	1.7%	6.3%	1.8%	1.4%	0.9%	1.5%	0.8%	26.2%	43.7%
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%	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%	1.8%	3.9%	2.1%	1.4%	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%	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%	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%	1.3%	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%	1.1%	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%	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%	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%	1.3%	21.3%	48.0%
	2017(H29)年より前													
	役員	2726	21.0%	21.3%	12.9%	6.2%	5.2%	7.2%	1.8%	1.3%	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%	1.0%	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%	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%	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%	1.5%	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%	1.1%	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%	1.0%	29.5%	64.7%
	配偶関係	584	81.8%	82.4%	51.4%	21.6%	18.8%	24.1%	2.9%	2.1%	1.5%	1.4%	2.1%	12.7%
	配偶関係	239	59.4%	59.8%	35.6%	15.9%	12.6%	23.8%	2.9%	2.1%	1.7%	2.5%	10.0%	20.1%
	配偶関係	1049	25.3%	21.2%	10.3%	6.4%	5.9%	11.8%	2.3%	2.5%	1.5%	1.5%	18.2%	50.7%
	配偶関係	1490	22.9%	23.2%	14.4%	7.0%	6.2%	8.3%	1.4%	1.3%	1.1%	1.1%	24.6%	49.2%
	配偶関係	3727	12.9%	6.0%	3.6%	3.5%	2.5%	5.3%	2.2%	2.1%	1.7%	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%	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%	1.4%	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%	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%	1.9%	25.1%	68.1%
	入社年	3019	14.8%	6.4%	3.7%	3.8%	2.4%	5.8%	2.1%	2.0%	1.3%	1.4%	23.8%	56.2%
	2017(H29)年より前													
	役員	2486	10.7%	5.3%	3.2%	3.0%	2.5%	4.5%	2.0%	1.9%	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%	1.9%	25.0%	52.4%
	役員	189	16.4%	4.8%	7.4%	4.8%	4.2%	4.8%	1.6%	1.6%	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%	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%	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%	1.5%	21.5%	51.3%
	配偶関係	1593	2.6%	3.5%	3.0%	2.4%	2.0%	1.9%	2.3%	2.0%	1.8%	1.8%	27.1%	67.8%
	配偶関係	1966	3.2%	4.0%	3.2%	2.7%	2.2%	2.1%	2.5%	2.1%	2.0%	1.8%	26.8%	67.7%
	配偶関係	1204	28.0%	9.6%	4.1%	4.7%	4.8%	4.1%	4.4%	4.1%	4.1%	0.9%	45.1%	45.1%
	配偶関係	341	18.2%	6.5%	4.7%	4.1%	2.9%	11.4%	3.2%	3.8%	2.3%	1.8%	22.9%	52.5%
	配偶関係	170	8.8%	2.9%	2.4%	2.9%	2.4%	4.7%	1.8%	2.4%	1.8%	1.8%	31.8%	55.3%
	配偶関係	2817	13.4%	5.8%	3.3%	3.3%	2.2%	5.5%	2.0%	2.1%	1.8%	1.5%	24.2%	57.7%
	配偶関係	301	8.3%	6.0%	4.3%	5.0%	4.7%	4.3%	2.7%	1.7%	1.3%	1.3%	27.2%	59.1%
	配偶関係	4460	27.2%	27.2%	17.8%	7.7%	6.7%	10.6%	1.7%	1.5%	1.1%	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%	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%	1.3%	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%	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%	0.7%	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%	1.4%	18.3%	46.5%
	2017(H29)年より前													
	役員	3657	24.6%	24.7%	16.2%	6.9%	6.4%	9.6%	1.7%	1.5%	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%	1.1%	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%	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%	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%	1.3%	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%	1.2%	26.0%	70.0%
	配偶関係	2946	2.6%	2.6%	2.1%	1.8%	1.5%	1.5%	1.5%	1.2%	1.0%	1.0%	26.4%	69.5%
	配偶関係	932	85.0%	85.2%	57.6%	22.2%	20.5%	32.1%	2.0%	1.7%	1.1%	1.5%	10.5%	10.5%
	配偶関係	321	78.5%	79.1%	45.5%	19.0%	13.1%	28.3%	2.8%	2.8%	2.2%	1.2%	1.9%	12.5%
	配偶関係	208	42.3%	40.9%	21.2%	10.1%	17.8%	17.8%	2.9%	2.9%	1.9%	3.4%	15.4%	35.6%
	配偶関係	3296	28.1%	28.2%	18.2%	7.4%	6.9%	11.0%	1.8%	1.5%	1.2%	1.2%	18.2%	51.2%
	配偶関係	390	22.3%	22.1%	11.5%	6.7%	5.6%	9.0%	1.5%	1.5%	1.3%	1.3%	24.9%	49.5%
	配偶関係													

	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%	3.9%	25.9%	23.7%	27.4%	10.8%	8.1%
年齢	403	31.0%	27.8%	24.3%	7.7%	5.7%	3.5%	25.3%	24.3%	27.8%	11.2%	7.9%
18-29歳	702	31.8%	24.9%	24.6%	7.8%	7.0%	3.8%	27.6%	23.5%	27.8%	10.8%	8.4%
30-39歳	26	46.2%	15.4%	19.2%	11.5%	-	7.7%	38.5%	23.1%	15.4%	7.7%	3.8%
40-65歳	156	34.6%	28.8%	29.5%	4.5%	0.6%	1.9%	28.8%	23.1%	37.2%	7.7%	1.3%
入社年	954	31.4%	25.1%	23.7%	8.4%	7.3%	4.1%	25.6%	23.7%	25.6%	9.3%	4.3%
2017(H29)年	784	31.5%	25.5%	26.1%	7.5%	5.2%	4.1%	26.3%	21.9%	30.1%	9.9%	7.5%
2017(H29)年より前	253	32.8%	26.1%	22.1%	7.5%	9.5%	2.0%	26.5%	27.3%	22.5%	11.5%	10.3%
役職	57	24.6%	26.3%	17.5%	12.3%	12.3%	7.0%	17.5%	28.1%	15.8%	19.3%	10.5%
役員・主任相当職	27	44.4%	29.6%	11.1%	11.1%	-	3.7%	25.9%	33.3%	18.5%	14.8%	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%	2.9%	26.9%	23.5%	24.7%	12.0%	9.6%
役員	476	31.3%	27.5%	25.4%	6.5%	5.0%	4.2%	24.8%	24.6%	31.1%	9.2%	6.3%
配偶関係	601	31.4%	26.6%	25.8%	6.8%	5.7%	3.7%	25.1%	24.3%	29.6%	10.3%	7.2%
未婚・離死別	336	33.3%	26.5%	22.0%	10.1%	5.4%	2.7%	28.6%	23.8%	23.5%	12.8%	8.0%
既婚	92	32.6%	22.8%	21.7%	9.8%	12.0%	1.1%	26.1%	18.5%	25.0%	14.1%	15.2%
未子0-3歳	80	28.8%	21.3%	28.8%	6.3%	7.5%	7.5%	21.3%	26.3%	31.3%	6.3%	31.8%
未子4-6歳	81	34.6%	22.2%	23.5%	8.8%	4.9%	6.2%	29.6%	25.9%	18.5%	11.1%	8.6%
未子7歳以上	880	31.7%	25.2%	25.3%	7.7%	6.7%	3.3%	28.9%	23.2%	27.8%	11.0%	8.6%
企業調査: 作成した	1463	36.7%	26.8%	17.0%	10.0%	7.2%	2.3%	32.3%	23.7%	19.7%	12.4%	9.6%
行動計画 作成していない	625	38.4%	27.0%	16.8%	9.9%	6.1%	1.8%	33.9%	24.6%	19.5%	11.8%	8.5%
18-29歳	793	35.1%	27.1%	17.5%	10.0%	7.8%	2.5%	31.5%	23.1%	19.8%	12.6%	10.2%
30-39歳	42	45.2%	19.0%	9.5%	11.9%	7.1%	7.1%	26.2%	21.4%	19.0%	16.7%	9.5%
40-65歳	179	35.8%	30.7%	17.3%	9.5%	4.5%	2.2%	30.7%	27.9%	22.9%	11.7%	3.9%
入社年	1260	36.7%	26.5%	16.9%	10.2%	7.6%	2.1%	32.5%	23.3%	19.2%	12.5%	10.5%
2017(H29)年	1265	36.9%	27.0%	17.5%	9.7%	7.0%	1.9%	32.3%	23.6%	20.3%	12.3%	9.5%
2017(H29)年より前	151	36.4%	28.5%	13.2%	11.3%	9.3%	1.3%	33.1%	26.5%	16.6%	11.9%	10.6%
役職	15	40.0%	20.0%	13.3%	13.3%	6.7%	6.7%	40.0%	13.3%	13.3%	13.3%	13.3%
役員・主任相当職	7	57.1%	14.3%	14.3%	-	-	14.3%	28.6%	14.3%	42.9%	-	-
課長・課長相当職	13	23.1%	7.7%	38.5%	7.7%	-	15.4%	23.1%	15.4%	7.7%	30.8%	7.7%
部長・部長相当職	703	40.4%	27.7%	15.9%	8.0%	5.5%	2.4%	36.8%	23.0%	17.4%	12.4%	7.7%
役員	754	33.4%	25.9%	17.8%	12.1%	8.8%	2.1%	28.2%	24.1%	21.8%	12.5%	11.4%
配偶関係	891	32.9%	26.9%	18.3%	12.1%	7.7%	2.0%	27.7%	22.4%	18.0%	13.0%	10.5%
未婚・離死別	260	46.2%	29.2%	12.7%	6.5%	3.1%	2.3%	49.2%	24.6%	11.9%	6.5%	5.0%
既婚	126	46.0%	25.4%	14.3%	5.6%	4.8%	4.0%	38.1%	23.0%	14.3%	15.9%	4.8%
未子0-3歳	157	36.9%	23.6%	19.1%	8.3%	10.2%	1.9%	27.4%	21.0%	15.9%	15.9%	12.1%
未子4-6歳	120	46.7%	24.2%	15.0%	6.7%	5.0%	2.5%	36.7%	27.5%	23.3%	7.5%	2.5%
未子7歳以上	1040	37.1%	26.8%	16.3%	10.2%	7.3%	2.2%	33.3%	23.8%	18.8%	12.2%	9.8%
企業調査: 作成した	2886	35.1%	30.1%	17.6%	8.4%	6.1%	2.7%	34.2%	29.1%	18.1%	12.2%	9.2%
行動計画 作成していない	1031	34.1%	30.9%	18.4%	7.0%	5.6%	3.9%	34.2%	30.3%	17.0%	9.1%	5.2%
18-29歳	1616	35.7%	29.7%	17.0%	9.3%	6.3%	1.9%	34.2%	28.6%	18.6%	9.3%	7.4%
30-39歳	33	36.4%	27.3%	24.2%	6.1%	3.0%	3.0%	42.4%	21.2%	24.2%	6.1%	3.0%
40-65歳	410	37.8%	30.5%	18.0%	7.6%	3.4%	2.7%	34.4%	31.5%	21.5%	6.3%	3.7%
入社年	2204	34.6%	30.0%	17.5%	8.7%	6.7%	2.5%	34.4%	28.8%	17.5%	9.2%	7.1%
2017(H29)年	1869	35.2%	29.5%	18.3%	8.2%	5.8%	2.9%	34.2%	28.5%	19.0%	8.6%	6.5%
2017(H29)年より前	639	34.0%	32.1%	16.4%	8.5%	6.9%	2.2%	33.0%	32.6%	15.3%	10.5%	2.2%
役職	136	37.5%	30.1%	14.7%	10.3%	6.6%	0.7%	39.0%	25.0%	16.2%	11.8%	6.6%
役員・主任相当職	23	47.8%	30.4%	4.3%	8.7%	8.7%	-	39.1%	21.7%	17.4%	13.0%	8.7%
課長・課長相当職	10	20.0%	30.0%	40.0%	-	-	10.0%	30.0%	10.0%	40.0%	-	-
部長・部長相当職	1522	35.8%	29.1%	17.0%	9.3%	6.9%	1.9%	36.7%	27.7%	17.0%	9.7%	6.9%
役員	1147	34.4%	31.7%	18.6%	7.3%	5.1%	2.9%	31.1%	31.4%	19.6%	8.8%	6.0%
配偶関係	1404	34.0%	32.0%	18.1%	7.7%	5.7%	2.5%	31.0%	32.1%	18.7%	9.5%	6.1%
未婚・離死別	868	36.8%	28.6%	16.8%	9.3%	6.5%	2.1%	38.4%	27.0%	16.9%	8.9%	6.5%
既婚	1404	34.0%	32.0%	18.1%	7.7%	5.7%	2.5%	31.0%	32.1%	18.7%	9.5%	6.1%
未子0-3歳	868	36.8%	28.6%	16.8%	9.3%	6.5%	2.1%	38.4%	27.0%	16.9%	8.9%	6.5%

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 より前	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%
	役員	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%	15.5%	10.4%	7.1%	0.5%
	係長・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%	-
	課長・課長相当職	11	36.4%	36.4%	18.2%	9.1%	-	-	11	45.5%	18.2%	27.3%	9.1%	-	-
	部長・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%
	既婚・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	3727	41.6%	33.1%	13.7%	6.5%	3.0%	2.2%	3727	44.6%	30.8%	13.6%	5.6%	3.2%	2.2%
	行動計画 作成していない	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 より前	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%
	役員	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%
	係長・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%
	課長・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%	-
	部長・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%
	既婚・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%	6.0%	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 作成していない	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 より前	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%
	役員	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	3657	41.5%	34.1%	11.6%	7.3%	3.7%	1.8%	3657	47.2%	30.0%	11.2%	6.5%	3.2%	1.9%
	係長・主任相当職	698	38.7%	34.8%	13.2%	8.7%	3.9%	0.7%	698	47.1%	32.2%	11.6%	5.4%	2.7%	0.9%
	課長・課長相当職	74	39.2%	37.8%	10.8%	5.4%	4.1%	2.7%	74	55.4%	25.7%	5.4%	2.7%	5.4%	2.7%
	部長・部長相当職	5	20.0%	20.0%	20.0%	20.0%	20.0%	-	5	20.0%	20.0%	20.0%	20.0%	20.0%	-
	役員	10	70.0%	20.0%	-	10.0%	-	-	10	80.0%	20.0%	-	-	-	-
	配偶関係	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%
	既婚・離死別	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%
	末子年齢	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0-3歳	932	49.6%	31.1%	10.0%	5.0%	2.6%	1.7%	932	60.5%	26.1%	7.2%	1.1%	1.1%	0.6%
	末子4-6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7歳以上	208	40.4%	33.7%	14.4%	4.8%	5.3%	1.4%	208	49.5%	27.4%	11.4%	6.3%	4.3%	1.6%
	企業調査: 作成した	3296	42.1%	34.6%	11.5%	6.9%	3.3%	1.5%	3296	49.4%	29.7%	10.8%	5.6%	2.9%	1.6%
	行動計画 作成していない	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%

問5-2.a)女性の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

	問5-2.a)女性の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%	29.9%	19.4%	4.2%
女性・計	1463	21.0%	22.4%	25.2%	17.0%	14.9%	1463	4.0%	5.6%	29.0%	18.3%	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%	27.6%	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%	7.3%	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%	9.1%	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%
5	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%
2	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%
9	役員	30	23.3%	26.7%	33.3%	10.0%	6.7%	-	30	6.7%	3.3%	36.7%	23.3%	30.0%	-
9	入社年	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	35	40.0%	31.4%	17.1%	8.6%	2.9%	-	35	-	20.0%	20.0%	14.3%	45.7%	-
9	役員	11	36.4%	18.2%	27.3%	9.1%	9.1%	-	11	18.2%	-	36.4%	18.2%	27.3%	-
9	役員	9	44.4%	11.1%	44.4%	-	-	-	9	-	-	44.4%	44.4%	11.1%	-
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	3727	34.4%	30.7%	19.3%	8.4%	4.8%	2.4%	3727	19.3%	9.5%	26.5%	22.8%	37.7%	2.4%
9	役員	1436	32.9%	30.4%	20.4%	7.3%	5.6%	3.5%	1436	5.3%	9.8%	29.8%	22.8%	28.8%	3.5%
9	役員	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%
9	役員	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%
9	役員	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%
9	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	28	39.3%	28.6%	10.7%	10.7%	10.7%	-	28	3.6%	10.7%	28.6%	17.9%	39.3%	-
9	役員	8	25.0%	37.5%	37.5%	-	-	-	8	-	25.0%	37.5%	12.5%	25.0%	-
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	39	28.2%	30.8%	33.3%	2.6%	2.6%	2.6%	39	5.1%	2.6%	33.3%	33.3%	2.6%	2.6%
9	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%
9	役員	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%
9	役員	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%
9	役員	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%
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%
9	役員	5	-	20.0%	40.0%	20.0%	20.0%	-	5	-	20.0%	20.0%	-	-	-
9	役員	10	40.0%	30.0%	10.0%	10.0%	10.0%	-	10	-	30.0%	20.0%	20.0%	20.0%	10.0%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	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%
9	役員	208	30.8%	26.9%	23.6%	8.7%	8.1%	1.4%	208	4.3%	9.1%	18.7%	29.3%	34.1%	1.9%
9	役員	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%
9	役員	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%	2.5%	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	2886	10.2%	12.0%	17.0%	16.5%	41.4%	2.8%	2886	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%	11.5%	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%	16.8%	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	年齢	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	年齢	30	10.0%	30.0%	20.0%	16.7%	23.3%	20.0%	30	33.3%	16.7%	27.7%	13.3%	10.0%	-
	入社年	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%
	2017(H29)年	2649	10.7%	13.8%	16.3%	19.1%	38.2%	1.9%	2649	18.2%	23.2%	22.9%	15.9%	15.8%	1.9%
	2017(H29)年より前	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%
	役員	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%
	係長・主任相当職	35	14.3%	22.9%	11.4%	31.4%	20.0%	-	35	28.6%	40.0%	14.3%	5.7%	5.7%	-
	課長・課長相当職	11	9.1%	-	18.2%	27.3%	45.5%	-	11	54.5%	18.2%	18.2%	9.1%	-	-
	部長・部長相当職	9	33.3%	22.2%	-	22.2%	22.2%	-	9	33.3%	22.2%	33.3%	-	11.1%	-
	役員	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%
	配偶関係	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%
	既婚・離死別	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%
	末子年齢	584	13.2%	15.6%	18.8%	20.0%	31.5%	1.8%	584	22.9%	27.2%	22.1%	14.4%	12.2%	1.2%
	末子0-3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4-6歳	1049	11.2%	20.7%	12.8%	16.3%	28.6%	3.9%	1049	24.6%	26.1%	21.2%	11.3%	12.8%	3.9%
	末子7歳以上	1490	11.9%	14.2%	17.4%	17.6%	37.2%	1.7%	1490	20.7%	27.2%	22.4%	14.6%	13.0%	2.2%
	企業調査: 作成した	3272	9.3%	14.0%	17.3%	19.2%	38.0%	2.1%	3272	31.4%	25.7%	22.5%	16.4%	15.3%	1.7%
	行動計画: 作成していない	1436	10.6%	16.7%	18.5%	18.7%	32.6%	3.1%	1436	25.6%	28.8%	23.3%	11.1%	7.9%	3.2%
	18-29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%
	30-39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%
	40-65歳	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	22.4%	27.8%	24.2%	13.2%	10.1%	2.2%
	2017(H29)年より前	2006	10.5%	15.7%	17.6%	18.7%	35.1%	2.4%	2006	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%	22.3%	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%	27.7%	22.9%	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%	23.2%	25.5%	18.0%	13.8%	1.7%
	2017(H29)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)年より前	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%
	役員	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%
	係長・主任相当職	5	-	-	20.0%	20.0%	60.0%	-	5	60.0%	-	20.0%	-	20.0%	-
	課長・課長相当職	10	10.0%	10.0%	30.0%	30.0%	20.0%	-	10	50.0%	40.0%	10.0%	-	-	-
	部長・部長相当職	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%
	役員	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%
	配偶関係	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%
	既婚・離死別	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%
	末子年齢	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0-3歳	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%
	末子4-6歳	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%
	末子7歳以上	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%
	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うち知っているもの(複数回答)

性別・計 年齢	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うち知っているもの(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 れただけで口 頭ではなし	その他	わから ない/覚え ていない	説明 はな かった	無 回答	全体n	1) 介護休業に ついて、家族1 人に通算93 日、3回まで 取得できるよ うになった	2) 介護休業に ついて、半日単 位の取得でき るようになった	3) 介護のた めの残業の社 員の取得要件 が緩和された	4) 有期契約の 5子の育児休 憩について、 半日単位の 取得が可能	5) 子の看護 休暇について 、半日単 位の取得可 能	6) 保育園に入 れない場合等 に、最長2歳ま で育児休業可 能	7) その他	8) いずれ も知ら ない	無 回答			
18-29歳	1135	8.1%	7.2%	0.7%	42.9%	39.4%	1.7%	7.2%	9.1%	4.9%	6.4%	5.5%	6.4%	15.1%	0.2%	73.0%	3.4%			
30-39歳	403	6.7%	6.9%	0.5%	50.1%	34.0%	1.7%	6.7%	8.2%	4.0%	6.0%	5.5%	6.0%	11.7%	0.2%	73.4%	2.7%			
40-65歳	702	9.1%	6.6%	0.9%	38.9%	43.2%	1.4%	7.3%	19.2%	5.4%	7.7%	7.7%	7.7%	16.7%	0.1%	73.2%	3.8%			
入社年 2017(H29)年 2017(H29)年より前	26	3.8%	30.8%	-	38.5%	23.1%	3.8%	15.4%	19.2%	7.7%	7.7%	7.7%	7.7%	26.9%	-	65.4%	3.8%			
156	3.8%	3.8%	0.6%	61.5%	29.5%	0.6%	3.2%	3.2%	7.7%	5.1%	6.4%	9.6%	6.4%	11.5%	-	75.6%	1.9%			
954	9.0%	8.0%	0.5%	40.0%	40.9%	1.6%	8.1%	8.1%	9.3%	5.0%	6.6%	4.8%	6.6%	15.6%	0.2%	72.9%	3.4%			
784	6.9%	5.5%	0.5%	46.9%	38.3%	1.9%	6.9%	6.9%	8.2%	4.0%	6.4%	4.8%	6.4%	13.0%	0.1%	74.9%	3.3%			
253	12.3%	10.7%	1.2%	35.2%	40.3%	0.4%	7.1%	7.1%	9.9%	7.0%	6.7%	6.7%	7.1%	19.8%	0.4%	70.8%	2.8%			
57	7.0%	8.8%	1.8%	29.8%	50.9%	1.8%	10.5%	10.5%	12.3%	7.0%	7.0%	7.0%	12.3%	15.8%	-	70.2%	5.3%			
27	-	22.2%	-	33.3%	44.4%	-	7.4%	7.4%	14.8%	3.7%	7.4%	11.1%	7.4%	33.3%	-	63.0%	-			
648	9.4%	8.3%	0.8%	39.0%	41.7%	0.8%	7.9%	7.9%	9.4%	5.2%	4.8%	4.8%	7.9%	19.3%	-	70.7%	2.9%			
476	6.5%	5.7%	0.6%	48.9%	36.3%	1.9%	6.5%	6.5%	8.8%	4.6%	4.6%	6.5%	4.6%	9.7%	0.4%	76.7%	3.2%			
601	7.0%	5.7%	0.7%	48.3%	37.3%	1.2%	6.5%	6.5%	9.0%	4.3%	6.0%	6.0%	5.3%	11.3%	0.3%	76.0%	2.5%			
336	11.3%	9.2%	0.6%	37.8%	40.8%	0.3%	7.4%	7.4%	8.0%	4.8%	4.5%	4.5%	7.1%	23.2%	-	67.3%	3.3%			
92	6.5%	6.5%	1.1%	32.6%	53.3%	-	6.5%	6.5%	9.8%	5.4%	4.3%	4.3%	8.7%	12.0%	-	79.3%	2.2%			
80	7.5%	11.3%	1.3%	41.3%	35.0%	3.8%	8.0	8.0	13.8%	11.3%	6.3%	6.3%	11.3%	16.3%	-	72.5%	3.8%			
81	17.3%	9.9%	2.5%	33.3%	35.8%	1.2%	16.0%	16.0%	17.3%	12.3%	8.6%	8.6%	16.0%	23.5%	-	65.4%	3.7%			
880	6.7%	7.6%	0.7%	44.1%	39.5%	1.4%	8.1%	8.1%	4.0%	4.0%	5.5%	5.5%	4.0%	15.5%	0.1%	74.2%	3.1%			
1463	8.5%	6.9%	1.2%	33.9%	47.8%	1.7%	7.6%	7.6%	8.7%	4.2%	6.0%	6.0%	4.2%	27.8%	0.3%	62.0%	3.3%			
625	8.0%	4.8%	0.6%	43.5%	42.1%	1.0%	6.25	6.25	8.0%	4.8%	7.4%	5.0%	7.4%	21.9%	0.2%	69.1%	2.9%			
793	8.7%	8.2%	1.5%	27.1%	52.2%	2.3%	7.93	7.93	8.3%	3.4%	6.3%	6.3%	3.4%	32.5%	0.3%	57.3%	3.7%			
42	14.3%	14.3%	2.4%	21.4%	47.6%	-	42	42	26.2%	7.1%	14.3%	14.3%	19.0%	26.2%	2.4%	45.2%	2.4%			
179	7.3%	2.8%	2.2%	53.1%	33.0%	1.7%	179	179	10.6%	6.1%	3.9%	3.9%	7.8%	22.9%	0.6%	65.9%	4.5%			
1260	8.7%	7.5%	0.9%	30.9%	50.4%	1.6%	1260	1260	10.6%	4.0%	6.3%	6.3%	10.6%	28.6%	0.2%	61.7%	3.0%			
1265	8.2%	6.5%	1.3%	34.9%	47.8%	1.3%	1265	1265	8.0%	3.7%	5.1%	5.1%	8.7%	26.6%	0.2%	63.8%	2.9%			
151	11.9%	10.6%	0.7%	25.8%	49.0%	2.0%	151	151	14.6%	6.6%	9.9%	9.9%	20.5%	37.7%	1.3%	53.0%	2.0%			
15	6.7%	13.3%	-	26.7%	46.7%	6.7%	15	15	20.0%	13.3%	26.7%	26.7%	46.7%	46.7%	-	40.0%	6.7%			
7	14.3%	14.3%	-	14.3%	42.9%	14.3%	7	7	14.3%	-	14.3%	42.9%	14.3%	28.6%	-	42.9%	14.3%			
13	-	-	-	53.8%	38.5%	7.7%	13	13	10.6%	6.1%	7.8%	7.8%	15.4%	22.9%	-	61.5%	7.7%			
703	9.8%	7.7%	1.6%	29.3%	50.1%	1.6%	703	703	8.5%	4.3%	7.7%	7.7%	13.4%	37.4%	0.3%	52.5%	2.3%			
754	7.4%	6.1%	0.8%	38.5%	45.9%	1.3%	754	754	9.0%	4.1%	4.4%	4.4%	7.3%	19.0%	0.3%	71.4%	3.7%			
891	8.0%	6.1%	0.9%	37.6%	46.1%	1.3%	891	891	8.6%	4.4%	4.5%	4.5%	7.6%	20.2%	0.2%	70.0%	3.5%			
260	11.9%	10.0%	1.9%	29.2%	46.2%	0.8%	260	260	7.3%	3.8%	10.8%	10.8%	16.2%	54.6%	-	38.1%	1.9%			
126	7.9%	5.6%	2.4%	24.6%	57.9%	1.6%	126	126	7.1%	0.8%	6.3%	6.3%	13.5%	34.9%	1.6%	56.3%	1.6%			
157	8.3%	7.0%	0.6%	31.2%	52.2%	0.6%	157	157	11.5%	6.4%	6.4%	6.4%	12.7%	63.4%	-	64.3%	1.3%			
120	10.0%	20.0%	2.5%	35.0%	30.8%	1.7%	120	120	13.3%	5.8%	11.7%	11.7%	17.5%	42.5%	0.8%	48.3%	4.2%			
1040	8.8%	6.4%	1.0%	35.1%	47.6%	1.2%	1040	1040	8.4%	4.2%	4.2%	4.2%	10.6%	27.3%	0.2%	63.1%	2.4%			
2886	7.9%	9.2%	1.6%	48.3%	31.9%	1.2%	2886	2886	6.3%	6.3%	6.5%	6.5%	10.4%	20.6%	0.3%	67.0%	3.5%			
1031	7.4%	5.6%	1.7%	53.2%	30.6%	1.6%	1031	1031	8.3%	4.2%	5.3%	5.3%	6.2%	13.3%	0.3%	74.1%	4.6%			
1616	8.1%	11.1%	1.5%	45.4%	33.0%	0.9%	1616	1616	14.4%	7.4%	7.0%	7.0%	12.8%	24.9%	0.2%	68.9%	2.7%			
33	12.1%	30.3%	3.0%	33.3%	21.2%	-	33	33	18.2%	18.2%	18.2%	18.2%	24.2%	33.3%	-	48.5%	6.1%			
410	8.8%	4.1%	3.9%	61.2%	20.7%	1.2%	410	410	8.3%	4.1%	5.4%	5.4%	5.1%	13.4%	0.2%	74.9%	3.7%			
2204	7.6%	10.2%	1.1%	45.8%	34.1%	1.1%	2204	2204	13.1%	6.7%	6.8%	6.8%	11.5%	22.0%	0.2%	65.7%	3.2%			
1869	7.2%	7.0%	1.5%	50.9%	32.2%	1.2%	1869	1869	9.9%	5.0%	4.9%	4.9%	7.9%	16.6%	0.3%	71.4%	3.7%			
639	9.7%	14.7%	0.9%	41.8%	31.9%	0.9%	639	639	12.2%	8.5%	8.3%	8.3%	14.4%	27.9%	0.2%	57.6%	3.3%			
136	6.6%	13.2%	2.9%	21.3%	30.1%	0.7%	136	136	21.3%	11.8%	14.7%	14.7%	23.5%	37.5%	0.7%	55.1%	1.5%			
23	17.4%	21.7%	17.4%	30.4%	13.0%	-	23	23	34.8%	21.7%	34.8%	34.8%	30.4%	47.8%	-	34.8%	1.5%			
10	20.0%	10.0%	-	40.0%	40.0%	-	10	10	10.0%	-	10.0%	10.0%	10.0%	-	-	70.0%	10.0%			
1522	8.3%	11.2%	1.6%	44.9%	33.4%	0.7%	1522	1522	7.0%	7.0%	7.1%	7.1%	12.5%	26.4%	0.3%	61.6%	2.8%			
1147	7.4%	6.6%	1.7%	53.4%	30.2%	0.8%	1147	1147	10.5%	5.4%	7.8%	7.8%	7.8%	13.1%	0.3%	74.9%	3.4%			
1404	6.9%	7.5%	1.7%	52.3%	31.0%	0.6%	1404	1404	11.5%	5.8%	5.8%	5.8%	7.9%	13.4%	0.2%	74.3%	3.1%			
868	8.9%	10.8%	1.4%	43.7%	34.8%	0.5%	868	868	11.4%	5.4%	5.4%	5.4%	12.2%	29.1%	0.3%	60.7%	2.9%			

1	末子4-6歳	247	9.3%	10.9%	0.8%	47.4%	31.6%	-	247	12.1%	15.0%	8.5%	10.5%	13.0%	28.3%	-	59.1%	0.8%
0	末子7歳以上	131	9.9%	16.0%	3.8%	45.8%	29.4%	-	131	21.4%	23.7%	14.9%	14.5%	21.4%	29.8%	-	55.7%	3.1%
5	企業調査: 作成した	865	6.7%	9.7%	1.5%	51.3%	29.7%	1.0%	865	7.3%	11.2%	5.5%	5.5%	8.4%	20.2%	0.1%	68.1%	3.1%
5	行動計画 作成していない	1401	8.6%	8.6%	1.7%	46.9%	32.9%	1.2%	1401	9.4%	12.8%	6.8%	6.7%	11.0%	19.7%	0.3%	67.3%	3.8%
2	女性・計	3188	8.3%	11.8%	2.6%	39.4%	37.0%	0.9%	3188	9.1%	11.9%	5.5%	7.2%	13.2%	35.6%	0.2%	54.3%	3.2%
9	年齢	1498	9.1%	9.4%	2.6%	45.2%	32.6%	1.1%	1498	6.9%	10.0%	4.9%	5.8%	9.3%	28.6%	0.1%	60.5%	3.2%
9	年齢	1652	7.8%	13.6%	2.6%	34.4%	40.9%	0.7%	1652	11.0%	13.4%	5.9%	8.5%	16.7%	42.0%	0.2%	48.5%	3.3%
9	年齢	30	-	23.3%	23.3%	53.3%	-	-	30	16.7%	13.3%	16.7%	6.7%	13.3%	30.0%	-	56.7%	-
人	入社年	480	9.6%	5.6%	5.2%	54.8%	23.1%	1.7%	480	5.0%	9.0%	4.4%	4.6%	9.4%	30.8%	-	58.8%	3.8%
	2017(H29)年 より前	2649	8.0%	12.9%	2.1%	36.4%	39.7%	0.8%	2649	9.9%	12.4%	5.7%	7.7%	13.9%	36.8%	0.2%	53.3%	3.0%
	役員	2726	8.4%	11.0%	2.6%	40.7%	36.5%	0.9%	2726	8.2%	10.9%	5.0%	6.5%	12.1%	37.7%	0.1%	56.2%	3.1%
	役員	393	7.9%	15.5%	2.0%	31.0%	43.0%	0.5%	393	14.5%	16.3%	7.6%	11.2%	19.6%	47.8%	0.5%	43.3%	3.1%
	係長・主任相当職	35	5.7%	20.0%	11.4%	31.4%	-	-	35	20.0%	28.6%	14.3%	11.4%	25.7%	45.7%	-	37.1%	8.6%
	課長・課長相当職	11	-	27.3%	-	36.4%	36.4%	-	11	27.3%	45.5%	36.4%	36.4%	54.5%	54.5%	-	27.3%	-
	部長・部長相当職	9	22.2%	22.2%	-	33.3%	22.2%	-	9	10.1%	33.3%	-	11.1%	11.1%	44.4%	-	33.3%	-
	役員	1402	8.8%	13.1%	3.1%	33.3%	41.2%	0.6%	1402	10.1%	13.1%	5.6%	9.1%	17.4%	47.3%	0.2%	43.1%	3.1%
	配偶関係	1780	7.9%	10.7%	2.2%	44.3%	33.9%	1.1%	1780	8.4%	10.9%	5.4%	5.8%	9.9%	26.5%	0.1%	63.1%	3.1%
	既婚・離死別	2110	7.8%	11.3%	2.3%	42.5%	35.3%	0.9%	2110	9.1%	11.6%	5.5%	6.5%	10.9%	28.3%	0.1%	61.7%	2.7%
	子なし	584	9.4%	13.9%	3.4%	32.4%	40.8%	0.2%	584	8.4%	12.0%	5.8%	9.4%	19.5%	59.6%	0.3%	33.7%	3.3%
	末子0-3歳	239	9.2%	11.7%	3.3%	33.5%	42.3%	-	239	9.6%	11.7%	4.6%	7.5%	17.6%	43.9%	-	43.9%	2.9%
	末子4-6歳	203	9.4%	12.3%	3.0%	33.5%	39.9%	2.0%	203	12.3%	15.8%	6.4%	9.4%	15.3%	35.0%	0.5%	48.8%	5.4%
	末子7歳以上	1049	7.3%	12.8%	2.6%	43.7%	32.4%	1.2%	1049	10.4%	13.0%	6.3%	8.2%	15.3%	35.9%	-	54.2%	2.8%
	作成した	1490	9.5%	12.3%	2.6%	36.3%	38.6%	0.6%	1490	8.4%	11.1%	5.3%	6.3%	12.6%	37.0%	0.2%	53.2%	3.5%
	行動計画 作成していない	3727	10.7%	18.6%	2.2%	46.9%	20.3%	1.3%	3727	18.0%	22.4%	12.3%	13.0%	18.9%	32.9%	0.2%	53.7%	2.8%
	男性・計	1436	9.7%	12.5%	2.2%	54.2%	19.0%	2.4%	1436	12.9%	17.2%	6.9%	10.1%	13.0%	23.8%	0.1%	62.9%	3.7%
	年齢	2239	11.5%	22.1%	2.2%	42.5%	21.1%	0.7%	2239	20.9%	25.4%	13.0%	14.7%	22.4%	38.5%	0.2%	48.2%	2.2%
	年齢	43	7.0%	37.2%	2.3%	32.6%	20.9%	-	43	39.5%	44.2%	25.6%	20.9%	41.9%	39.5%	-	39.5%	2.3%
	入社年	630	9.8%	5.7%	3.8%	65.7%	12.2%	2.7%	630	8.4%	12.2%	4.4%	7.6%	7.8%	18.7%	-	68.3%	3.2%
	2017(H29)年 より前	3019	11.1%	21.4%	1.8%	42.7%	22.0%	1.0%	3019	20.3%	24.8%	12.3%	14.2%	21.6%	36.3%	0.2%	50.4%	2.5%
	役員	2486	9.4%	14.0%	2.3%	51.0%	21.8%	1.6%	2486	13.9%	18.9%	8.3%	10.9%	15.8%	28.0%	0.1%	59.1%	3.0%
	役員	1006	12.2%	28.0%	2.4%	39.0%	17.6%	0.8%	1006	25.7%	28.4%	14.5%	17.4%	24.9%	42.7%	0.3%	43.7%	2.0%
	係長・主任相当職	189	19.6%	27.5%	1.6%	35.4%	14.8%	1.1%	189	29.1%	36.5%	21.2%	18.5%	28.6%	44.4%	0.5%	37.0%	4.2%
	課長・課長相当職	28	14.3%	28.6%	-	32.1%	25.0%	-	28	28.6%	25.0%	17.9%	7.1%	28.6%	39.3%	-	42.9%	-
	部長・部長相当職	8	12.5%	12.5%	-	62.5%	12.5%	-	8	25.0%	25.0%	25.0%	12.5%	25.0%	25.0%	-	62.5%	-
	役員	2115	12.0%	22.9%	2.1%	41.2%	20.8%	1.0%	2115	20.9%	26.4%	13.4%	14.8%	23.2%	41.1%	0.1%	46.1%	2.2%
	配偶関係	1593	9.1%	12.9%	2.4%	54.6%	19.5%	1.4%	1593	14.2%	17.3%	7.3%	10.5%	13.5%	22.3%	0.2%	63.8%	3.1%
	既婚・離死別	1966	9.2%	15.3%	2.5%	51.8%	19.9%	1.4%	1966	15.4%	19.5%	8.8%	12.1%	15.7%	25.5%	0.2%	61.3%	3.0%
	子なし	1204	12.0%	22.4%	2.2%	41.4%	21.1%	0.9%	1204	19.5%	25.8%	12.8%	18.5%	23.4%	44.7%	0.2%	43.4%	1.8%
	末子0-3歳	341	12.9%	23.5%	2.1%	40.5%	19.6%	1.5%	341	23.8%	27.0%	13.5%	13.8%	22.0%	35.8%	-	46.3%	4.4%
	末子4-6歳	170	14.7%	22.9%	0.6%	39.4%	21.8%	0.6%	170	25.9%	25.3%	15.3%	14.1%	21.8%	31.2%	-	55.3%	1.8%
	末子7歳以上	2817	11.4%	18.9%	2.2%	47.1%	19.2%	1.2%	2817	19.1%	23.5%	11.2%	13.4%	19.6%	34.0%	0.2%	52.3%	2.7%
	作成した	301	7.0%	15.0%	1.3%	47.8%	27.2%	1.7%	301	13.3%	16.9%	8.3%	11.0%	15.6%	26.2%	-	61.5%	2.3%
	行動計画 作成していない	4460	10.7%	19.8%	3.2%	40.1%	25.2%	1.0%	4460	16.5%	19.3%	9.1%	12.5%	21.1%	49.3%	0.4%	39.8%	3.0%
	女性・計	2076	11.4%	14.3%	2.9%	48.0%	22.3%	1.2%	2076	12.3%	15.6%	6.7%	9.1%	14.9%	40.4%	0.4%	47.7%	3.4%
	年齢	2330	10.0%	24.8%	3.3%	33.2%	27.8%	0.9%	2330	20.0%	22.6%	11.0%	15.5%	26.5%	57.3%	0.3%	32.9%	2.5%
	年齢	39	15.4%	10.3%	2.6%	48.7%	23.1%	-	39	15.4%	17.9%	15.4%	7.7%	23.1%	38.5%	-	43.6%	10.3%
	入社年	741	11.6%	6.5%	4.7%	60.3%	14.7%	2.2%	741	9.3%	11.9%	6.5%	7.8%	12.1%	37.5%	0.3%	48.0%	4.9%
	2017(H29)年 より前	3645	10.5%	22.8%	2.8%	35.9%	27.3%	0.8%	3645	18.1%	21.2%	9.6%	13.5%	23.2%	52.1%	0.4%	37.7%	2.6%
	役員	3657	10.6%	17.5%	3.2%	42.2%	25.5%	1.0%	3657	15.0%	18.0%	8.2%	11.5%	19.7%	47.4%	0.3%	41.8%	2.8%
	役員	698	11.5%	30.4%	2.7%	31.1%	23.8%	0.6%	698	22.3%	24.2%	12.5%	16.9%	27.2%	58.3%	0.7%	30.8%	3.3%
	係長・主任相当職	74	10.8%	31.1%	5.4%	27.0%	23.0%	2.7%	74	33.8%	37.8%	17.6%	17.6%	29.7%	63.5%	-	27.0%	5.4%
	課長・課長相当職	5	20.0%	20.0%	-	60.0%	-	-	5	40.0%	40.0%	40.0%	40.0%	40.0%	20.0%	-	40.0%	20.0%
	部長・部長相当職	10	10.0%	20.0%	-	40.0%	30.0%	-	10	10.0%	20.0%	40.0%	10.0%	40.0%	30.0%	-	40.0%	-
	役員	2009	10.6%	25.4%	3.5%	32.6%	26.9%	0.9%	2009	18.0%	20.3%	9.9%	15.0%	26.7%	61.5%	0.3%	29.9%	2.4%
	配偶関係	2439	10.8%	15.2%	2.9%	46.5%	23.8%	0.9%	2439	15.2%	18.5%	8.4%	10.5%	16.5%	39.5%	0.4%	48.1%	3.3%
	既婚・離死別	2946	11.0%	17.4%	3.0%	44.4%	23.3%	1.0%	2946	16.6%	19.7%	9.3%	11.4%	18.1%	42.6%	0.3%	45.5%	3.0%
	子なし	932	10.0%	24.2%	3.9%	30.7%	30.0%	1.2%	932	17.1%	16.6%	13.2%	13.1%	27.1%	68.5%	0.4%	24.6%	2.0%
	末子0-3歳	321	12.1%	27.1%	3.1%	33.3%	24.3%	-	321	21.2%	24.9%	10.3%	16.2%	30.5%	60.1%	0.6%	29.9%	2.5%
	末子4-6歳	208	8.7%	20.6%	2.9%	32.7%	32.7%	0.5%	208	17.2%	19.2%	13.9%	13.7%	23.1%	46.6%	-	41.8%	2.9%
	末子7歳以上	3296	11.1%	20.6%	3.1%	41.4%	23.0%	0.9%	3296	17.2%	20.5%	9.8%	13.3%	22.6%	50.3%	0.4%	38.6%	4.3%
	作成した	390	11.0%	14.6%	2.1%	35.1%	34.9%	2.3%	390	10.5%	13.3%	5.4%	9.0%	15.9%	42.3%	-	46.9%	4.4%
	行動計画 作成していない																	

	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%
	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	1966	78.9%	1.1%	4.0%	14.7%	1.4%	44.9%	5.4%	11.2%	37.0%	1.4%
	既婚・離死別	1204	88.6%	0.4%	2.0%	7.4%	1.6%	50.7%	4.6%	8.0%	35.7%	1.1%
	末子年齢	341	87.1%	0.6%	1.8%	8.8%	1.8%	55.4%	3.5%	6.5%	33.1%	1.5%
	末子0-3歳	170	83.5%	1.2%	-	14.1%	1.2%	50.0%	5.9%	3.5%	39.4%	1.2%
	末子4-6歳	2817	83.8%	0.6%	2.9%	11.3%	1.3%	49.2%	4.9%	9.0%	35.7%	1.2%
	末子7歳以上	301	77.4%	1.0%	4.3%	15.6%	1.7%	41.2%	5.3%	10.6%	40.2%	2.7%
	企業調査: 作成した	4460	68.1%	9.7%	6.1%	15.1%	1.0%	36.0%	16.3%	9.4%	37.1%	1.2%
	作成していない	2076	60.0%	13.2%	7.5%	18.4%	1.0%	31.1%	18.0%	11.8%	37.9%	1.3%
	男性・計	2330	75.5%	6.6%	4.9%	12.1%	0.9%	40.3%	14.7%	7.3%	36.5%	1.2%
	年齢	39	61.5%	12.8%	-	15.4%	10.3%	30.8%	23.1%	7.7%	38.5%	-
	18-29歳	741	58.4%	14.8%	7.8%	17.5%	1.3%	33.5%	18.2%	11.3%	35.1%	1.9%
	30-39歳	3645	70.2%	8.7%	5.6%	14.5%	0.9%	36.7%	15.8%	8.9%	37.6%	1.0%
	40-65歳	3657	67.2%	10.0%	6.2%	15.6%	1.0%	35.1%	16.7%	9.4%	37.6%	1.1%
	入社年	698	72.6%	8.5%	5.3%	12.9%	0.7%	40.0%	13.5%	9.3%	36.2%	1.0%
	2017(H29)年 より前	74	75.7%	6.8%	8.1%	47.3%	8.1%	47.3%	14.9%	8.1%	27.0%	2.7%
	役員	5	40.0%	20.0%	-	20.0%	20.0%	20.0%	60.0%	20.0%	-	-
	役員なし	10	90.0%	-	10.0%	-	-	40.0%	20.0%	30.0%	10.0%	-
	配偶関係	2009	79.1%	4.9%	4.6%	10.3%	1.1%	40.8%	14.9%	6.6%	36.6%	1.1%
	既婚・離死別	2439	59.2%	13.7%	7.3%	18.9%	0.8%	32.1%	17.4%	11.8%	37.6%	1.1%
	末子年齢	2946	60.8%	12.8%	7.2%	18.4%	0.9%	33.1%	17.7%	11.1%	37.0%	1.1%
	末子0-3歳	932	83.8%	2.6%	4.5%	8.3%	0.9%	39.4%	14.3%	6.4%	38.7%	1.2%
	末子4-6歳	321	86.9%	3.7%	1.2%	7.2%	0.9%	45.8%	13.4%	4.4%	35.5%	0.9%
	末子7歳以上	208	76.4%	5.8%	4.8%	11.1%	1.9%	49.0%	9.6%	5.3%	35.6%	0.5%
	企業調査: 作成した	3296	69.7%	9.0%	5.5%	15.0%	0.8%	36.8%	15.7%	8.8%	37.7%	0.9%
	作成していない	390	63.6%	10.3%	7.4%	16.4%	2.3%	35.1%	13.8%	10.3%	37.9%	2.8%

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										
		全体n	家事・育児はしない	家事・育児もするが、専念する	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	全体n	家事・育児はしない	家事・育児もするが、専念する	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない	家事・育児もするが、専念しない
3 0 9 9 人	男性・計	1135	3.4%	35.3%	41.7%	9.2%	0.3%	0.6%	7.5%	2.0%	1135	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%	403	1.5%	2.7%	22.3%	49.6%	8.2%	1.5%	11.4%	2.7%			
	18-29歳	702	3.8%	33.8%	41.5%	11.5%	0.3%	0.7%	7.3%	1.9%	702	0.1%	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%	10.3%	1.3%	26	-	11.5%	46.2%	15.4%	-	11.5%	3.8%	-			
	40-65歳	156	3.5%	36.0%	41.4%	9.3%	0.3%	0.5%	7.1%	1.9%	156	1.9%	2.6%	30.1%	45.5%	3.8%	1.9%	11.5%	2.6%			
	2017(H29)年	954	3.4%	32.3%	44.1%	8.8%	0.4%	0.6%	8.5%	1.9%	954	0.8%	2.8%	26.8%	48.0%	7.1%	1.0%	11.0%	2.6%			
	2017(H29)年より前	784	3.6%	39.1%	39.1%	10.7%	0.4%	0.8%	4.7%	1.6%	784	0.4%	2.4%	29.6%	51.8%	7.9%	1.6%	5.1%	1.2%			
	役員	253	3.5%	42.1%	33.3%	10.5%	-	0.8%	-	7.0%	253	-	1.8%	15.8%	61.4%	8.8%	1.8%	7.0%	3.5%			
	役員・主任相当職	57	27	63.0%	29.8%	3.7%	-	-	3.7%	-	27	-	7.4%	29.6%	48.1%	11.1%	-	3.7%	-			
	課長・課長相当職	27	10.0%	60.0%	10.0%	10.0%	-	-	10.0%	-	10	-	20.0%	-	40.0%	20.0%	-	20.0%	-			
部長・部長相当職	648	4.0%	38.4%	41.7%	10.5%	0.5%	0.6%	4.3%	0.9%	648	0.2%	3.2%	28.9%	52.8%	8.6%	1.1%	4.2%	1.1%				
役員	476	3.5%	32.6%	43.3%	8.2%	-	0.8%	10.3%	1.3%	476	1.2%	3.5%	25.6%	45.9%	6.8%	1.2%	13.8%	2.0%				
配偶関係	601	3.6%	36.6%	43.2%	11.9%	0.6%	0.6%	3.3%	0.3%	601	-	1.8%	29.2%	56.0%	8.3%	0.9%	3.6%	0.3%				
未婚・離死別	336	3.3%	46.7%	37.0%	6.5%	1.1%	-	5.4%	-	92	-	4.3%	25.0%	54.3%	9.8%	-	6.5%	-				
子なし	92	2.5%	42.5%	35.0%	7.5%	-	-	7.5%	5.0%	80	-	2.5%	30.0%	45.0%	8.8%	3.8%	5.0%	5.0%				
末子0-3歳	81	4.1%	38.3%	37.0%	11.1%	-	0.8%	12.3%	1.2%	81	-	3.7%	23.5%	50.6%	7.4%	1.2%	12.3%	1.2%				
末子4-6歳	880	0.5%	4.0%	42.3%	47.4%	7.2%	0.3%	4.8%	1.4%	880	0.8%	2.6%	26.2%	49.8%	7.6%	1.1%	9.3%	2.2%				
末子7歳以上	1463	0.3%	3.0%	30.7%	51.7%	8.2%	0.5%	4.5%	1.1%	1463	2.1%	43.6%	38.2%	6.7%	0.6%	0.6%	6.2%	2.0%				
企業調査:	625	0.6%	4.3%	36.8%	45.1%	6.7%	0.1%	4.9%	1.8%	625	2.9%	46.2%	35.8%	6.6%	0.8%	0.5%	5.9%	1.3%				
作成した	793	2.4%	11.9%	40.5%	28.6%	9.5%	2.4%	4.8%	-	793	1.4%	38.1%	40.7%	6.3%	0.5%	0.6%	6.3%	2.4%				
行動計画	42	0.6%	6.1%	30.7%	45.8%	6.7%	0.3%	5.6%	1.7%	42	2.4%	38.1%	33.3%	9.5%	2.4%	2.4%	9.5%	4.8%				
作成していない	179	0.6%	3.7%	34.7%	48.1%	7.3%	0.7%	6.4%	1.3%	179	1.1%	49.2%	34.1%	5.6%	1.1%	0.6%	6.1%	2.2%				
男性・計	1260	0.4%	3.4%	34.4%	48.1%	7.3%	0.3%	4.9%	1.3%	1260	2.1%	43.1%	39.0%	6.8%	0.6%	0.6%	6.3%	1.7%				
年齢	1265	2.0%	6.0%	35.1%	46.4%	6.6%	0.7%	2.6%	0.7%	1265	2.0%	50.3%	33.1%	6.0%	0.6%	0.7%	5.9%	1.8%				
18-29歳	151	-	13.3%	40.0%	20.0%	-	-	20.0%	6.7%	151	-	20.0%	40.0%	6.7%	-	-	20.0%	6.7%				
30-39歳	15	-	28.6%	14.3%	57.1%	-	-	-	-	15	-	71.4%	14.3%	-	-	-	-	14.3%				
40-65歳	7	-	15.4%	15.4%	46.2%	7.7%	-	7.7%	-	7	-	46.2%	30.8%	7.7%	-	-	7.7%	-				
2017(H29)年	13	0.3%	4.7%	40.7%	44.1%	5.5%	0.3%	3.1%	1.3%	13	1.4%	40.0%	42.2%	7.4%	0.9%	0.9%	5.0%	2.3%				
2017(H29)年より前	703	0.8%	3.3%	28.6%	50.7%	8.8%	0.4%	6.4%	1.1%	703	2.7%	47.1%	34.7%	6.1%	0.4%	0.4%	7.4%	1.2%				
役員	754	0.8%	3.6%	29.9%	49.4%	8.5%	0.3%	6.4%	1.1%	754	2.5%	46.1%	36.0%	5.8%	0.3%	0.4%	7.5%	1.2%				
配偶関係	891	0.4%	2.3%	38.8%	51.9%	3.8%	-	1.9%	0.8%	891	0.8%	41.2%	41.2%	10.4%	1.2%	0.4%	4.2%	0.8%				
未婚・離死別	260	-	6.3%	38.9%	44.4%	6.3%	0.8%	2.4%	0.8%	260	-	40.5%	44.4%	6.3%	0.8%	0.8%	2.4%	0.8%				
子なし	126	-	7.0%	50.3%	33.1%	5.7%	0.6%	2.5%	0.6%	126	-	1.9%	39.5%	42.0%	5.1%	1.9%	3.8%	2.4%				
末子0-3歳	157	-	4.2%	40.8%	35.0%	6.7%	0.8%	10.8%	1.7%	157	-	1.7%	44.2%	36.7%	5.0%	-	0.8%	8.3%				
末子4-6歳	120	0.5%	3.8%	33.8%	49.3%	6.5%	0.3%	4.4%	1.3%	120	1.7%	43.2%	39.5%	6.8%	0.4%	0.7%	6.1%	3.3%				
末子7歳以上	1040	2.3%	35.2%	41.9%	12.1%	0.7%	0.6%	5.4%	1.7%	1040	0.9%	3.1%	24.7%	53.0%	7.0%	1.3%	8.0%	1.9%				
企業調査:	1031	2.1%	31.5%	42.5%	12.8%	1.0%	0.7%	7.2%	2.2%	1031	1.3%	2.5%	22.8%	51.5%	7.0%	1.3%	11.3%	2.4%				
作成した	1616	2.3%	37.8%	41.6%	11.7%	0.4%	0.6%	4.3%	1.3%	1616	3.3%	3.3%	26.0%	54.3%	6.7%	1.3%	6.1%	1.5%				
行動計画	33	12.1%	30.3%	39.4%	9.1%	3.0%	3.0%	3.0%	-	33	3.0%	9.1%	24.2%	33.3%	21.2%	3.0%	3.0%					
作成していない	33	3.2%	31.7%	45.1%	9.5%	0.5%	0.2%	8.0%	1.7%	33	0.5%	2.9%	26.1%	46.6%	8.0%	0.7%	12.9%	2.2%				
男性・計	410	2.1%	36.0%	41.6%	12.6%	0.7%	0.7%	4.7%	1.6%	410	0.5%	2.9%	26.1%	46.6%	8.0%	0.7%	12.9%	2.2%				
年齢	2204	1.9%	32.9%	43.2%	12.7%	0.7%	0.7%	6.0%	1.8%	2204	1.0%	3.3%	25.3%	51.6%	6.4%	1.3%	9.1%	1.8%				
18-29歳	1869	2.2%	42.1%	39.4%	11.1%	0.6%	-	3.0%	1.3%	1869	1.0%	2.0%	24.3%	57.7%	8.3%	1.3%	4.4%	2.1%				
30-39歳	639	5.1%	38.2%	37.5%	10.3%	-	2.2%	5.1%	1.5%	639	1.5%	4.4%	20.6%	51.5%	11.0%	1.5%	8.1%	1.5%				
40-65歳	136	13.0%	30.4%	43.5%	4.3%	-	-	8.7%	-	136	-	8.7%	21.7%	43.5%	8.7%	4.3%	13.0%	-				
2017(H29)年	23	20.0%	40.0%	-	10.0%	-	-	20.0%	10.0%	23	10.0%	-	-	50.0%	10.0%	-	20.0%	10.0%				
2017(H29)年より前	2204	2.4%	37.9%	40.7%	13.3%	0.7%	0.6%	2.6%	1.1%	2204	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%	1522	1.2%	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%	1404	1.1%	3.1%	26.4%	47.4%	6.4%	1.5%	12.5%	1.6%				
未婚・離死別	868	2.0%	31.6%	41.1%	14.9%	0.7%	0.6%	2.2%	1.0%	868	0.5%	2.8%	22.5%	61.8%	7.7%	0.9%	2.9%	1.0%				
子なし	1404	2.0%	31.6%	41.1%	14.9%	0.7%	0.6%	2.2%	1.0%	1404	0.5%	2.8%	22.5%	61.8%	7.7%	0.9%	2.9%	1.0%				
末子0-3歳	868	2.0%	31.6%	41.1%	14.9%	0.7%	0.6%	2.2%	1.0%	868	0.5%	2.8%	22.5%	61.8%	7.7%	0.9%	2.9%	1.0%				

1	末子4-6歳	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7歳以上	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	企業調査: 作成した	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	行動計画 作成していない	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	女性・計	3188	0.6%	3.1%	34.4%	51.3%	5.6%	0.3%	0.9%	3188	0.3%	4.5%	37.8%	7.8%	0.6%	0.3%	5.4%	1.2%
9	年齢	1498	0.5%	3.1%	30.7%	53.5%	6.4%	0.3%	1.1%	1498	1.9%	46.5%	34.8%	8.1%	0.9%	0.2%	6.1%	1.6%
9	入社年	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	入社年	30	-	6.7%	36.7%	43.3%	3.3%	3.3%	3.3%	30	3.3%	26.7%	26.7%	10.0%	-	-	6.7%	-
9	入社年	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	入社年	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	入社年	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	入社年	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	入社年	35	2.9%	5.7%	45.7%	40.0%	-	-	-	35	2.9%	28.6%	54.3%	2.9%	-	-	11.4%	-
9	入社年	11	9.1%	-	27.3%	63.6%	-	-	-	11	-	36.4%	54.5%	9.1%	-	-	-	-
9	入社年	9	-	-	22.2%	77.8%	-	-	-	9	-	22.2%	55.6%	22.2%	-	-	-	-
9	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	43	2.3%	51.2%	27.9%	4.7%	-	-	14.0%	43	-	2.3%	34.9%	44.2%	2.3%	-	16.3%	-
9	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	28	3.6%	50.0%	28.6%	7.1%	-	-	10.7%	28	-	3.6%	37.5%	32.1%	10.7%	-	14.3%	-
9	入社年	8	-	50.0%	25.0%	12.5%	-	-	12.5%	8	-	-	39.3%	50.0%	-	-	-	-
9	入社年	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	入社年	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	入社年	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	入社年	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%	2.9%	1.0%
9	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	39	-	5.1%	38.5%	48.7%	5.1%	-	2.6%	39	-	41.0%	30.8%	20.5%	-	-	5.1%	2.6%
9	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	5	20.0%	-	40.0%	20.0%	20.0%	-	-	5	20.0%	-	80.0%	-	-	-	-	-
9	入社年	10	-	-	60.0%	40.0%	-	-	-	10	-	40.0%	60.0%	-	-	-	-	-
9	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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	入社年	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%

	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				無 回 答			
	全体n	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	無 回 答	全体n	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%	0.3%	5.3%	14.1%	43.6%	40%	18.9%	29.8%	2.8%	1.0%							
年齢																				
18-29歳	403	18.4%	50.9%	22.8%	0.2%	6.0%	1.2%	47.1%	3.2%	18.6%	27.5%	2.2%	1.2%							
30-39歳	702	34.2%	49.4%	19.1%	0.3%	4.8%	1.3%	41.6%	4.4%	19.5%	30.6%	3.1%	0.7%							
40-65歳	26	46.2%	38.5%	3.8%	-	7.7%	3.8%	46.2%	3.8%	7.7%	42.3%	-	-							
入社年																				
2017(H29)年	156	17.9%	44.9%	25.6%	-	9.0%	1.3%	56.4%	1.9%	17.3%	21.2%	1.3%	1.9%							
2017(H29)年より前	954	23.7%	50.2%	19.6%	0.3%	4.6%	1.2%	40.5%	4.4%	19.5%	32.0%	3.1%	0.5%							
役職																				
役員なし	784	19.3%	49.6%	22.6%	0.3%	6.6%	1.4%	43.5%	3.8%	20.2%	23.2%	2.4%	0.9%							
係長・主任相当職	253	29.6%	49.4%	17.4%	0.4%	0.8%	1.2%	46.2%	4.7%	14.2%	30.4%	3.6%	0.8%							
課長・課長相当職	57	33.3%	50.9%	8.8%	-	3.5%	1.8%	33.3%	5.3%	26.3%	31.6%	3.5%	-							
部長・部長相当職	27	29.6%	59.3%	7.4%	-	3.7%	-	40.7%	-	11.1%	40.7%	7.4%	-							
役員	10	30.0%	30.0%	10.0%	-	20.0%	-	60.0%	-	10.0%	30.0%	-	-							
配偶関係																				
未婚	648	29.2%	49.7%	18.1%	0.3%	1.7%	0.6%	42.0%	4.5%	16.7%	32.3%	4.2%	0.5%							
既婚・離死別	476	14.1%	50.4%	23.3%	0.2%	10.1%	1.1%	46.8%	3.4%	21.8%	26.5%	1.1%	0.4%							
未子年齢																				
子なし	601	16.8%	50.6%	23.1%	0.3%	8.0%	0.7%	45.8%	3.5%	21.0%	27.8%	1.7%	0.3%							
未子0-3歳	336	31.3%	52.1%	14.3%	-	1.5%	0.3%	46.7%	3.9%	17.0%	29.2%	3.3%	-							
未子4-6歳	92	25.0%	44.6%	26.1%	-	3.3%	-	34.8%	5.4%	22.8%	31.5%	5.4%	-							
未子7歳以上	80	33.8%	41.3%	17.5%	-	3.8%	2.5%	28.8%	6.3%	8.8%	47.5%	7.5%	-							
企業調査: 作成した 行動計画 作成していない																				
作成した	81	32.1%	38.3%	23.5%	-	4.9%	1.2%	46.9%	6.2%	14.8%	27.2%	3.7%	1.2%							
作成していない	880	21.6%	50.1%	21.0%	0.2%	5.1%	1.4%	43.6%	4.0%	19.0%	29.5%	2.8%	1.0%							
女性・計	1463	23.0%	51.9%	19.2%	0.3%	3.5%	1.8%	31.4%	19.6%	18.5%	28.7%	1.1%	0.6%							
年齢																				
18-29歳	625	18.7%	57.3%	18.9%	-	3.7%	1.3%	34.2%	18.2%	16.2%	30.2%	0.6%	0.3%							
30-39歳	793	26.0%	48.0%	19.5%	0.5%	3.2%	2.3%	30.5%	19.5%	20.4%	27.2%	1.4%	0.9%							
40-65歳	42	28.6%	47.6%	16.7%	-	7.1%	-	2.4%	40.5%	16.7%	35.7%	2.4%	-							
入社年																				
2017(H29)年	179	19.6%	57.5%	16.2%	-	4.5%	1.7%	46.9%	10.6%	14.5%	26.8%	0.6%	0.6%							
2017(H29)年より前	1260	23.6%	51.3%	19.4%	0.3%	3.3%	1.7%	29.2%	21.0%	18.7%	29.3%	1.2%	1.0%							
役職																				
役員なし	1265	22.5%	52.5%	19.3%	0.2%	3.7%	1.7%	31.0%	18.3%	19.1%	29.9%	1.0%	0.6%							
係長・主任相当職	151	24.5%	49.7%	20.5%	-	2.0%	-	38.4%	24.5%	12.6%	22.5%	1.3%	-							
課長・課長相当職	15	33.3%	46.7%	13.3%	-	6.7%	-	26.7%	26.7%	20.0%	26.7%	-	0.7%							
部長・部長相当職	7	28.6%	28.6%	28.6%	-	14.3%	-	14.3%	57.1%	-	14.3%	-	-							
役員	13	30.8%	53.8%	7.7%	-	7.7%	-	7.7%	61.5%	30.8%	-	-	-							
配偶関係																				
未婚	703	26.7%	48.1%	20.3%	0.6%	1.8%	0.7%	28.0%	20.3%	18.8%	30.0%	1.8%	0.3%							
既婚・離死別	754	19.5%	55.8%	18.3%	-	5.0%	1.3%	34.6%	19.1%	18.2%	27.7%	0.4%	-							
未子年齢																				
子なし	891	20.1%	54.4%	19.1%	0.1%	4.7%	1.3%	35.9%	19.0%	17.1%	27.3%	0.6%	0.1%							
未子0-3歳	260	25.8%	48.1%	23.8%	0.4%	0.4%	1.5%	32.3%	20.4%	18.8%	27.3%	0.8%	0.4%							
未子4-6歳	126	31.7%	47.6%	15.9%	-	3.2%	-	25.4%	21.4%	23.0%	28.6%	0.8%	-							
未子7歳以上	157	26.1%	51.6%	17.2%	0.6%	1.9%	1.9%	12.1%	21.7%	23.6%	38.2%	4.5%	-							
企業調査: 作成した 行動計画 作成していない																				
作成した	120	20.0%	52.5%	15.5%	-	8.3%	2.5%	32.5%	18.3%	20.8%	25.8%	0.8%	1.7%							
作成していない	1040	22.4%	51.4%	21.1%	0.1%	3.0%	1.5%	31.9%	19.2%	17.5%	29.8%	1.1%	0.4%							
男性・計	2886	22.2%	48.7%	20.3%	0.6%	5.2%	1.5%	36.7%	20.3%	17.5%	28.8%	1.7%	0.8%							
年齢																				
18-29歳	1031	17.7%	48.3%	22.5%	0.3%	7.6%	2.1%	61.3%	4.1%	12.5%	20.6%	0.5%	1.1%							
30-39歳	1616	24.8%	49.0%	19.9%	0.5%	3.7%	1.1%	57.4%	4.1%	15.8%	21.1%	0.8%	0.7%							
40-65歳	33	30.3%	45.0%	12.1%	-	9.1%	-	42.4%	6.1%	24.2%	27.3%	-	-							
入社年																				
2017(H29)年	410	16.3%	49.3%	22.0%	0.2%	10.0%	1.2%	73.4%	2.7%	12.2%	11.2%	-	0.5%							
2017(H29)年より前	2204	23.4%	48.8%	19.5%	0.7%	4.2%	1.5%	35.6%	4.4%	14.9%	23.4%	0.8%	0.8%							
役職																				
役員なし	1869	19.8%	47.7%	23.1%	0.7%	6.2%	1.4%	59.0%	3.5%	14.5%	21.3%	0.9%	0.8%							
係長・主任相当職	639	27.7%	51.5%	15.8%	0.6%	2.0%	1.4%	60.7%	5.2%	13.6%	19.4%	0.3%	0.8%							
課長・課長相当職	136	27.2%	52.9%	12.5%	-	5.9%	1.5%	50.0%	6.6%	19.1%	23.5%	-	0.7%							
部長・部長相当職	23	39.1%	34.8%	26.1%	-	-	-	52.2%	4.3%	26.1%	17.4%	-	-							
役員	10	10.0%	20.0%	20.0%	-	30.0%	-	20.0%	30.0%	10.0%	40.0%	-	-							
配偶関係																				
未婚	1522	28.8%	49.5%	17.2%	0.5%	2.0%	0.7%	56.0%	4.5%	15.6%	22.6%	0.9%	0.5%							
既婚・離死別	1147	13.5%	48.2%	25.8%	0.8%	9.6%	1.4%	63.0%	3.7%	13.6%	19.0%	0.4%	0.1%							
未子年齢																				
子なし	1404	14.5%	50.0%	24.6%	0.6%	8.3%	1.1%	63.7%	3.3%	13.3%	18.5%	0.7%	0.3%							
未子0-3歳	868	31.9%	47.7%	16.5%	0.8%	1.5%	0.5%	57.6%	5.0%	16.0%	20.9%	0.6%	-							

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%	0.8%
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%	19.8%	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%	19.9%	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%	-	3.3%	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%	-	11.1%	-	-	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	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%
	既婚・離死別	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%
	子なし	239	30.1%	48.5%	20.5%	0.4%	-	0.4%	-	239	36.4%	18.8%	20.1%	23.8%	0.8%
	末子0-3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4-6歳	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%
	末子7歳以上	3727	21.6%	50.5%	21.2%	0.7%	0.5%	4.2%	1.4%	3727	75.7%	2.6%	10.2%	10.8%	0.0%
	企業調査: 作成した	630	12.4%	51.4%	27.1%	0.2%	0.3%	6.0%	2.5%	630	83.8%	3.0%	8.9%	4.1%	0.2%
	作成していない	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%
	男性・計	1436	15.9%	50.6%	24.1%	0.6%	0.6%	6.1%	2.2%	1436	79.4%	2.2%	8.0%	9.8%	0.4%
	年齢	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%
	18-29歳	43	18.6%	53.5%	20.9%	2.3%	-	4.7%	-	43	83.7%	-	9.3%	7.0%	-
	30-39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%	0.2%
	40-65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%
	2017(H29)年 より前	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%
	役員	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%
	役員なし	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%
	係長・主任相当職	28	28.6%	53.6%	14.3%	-	-	3.6%	-	28	85.7%	-	3.6%	10.7%	-
	課長・課長相当職	8	25.0%	37.5%	25.0%	-	-	12.5%	-	8	62.5%	12.5%	-	12.5%	-
	部長・部長相当職	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%
	役員	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%
	役員なし	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%
	末子0-3歳	1204	28.3%	50.9%	17.7%	0.8%	0.4%	1.1%	0.9%	1204	74.4%	2.4%	12.2%	10.4%	0.6%
	末子4-6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7歳以上	170	32.9%	45.9%	15.9%	1.2%	-	3.5%	0.6%	170	55.9%	5.3%	14.1%	22.9%	1.8%
	企業調査: 作成した	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%
	作成していない	301	23.9%	47.2%	22.9%	0.7%	-	4.7%	0.7%	301	59.8%	4.0%	13.3%	21.6%	1.0%
	男性・計	4460	22.0%	49.4%	24.1%	0.5%	0.1%	2.5%	1.3%	4460	60.3%	13.0%	10.4%	15.7%	0.2%
	年齢	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%
	18-29歳	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%
	30-39歳	39	38.2%	33.2%	30.8%	-	-	2.6%	-	39	28.2%	30.8%	15.4%	25.6%	-
	40-65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%
	2017(H29)年 より前	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%
	役員	3657	21.7%	50.5%	23.2%	0.5%	0.1%	2.6%	1.3%	3657	60.2%	13.0%	10.2%	16.1%	0.1%
	役員なし	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%
	係長・主任相当職	74	20.3%	37.8%	36.5%	1.4%	-	2.7%	1.4%	74	66.2%	10.8%	9.5%	12.2%	0.3%
	課長・課長相当職	5	60.0%	-	40.0%	-	-	-	-	5	20.0%	40.0%	20.0%	20.0%	-
	部長・部長相当職	10	-	60.0%	40.0%	-	-	-	-	10	30.0%	-	70.0%	-	-
	役員	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%
	役員なし	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%
	配偶関係	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%
	既婚・離死別	932	28.2%	45.2%	23.9%	0.5%	0.3%	0.8%	1.1%	932	58.6%	13.3%	12.3%	15.5%	-
	子なし	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0-3歳	208	27.4%	46.6%	21.2%	-	-	3.8%	1.9%	208	28.4%	20.2%	14.9%	35.6%	1.0%
	末子4-6歳	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%
	末子7歳以上	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%
	企業調査: 作成した														
	作成していない														

性別・計 年齢	F2.お子さんの有無										F2.お子さんの人数										F2.お子さんの年齢									
	F2.お子さんの有無					F2.お子さんの人数					F2.お子さんの年齢					F2.お子さんの年齢					F2.お子さんの年齢									
	全体n	いる	いない	無回答	全体n	1人	2人	3人	4人	5人	有効n	平均	標準偏差	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							
男性・計	1135	44.9%	53.0%	2.1%	510	41.8%	42.9%	12.4%	2.7%	0.2%	510	1.8	0.8	510	38.0%	25.5%	25.5%	4.1%	4.5%	2.4%	498	5.8	5.4							
18-29歳	403	18.4%	79.7%	2.0%	74	66.2%	24.3%	6.8%	2.7%	-	74	1.5	0.7	74	64.9%	24.3%	6.8%	-	1.4%	2.7%	72	2.9	3.0							
30-39歳	702	59.1%	38.3%	2.1%	415	38.3%	46.0%	13.0%	2.4%	0.2%	415	1.8	0.8	415	34.9%	26.5%	28.9%	4.8%	2.4%	2.4%	405	5.7	4.3							
40-65歳	26	73.1%	26.9%	-	19	26.3%	42.1%	21.1%	10.5%	-	19	2.2	1.0	19	5.3%	5.3%	21.1%	5.3%	63.2%	-	19	20.6	10.1							
入社年	156	14.1%	82.7%	3.2%	22	45.5%	45.5%	4.5%	4.5%	-	22	1.7	0.8	22	31.8%	45.5%	13.6%	4.5%	-	4.5%	21	4.9	3.5							
2017(H29)年	954	50.6%	47.7%	1.7%	483	41.6%	43.1%	12.8%	2.3%	0.2%	483	1.8	0.8	483	38.3%	24.4%	26.1%	4.1%	4.8%	2.3%	472	5.9	5.5							
2017(H29)年より前	784	35.1%	63.0%	1.9%	275	45.1%	38.5%	13.5%	2.9%	-	275	1.7	0.8	275	44.0%	21.5%	24.7%	3.6%	2.9%	3.3%	266	5.1	4.7							
役員なし	253	67.2%	30.4%	2.4%	170	37.6%	51.2%	8.8%	0.6%	-	170	1.8	0.7	170	34.1%	31.8%	27.6%	1.8%	2.9%	1.8%	167	5.6	4.3							
係長・主任相当職	57	70.2%	29.8%	-	40	37.5%	40.0%	15.0%	7.5%	-	40	1.9	0.9	40	20.0%	22.5%	27.5%	17.5%	12.5%	-	40	9.4	7.1							
課長・課長相当職	27	63.0%	33.3%	3.7%	17	41.2%	41.2%	17.6%	-	-	17	1.8	0.8	17	29.4%	23.5%	17.6%	5.9%	23.5%	-	17	10.6	11.5							
部長・部長相当職	10	70.0%	30.0%	-	7	28.6%	42.9%	28.6%	-	-	7	2.0	0.8	7	14.3%	57.1%	14.3%	-	14.3%	-	7	8.7	10.6							
役員	648	78.5%	21.0%	0.5%	509	41.8%	42.8%	12.4%	2.8%	0.2%	509	1.8	0.8	509	38.1%	25.3%	25.5%	4.1%	4.5%	2.4%	497	5.8	5.4							
配偶関係	476	0.2%	97.3%	2.5%	1	-	100.0%	-	-	-	1	2.0	0.0	1	100.0%	-	-	-	-	-	0	4.0	-							
未婚	601	-	100.0%	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	0	-	-							
既婚・離死別	336	100.0%	-	-	336	46.1%	38.4%	12.2%	3.3%	-	336	1.7	0.8	336	57.4%	25.6%	13.7%	1.2%	0.6%	1.5%	331	3.6	3.2							
子なし	92	100.0%	-	-	92	33.7%	51.1%	14.1%	-	1.1%	92	1.8	0.7	92	1.3%	47.8%	1.1%	1.1%	2.2%	2.0%	90	7.3	2.7							
末子0-3歳	80	100.0%	-	-	80	32.5%	52.5%	11.3%	3.8%	-	80	1.9	0.8	80	21.9%	6.3%	15.6%	9.4%	46.9%	-	32	14.5	10.3							
末子4-6歳	42	76.2%	21.4%	2.4%	32	34.4%	50.0%	12.5%	3.1%	-	32	1.8	0.8	32	21.9%	6.3%	15.6%	9.4%	46.9%	-	32	14.5	10.3							
末子7歳以上	179	20.1%	78.8%	1.1%	36	52.8%	33.3%	13.9%	-	-	36	1.6	0.7	36	19.4%	19.4%	44.4%	2.8%	11.1%	2.8%	35	7.9	5.3							
企業調査: 作成した 行動計画 作成していない	1260	40.3%	58.0%	1.7%	507	39.5%	45.5%	12.6%	1.7%	0.6%	507	1.8	0.8	507	24.8%	22.8%	34.4%	8.5%	7.5%	2.0%	498	7.5	5.4							
18-29歳	625	11.7%	86.4%	1.9%	73	69.9%	27.4%	2.7%	-	-	73	1.3	0.5	73	56.2%	28.8%	12.3%	-	-	2.7%	71	3.4	2.4							
30-39歳	793	55.7%	42.7%	1.5%	441	35.6%	48.3%	13.6%	1.8%	0.7%	441	1.8	0.8	441	19.7%	22.6%	40.3%	9.3%	6.1%	2.0%	433	7.7	4.6							
40-65歳	42	76.2%	21.4%	2.4%	32	34.4%	50.0%	12.5%	3.1%	-	32	1.8	0.8	32	21.9%	6.3%	15.6%	9.4%	46.9%	-	32	14.5	10.3							
入社年	179	20.1%	78.8%	1.1%	36	52.8%	33.3%	13.9%	-	-	36	1.6	0.7	36	19.4%	19.4%	44.4%	2.8%	11.1%	2.8%	35	7.9	5.3							
2017(H29)年	1260	40.3%	58.0%	1.7%	507	39.5%	45.5%	12.6%	1.7%	0.6%	507	1.8	0.8	507	24.8%	22.8%	34.4%	8.5%	7.5%	2.0%	498	7.5	5.4							
2017(H29)年より前	1265	37.0%	61.3%	1.7%	468	39.5%	45.5%	12.6%	1.7%	0.6%	468	1.8	0.8	468	25.2%	23.1%	34.2%	9.0%	6.4%	2.1%	458	7.3	5.1							
役員なし	151	35.8%	62.9%	1.3%	54	55.6%	38.9%	5.6%	-	-	54	1.5	0.6	54	25.9%	27.8%	31.5%	1.9%	13.0%	-	54	7.7	6.7							
係長・主任相当職	15	73.3%	26.7%	-	10	20.0%	50.0%	20.0%	10.0%	-	10	2.2	0.9	10	18.2%	-	45.5%	9.1%	18.2%	9.1%	10	10.6	5.6							
課長・課長相当職	7	71.4%	28.6%	-	5	20.0%	80.0%	-	-	-	5	1.8	0.4	5	-	-	40.0%	-	60.0%	-	5	16.8	7.6							
部長・部長相当職	13	23.1%	76.9%	-	3	66.7%	33.3%	-	-	-	3	2.3	0.6	3	-	-	100.0%	-	-	-	3	8.0	0.0							
役員	703	77.2%	21.6%	1.1%	542	39.7%	45.9%	12.2%	1.7%	0.6%	542	1.8	0.8	542	24.3%	22.5%	35.4%	8.1%	7.7%	2.0%	532	7.6	5.4							
配偶関係	754	0.4%	98.0%	1.6%	3	100.0%	-	-	-	-	3	1.0	0.0	3	66.7%	33.3%	-	-	-	-	3	2.7	2.1							
未婚	891	-	100.0%	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	0	-	-							
既婚・離死別	260	100.0%	-	-	260	43.8%	42.3%	11.9%	1.5%	0.4%	260	1.7	0.8	260	51.9%	26.9%	18.5%	1.9%	0.8%	-	258	4.2	3.2							
子なし	126	100.0%	-	-	126	34.9%	51.6%	10.3%	2.4%	0.8%	126	1.8	0.8	126	42.1%	42.1%	50.8%	2.4%	1.6%	3.2%	122	7.2	2.7							
末子0-3歳	157	100.0%	-	-	157	38.2%	45.9%	14.0%	1.3%	0.6%	157	1.8	0.8	157	17.7%	51.0%	21.7%	25.5%	1.9%	1.9%	154	13.2	5.1							
末子4-6歳	120	38.3%	60.0%	1.7%	46	39.1%	45.7%	10.9%	4.3%	-	46	1.8	0.8	46	23.9%	30.4%	32.6%	6.5%	6.5%	-	46	7.0	5.2							
末子7歳以上	1040	37.6%	61.1%	1.3%	390	38.2%	47.4%	12.3%	1.5%	0.5%	390	1.8	0.8	391	24.6%	19.9%	27.9%	8.2%	7.7%	1.8%	384	7.6	5.4							
企業調査: 作成した 行動計画 作成していない	2886	46.4%	52.3%	1.3%	1247	40.3%	46.0%	11.4%	2.1%	0.3%	1247	1.8	0.8	1247	41.1%	24.9%	25.1%	4.5%	2.3%	2.2%	1220	5.2	4.3							
18-29歳	1031	18.6%	79.8%	1.6%	192	56.3%	39.1%	4.7%	-	-	192	1.5	0.6	192	74.5%	16.1%	5.2%	0.5%	-	3.6%	185	2.2	2.3							
30-39歳	1616	63.4%	35.5%	1.1%	1025	37.5%	47.0%	12.6%	2.5%	0.4%	1025	1.8	0.8	1025	35.7%	26.9%	28.4%	4.9%	2.1%	2.0%	1005	5.6	4.1							
40-65歳	33	84.8%	15.2%	-	28	32.1%	53.6%	14.3%	-	-	28	1.8	0.7	28	10.7%	7.1%	39.3%	17.9%	25.0%	-	28	12.0	7.4							
入社年	410	16.3%	82.7%	1.0%	67	43.3%	41.8%	11.9%	3.0%	-	67	1.7	0.8	67	56.7%	20.9%	19.4%	1.5%	1.5%	-	67	4.2	3.8							
2017(H29)年	2204	53.0%	45.7%	1.3%	1169	40.1%	46.0%	11.5%	2.1%	0.3%	1169	1.8	0.8	1169	40.1%	25.1%	25.4%	4.7%	2.4%	2.3%	1142	5.3	4.3							
2017(H29)年より前	1869	37.0%	61.7%	1.3%	692	44.7%	43.4%	10.3%	1.6%	0.1%	692	1.7	0.7	692	48.7%	24.3%	20.7%	2.5%	1.3%	2.6%	674	4.4	3.8							
役員なし	639	66.7%	32.1%	1.3%	426	35.9%	47.4%	13.6%	0.5%	-	426	1.8	0.8	426	34.7%	26.5%	30.3%	4.9%	1.9%	1.6%	419	5.7	4.6							
係長・主任相当職	136	75.0%	23.5%	1.5%	102	28.4%	57.8%	9.8%	2.9%	1.0%	102	1.9	0.8	102	18.6%	21.6%	33.3%	15.7%	8.8%	2.0%	100	8.3	5.6							
課長・課長相当職	23	87.0%	13.0%	-	20	45.0%	40.0%	10.0%	5.0%	-	20	1.8	0.9	20	35.0%	20.0%	20.0%	10.0%	15.0%	-	20	8.7	8.0							
部長・部長相当職	10	30.0%	70.0%	-	3	66.7%	33.3%	-	-	-	3	1.3	0.6	3	33.3%	33.3%	33.3%	-	-	-	3	5.7	5.0							
役員	1522	81.7%	17.7%	0.6%	1244	40.3%	46.0%	11.3%	2.1%	0.3%	1244	1.8	0.8	1244	41.1%	24.8%	25.1%	4.5%	2.3%	2.2%	1217	5.2	4.3							
配偶関係	1447	0.2%	98.8%	1.0%	2	50.0%	50.0%	-	-	-	2	1.5	0.7	2	50.0%	-	50.0%	-	-	-	2	4.0	4.1							
未婚	1404	-	100.0%	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	0	-	-							
既婚・離死別	868	100.0%	-	-	868	43.3%	43.8%	10.8%	2.0%	0.1%	868	1.7	0.7	868	58.9%	24.1%	13.2%	0.9%	0.3%	2.5%	846	3.5	3.0							
子なし	1404	-	100.0%	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	0	-	-							
末子0-3歳	868	100.0%	-	-	868	43.3%	43.8%	10.8%	2.0%	0.1%	868	1.7																		

	F2でお子さんいると回答した方のみ/お子さん1人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	無回答
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%	-	
18-29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%	-	
30-39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%	-
40-65歳	22	77.3%	13.6%	9.1%	-	-	-	22	2.9	2.5	156	23.7%	73.7%	37	91.9%	8.1%	-	
入社年	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	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%	-	
2017(H29)年より前	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	40	47.5%	22.5%	20.0%	-	10.0%	-	40	5.7	6.2	57	82.5%	17.5%	-	47	95.7%	4.3%	-
役員・主任相当職	17	47.1%	23.5%	5.9%	-	23.5%	-	17	8.1	10.4	27	77.8%	22.2%	-	21	85.7%	14.3%	-
課長・課長相当職	7	57.1%	28.6%	-	-	14.3%	-	7	5.7	9.5	10	70.0%	30.0%	-	7	100.0%	-	-
部長・部長相当職	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%	-	
役員	1	100.0%	-	-	-	-	-	1	1.0	-	476	-	100.0%	-	-	-	-	
配偶関係	336	100.0%	-	-	-	-	-	336	1.3	1.1	336	22.6%	77.0%	136	86.8%	13.2%	-	
未婚	92	-	100.0%	-	-	-	-	92	4.7	0.8	92	99.7%	0.3%	-	335	97.9%	2.1%	-
既婚・離死別	80	-	-	-	8.8%	18.8%	-	80	11.7	6.2	80	100.0%	-	-	92	91.3%	8.7%	-
子なし	38	63.2%	21.1%	15.8%	-	-	-	38	3.0	2.9	81	60.5%	38.3%	49	98.0%	2.0%	-	
末子0-3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4-6歳	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%	-	
末子7歳以上	73	76.7%	16.4%	6.8%	-	-	-	73	2.5	2.0	625	21.6%	78.1%	135	85.9%	14.1%	-	
作成した	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%	-	
作成していない	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%	-
行動計画	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%	-
作成していない	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%	-	
18-29歳	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%	-	
30-39歳	54	35.2%	33.3%	20.4%	-	11.1%	-	54	6.4	6.0	151	56.3%	43.0%	85	91.8%	8.2%	-	
2017(H29)年	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%	-
2017(H29)年より前	5	-	60.0%	-	-	40.0%	-	5	14.2	8.3	7	71.4%	28.6%	-	5	80.0%	40.0%	-
役員	3	33.3%	66.7%	-	-	-	-	3	4.3	2.1	13	38.5%	61.5%	-	5	60.0%	20.0%	-
配偶関係	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%	-	
未婚	3	66.7%	33.3%	-	-	-	-	3	2.7	2.1	754	-	100.0%	-	-	-	-	
既婚・離死別	260	100.0%	-	-	-	-	-	260	1.8	0.9	260	17.1%	82.9%	152	92.1%	7.9%	-	
子なし	126	-	100.0%	-	-	-	-	126	4.8	0.8	126	98.8%	0.8%	257	94.6%	5.4%	-	
末子0-3歳	157	-	-	-	12.7%	14.0%	-	157	11.2	4.6	157	99.2%	0.8%	-	125	86.4%	13.6%	-
末子4-6歳	46	54.3%	26.1%	10.9%	4.3%	4.3%	-	46	4.5	4.4	120	50.0%	49.2%	60	88.3%	11.7%	-	
末子7歳以上	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%	-	
作成した	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%	
作成していない	192	93.2%	5.2%	1.6%	-	-	-	192	1.1	1.4	1031	27.4%	71.9%	282	96.8%	3.2%	-	
18-29歳	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%	
30-39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%	-
40-65歳	67	80.6%	16.4%	3.0%	-	-	-	67	1.9	2.0	410	24.6%	75.1%	101	94.1%	5.9%	-	
入社年	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%	2.9%	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%	-	-	-	-	
配偶関係	868	100.0%	-	-	-	-	-	868	1.3	1.1	868	19.2%	80.7%	269	90.0%	10.0%	-	
未婚	-	-	-	-	-	-	-	0	-	-	1404	99.7%	0.2%	865	99.3%	0.7%	-	
既婚・離死別	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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%	-	-	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	45.0%	45.0%	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%	800	96.6%	3.3%	0.1%
2	女性: 計	1027	56.9%	23.3%	15.2%	4.3	1027	4.3	4.0	3188	44.0%	55.8%	292	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%	192	97.8%	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%	1085	88.1%	11.8%	0.1%
人	役員	23	17.4%	13.0%	21.7%	13.5	23	13.5	9.1	30	76.7%	20.0%	23	82.6%	17.4%	-
	2017(H29)年	58	46.6%	15.5%	31.0%	5.8	58	5.8	5.1	480	18.8%	81.0%	90	84.4%	15.6%	0.1%
	2017(H29)年より前	961	57.4%	23.6%	14.4%	4.2	960	4.2	3.9	2649	48.9%	50.9%	1295	89.3%	10.6%	0.1%
	役員なし	809	58.6%	21.6%	15.1%	4.2	809	4.2	3.9	2726	41.0%	58.8%	1119	88.4%	11.5%	0.1%
	係長・主任相当職	188	53.2%	28.7%	14.4%	4.3	187	4.3	3.6	393	61.8%	37.9%	243	92.6%	7.4%	0.1%
	課長・課長相当職	17	23.5%	41.2%	29.4%	6.4	17	6.4	4.0	35	60.0%	40.0%	21	76.2%	23.8%	-
	部長・部長相当職	6	50.0%	16.7%	33.3%	5.0	6	5.0	3.7	11	81.8%	18.2%	9	100.0%	-	-
	役員	3	66.7%	-	-	12.7	3	12.7	18.5	9	55.6%	44.4%	5	100.0%	-	-
	配偶関係	1012	57.2%	23.5%	14.8%	4.3	1011	4.3	3.9	1402	100.0%	-	1402	89.0%	10.9%	0.1%
	既婚・離死別	14	35.7%	7.1%	42.9%	6.9	14	6.9	4.6	1780	100.0%	-	-	-	-	-
	末子年齢	584	100.0%	-	-	1.8	584	1.8	0.8	2110	18.2%	81.8%	383	90.6%	9.1%	0.3%
	末子0-3歳	239	-	100.0%	-	4.9	239	4.9	0.8	239	99.6%	0.4%	238	89.1%	10.9%	-
	末子4-6歳	203	-	-	76.8%	10.9	203	10.9	3.8	203	95.6%	3.9%	194	64.9%	35.1%	-
	末子7歳以上	364	58.2%	23.9%	14.3%	4.2	364	4.2	3.6	1049	45.0%	54.9%	472	89.0%	11.0%	-
	企業調査: 作成した	458	58.3%	23.4%	13.3%	4.1	457	4.1	3.9	1490	43.2%	56.6%	643	90.5%	9.3%	0.2%
	行動計画: 作成していない	1719	70.0%	19.8%	8.3%	2.8	1715	2.8	3.1	3727	56.7%	42.7%	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%	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%	1743	97.4%	2.5%	0.1%
	2017(H29)年	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%	104	95.2%	4.8%	-
	役員	1628	69.8%	20.0%	8.4%	2.8	1624	2.8	3.1	3019	65.6%	34.0%	1979	97.3%	2.5%	0.2%
	役員なし	854	77.5%	17.1%	4.6%	2.2	853	2.2	2.5	2486	44.5%	54.9%	1106	97.2%	2.7%	0.1%
	係長・主任相当職	698	65.5%	21.8%	10.6%	3.1	695	3.1	3.1	1006	81.3%	18.5%	818	97.2%	2.6%	0.2%
	課長・課長相当職	137	49.6%	27.0%	17.5%	4.6	137	4.6	4.6	189	82.0%	17.5%	155	97.4%	2.6%	-
	部長・部長相当職	21	47.6%	23.8%	23.8%	5.2	21	5.2	4.6	28	85.7%	14.3%	24	100.0%	-	-
	役員	4	75.0%	-	-	5.3	4	5.3	7.2	8	70.0%	25.0%	6	83.3%	16.7%	-
	配偶関係	1715	70.1%	19.8%	8.3%	2.8	1711	2.8	3.1	2115	100.0%	-	2115	97.2%	2.6%	0.1%
	既婚・離死別	-	-	-	-	-	0	-	-	1593	-	100.0%	-	-	-	-
	末子年齢	1204	100.0%	-	-	1.3	1204	1.3	1.1	1966	20.0%	79.7%	394	89.8%	10.2%	-
	末子0-3歳	341	-	-	-	4.7	341	4.7	0.8	341	99.7%	-	340	99.1%	0.9%	-
	末子4-6歳	170	-	-	83.5%	9.9	170	9.9	3.7	170	99.4%	-	169	94.7%	4.1%	1.2%
	末子7歳以上	1325	70.2%	19.5%	8.2%	2.8	1322	2.8	3.1	2817	57.4%	42.0%	1618	97.3%	2.5%	0.1%
	企業調査: 作成した	132	69.7%	18.2%	9.8%	3.1	131	3.1	3.9	301	55.8%	43.9%	168	94.6%	4.8%	0.6%
	行動計画: 作成していない	1465	63.6%	21.9%	11.7%	3.6	1461	3.6	3.2	4460	45.0%	54.7%	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%	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%	1603	92.4%	7.5%	0.1%
	2017(H29)年	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%	112	85.7%	14.3%	0.1%
	役員	1391	63.4%	22.2%	11.6%	3.6	1387	3.6	3.2	3645	51.5%	48.3%	1878	92.6%	7.3%	0.1%
	役員なし	1108	66.0%	19.9%	11.7%	3.5	1107	3.5	3.2	3657	41.4%	58.3%	1513	92.2%	7.7%	0.1%
	係長・主任相当職	319	56.4%	27.9%	12.2%	3.9	317	3.9	3.3	698	62.5%	37.5%	436	92.2%	7.6%	0.2%
	課長・課長相当職	32	50.0%	34.4%	9.4%	4.0	31	4.0	3.4	74	63.5%	35.1%	47	89.4%	10.6%	-
	部長・部長相当職	1	100.0%	-	-	5.0	1	5.0	3.4	5	60.0%	40.0%	3	100.0%	-	-
	役員	1	100.0%	-	-	0.0	1	0.0	0.0	10	30.0%	70.0%	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%	-	-	-	-
	末子年齢	932	100.0%	-	-	1.8	932	1.8	0.8	2946	18.5%	81.4%	546	92.5%	7.5%	0.1%
	末子0-3歳	321	-	-	-	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%	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%	176	88.6%	11.4%	-
	行動計画: 作成していない	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

3 0 0 人以上

	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	中学校卒	その他	無回答	民間の正社員(あなたと同じ会社)	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%	27.4%	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%	-		
18-29歳	476	25.0%	21.4%	19.5%	30.3%	1.7%	0.2%	1.9%	5.6%	24.2%	4.0%	2.3%	29.0%	2.7%	2.3%	0.2%	28.4%	1.3%		
30-39歳	18	16.7%	44.4%	5.6%	33.3%	-	-	-	-	11.1%	-	-	38.9%	-	-	-	44.4%	-		
40-65歳	34	35.3%	11.8%	17.6%	26.5%	8.8%	-	-	-	38.2%	2.9%	2.9%	23.5%	-	-	-	32.4%	-		
2017(H29)年	564	24.1%	21.6%	19.3%	31.2%	2.0%	0.4%	1.4%	6.0%	25.9%	4.1%	2.1%	27.7%	2.7%	2.3%	0.2%	28.2%	0.9%		
2017(H29)年より前	340	26.2%	16.5%	18.8%	33.5%	3.2%	0.6%	1.2%	5.6%	32.1%	3.8%	2.4%	25.3%	2.9%	2.4%	-	24.7%	0.9%		
役員	196	19.9%	29.6%	19.9%	28.1%	0.5%	-	2.0%	5.6%	19.4%	4.6%	2.0%	32.1%	2.0%	2.6%	-	32.1%	1.0%		
役員・主任相当職	45	31.1%	13.3%	22.2%	33.3%	-	-	-	11.1%	17.8%	4.4%	2.2%	28.9%	2.2%	-	2.2%	31.1%	-		
課長・課長相当職	18	44.4%	16.7%	22.2%	33.3%	11.1%	-	5.6%	11.1%	17.8%	4.4%	2.2%	16.7%	-	-	-	33.3%	5.6%		
部長・部長相当職	7	14.3%	42.9%	28.6%	14.3%	-	-	-	-	33.3%	-	-	14.3%	-	-	-	33.3%	-		
役員	606	24.9%	20.8%	19.0%	31.2%	2.3%	0.3%	1.5%	5.6%	26.7%	4.0%	2.1%	27.4%	2.5%	2.1%	0.2%	28.4%	1.0%		
配偶関係	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
未婚・離死別	118	34.7%	21.2%	11.9%	28.8%	2.5%	-	0.8%	8.5%	46.6%	5.1%	0.8%	18.6%	1.7%	3.4%	0.8%	13.6%	0.8%		
既婚	328	25.9%	20.7%	20.4%	27.7%	2.7%	0.6%	1.8%	4.9%	21.3%	3.4%	2.1%	22.0%	3.0%	1.5%	-	40.2%	1.5%		
末子0-3歳	84	17.9%	22.6%	22.6%	35.7%	1.2%	-	-	8.3%	20.2%	7.1%	3.6%	42.9%	2.4%	-	-	15.5%	-		
末子4-6歳	73	13.7%	17.8%	17.8%	45.2%	1.4%	-	2.7%	8.3%	20.2%	7.1%	3.6%	42.9%	2.4%	-	-	15.5%	-		
末子7歳以上	48	25.0%	22.9%	20.8%	31.3%	-	-	-	8.3%	29.2%	6.3%	4.2%	29.2%	2.1%	-	-	20.8%	-		
企業調査: 作成した	465	24.1%	20.2%	19.6%	31.6%	2.4%	0.4%	1.7%	5.4%	27.7%	3.7%	1.7%	27.3%	3.0%	2.6%	0.2%	27.3%	1.1%		
行動計画 作成していない	607	36.9%	5.3%	15.7%	38.2%	3.6%	0.2%	0.2%	11.5%	69.9%	5.6%	7.7%	0.8%	2.0%	0.5%	-	1.6%	0.3%		
女性・計	116	37.1%	6.0%	12.9%	41.4%	2.6%	-	-	13.8%	68.1%	8.6%	6.0%	0.9%	-	0.9%	-	0.9%	0.9%		
年齢	462	37.2%	5.2%	16.5%	37.0%	3.7%	0.2%	0.2%	10.4%	70.1%	5.2%	8.4%	0.9%	2.4%	0.4%	-	1.9%	0.2%		
18-29歳	29	31.0%	3.4%	13.8%	44.8%	6.9%	-	-	20.7%	72.4%	-	3.4%	-	-	-	-	-	-		
30-39歳	41	53.7%	7.3%	7.3%	34.1%	4.9%	-	-	7.3%	75.6%	2.4%	2.4%	-	-	-	-	7.3%	2.4%		
40-65歳	563	35.5%	5.7%	16.2%	38.7%	3.6%	0.2%	0.2%	11.9%	69.3%	5.9%	8.2%	0.9%	2.1%	0.4%	-	1.2%	0.2%		
2017(H29)年	508	37.6%	5.5%	15.7%	36.6%	4.1%	0.2%	0.2%	11.0%	70.9%	5.5%	7.3%	0.8%	2.0%	0.6%	-	2.6%	0.4%		
2017(H29)年より前	78	34.6%	5.1%	17.9%	41.0%	1.3%	-	-	10.3%	67.9%	5.1%	11.5%	1.3%	1.3%	-	-	1.6%	-		
役員	10	30.0%	-	70.0%	-	-	-	-	30.0%	60.0%	-	-	-	10.0%	-	-	-	-		
役員・主任相当職	3	66.7%	-	33.3%	-	-	-	-	66.7%	-	-	33.3%	-	-	-	-	-	-		
課長・課長相当職	4	-	-	25.0%	-	-	-	-	25.0%	-	25.0%	-	-	-	-	-	-	-		
部長・部長相当職	607	36.9%	5.3%	15.7%	38.2%	3.6%	0.2%	0.2%	11.5%	69.9%	5.6%	7.7%	0.8%	2.0%	0.5%	-	1.6%	0.3%		
役員	140	43.6%	6.4%	17.9%	30.0%	2.1%	-	-	12.1%	69.3%	6.4%	5.0%	0.7%	2.1%	0.7%	-	2.9%	0.7%		
役員・主任相当職	243	42.0%	5.3%	11.9%	36.2%	4.1%	0.4%	-	11.1%	70.8%	5.8%	8.2%	0.4%	2.1%	0.4%	-	1.2%	-		
課長・課長相当職	108	28.7%	5.6%	25.9%	36.1%	3.7%	-	-	10.2%	72.2%	4.6%	8.3%	0.9%	2.8%	0.9%	-	-	-		
部長・部長相当職	108	24.1%	3.7%	11.1%	56.5%	3.7%	-	0.9%	13.9%	65.7%	4.6%	9.3%	1.9%	0.9%	-	-	2.8%	0.9%		
役員	53	41.5%	9.4%	11.3%	34.0%	3.8%	-	-	15.1%	81.1%	1.9%	-	-	-	-	-	1.9%	-		
企業調査: 作成した	435	36.8%	4.4%	15.2%	39.1%	4.1%	0.2%	0.2%	12.0%	66.9%	5.1%	9.7%	0.9%	2.5%	0.5%	-	2.1%	0.5%		
行動計画 作成していない	1468	33.9%	19.6%	19.7%	24.9%	1.6%	0.3%	0.1%	7.7%	26.8%	4.4%	1.6%	24.7%	3.8%	1.4%	0.1%	29.2%	0.3%		
男性・計	273	35.9%	15.0%	18.3%	27.1%	2.9%	0.7%	-	8.1%	29.3%	5.5%	0.7%	19.4%	4.4%	1.5%	-	30.4%	0.7%		
年齢	1164	33.6%	20.6%	20.1%	24.1%	1.3%	0.2%	0.1%	7.5%	26.5%	4.3%	1.9%	25.8%	3.7%	1.4%	0.1%	28.8%	0.1%		
18-29歳	28	21.4%	25.0%	17.9%	35.7%	-	-	-	10.7%	17.9%	-	-	32.1%	3.6%	-	-	32.1%	3.6%		
40-65歳	95	54.7%	9.5%	17.9%	13.7%	3.2%	-	1.1%	-	27.4%	8.4%	1.1%	26.3%	1.1%	3.2%	-	31.6%	1.1%		
2017(H29)年	1354	32.3%	20.2%	19.9%	25.8%	1.5%	0.3%	-	8.3%	29.8%	4.1%	1.7%	24.7%	3.9%	1.3%	0.1%	29.0%	0.2%		
2017(H29)年より前	856	34.7%	19.3%	19.9%	23.9%	1.9%	0.2%	0.1%	6.8%	29.8%	5.5%	1.3%	24.4%	3.7%	1.4%	0.1%	26.6%	0.4%		
役員	478	33.1%	19.5%	20.3%	25.7%	1.3%	0.2%	-	8.8%	23.0%	3.1%	1.7%	25.1%	4.4%	1.0%	-	32.6%	0.2%		
役員・主任相当職	107	28.0%	22.4%	17.8%	29.9%	0.9%	-	-	7.5%	21.5%	1.9%	1.9%	29.0%	2.8%	2.8%	-	32.7%	-		
課長・課長相当職	20	50.0%	20.0%	15.0%	15.0%	-	-	-	15.0%	20.0%	5.0%	15.0%	10.0%	-	-	-	35.0%	-		
部長・部長相当職	3	33.3%	-	66.7%	-	-	-	-	33.3%	33.3%	-	-	-	-	-	-	33.3%	-		
役員	1468	33.9%	19.6%	19.7%	24.9%	1.6%	0.3%	0.1%	7.7%	26.8%	4.4%	1.6%	24.7%	3.8%	1.4%	0.1%	29.2%	0.3%		
配偶関係	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
未婚・離死別	242	46.3%	15.3%	16.5%	21.5%	0.4%	-	-	8.3%	40.1%	5.0%	1.2%	18.2%	4.5%	2.9%	-	19.8%	-		
既婚	859	35.6%	20.0%	20.1%	22.1%	1.5%	0.5%	0.1%	8.6%	25.3%	4.8%	1.9%	18.7%	3.6%	0.8%	0.1%	35.7%	0.5%		
末子0-3歳	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

1	末子4-6歳	245	24.5%	21.6%	21.6%	31.4%	0.8%	-	-	245	5.7%	20.4%	3.7%	0.8%	43.3%	3.3%	1.2%	-	21.6%
0	末子7歳以上	118	15.3%	19.0%	18.6%	31.4%	5.9%	-	-	118	4.2%	24.6%	2.5%	2.5%	47.2%	5.1%	2.5%	-	15.3%
0	企業調査: 作成した	459	33.8%	19.0%	19.6%	26.1%	1.3%	-	0.2%	459	8.7%	26.1%	3.5%	0.9%	27.0%	2.8%	0.7%	-	30.3%
5	行動計画 作成していない	773	34.7%	18.8%	19.4%	25.1%	1.6%	0.5%	-	773	6.3%	26.4%	4.5%	2.1%	24.5%	4.0%	2.1%	-	29.8%
2	女性: 計	1248	49.4%	4.4%	14.4%	28.7%	2.9%	0.2%	0.1%	1248	15.0%	65.0%	9.0%	6.4%	1.3%	1.4%	0.6%	0.1%	0.9%
9	年齢	271	49.1%	5.5%	13.3%	29.9%	2.2%	-	-	271	17.3%	63.1%	10.7%	4.1%	0.7%	1.1%	1.1%	-	1.5%
9	30-39歳	956	49.7%	4.1%	15.0%	27.9%	3.1%	0.1%	0.1%	956	14.3%	65.9%	8.4%	6.9%	1.4%	1.6%	0.5%	0.1%	0.6%
9	40-65歳	19	36.8%	5.3%	5.3%	47.4%	-	5.3%	-	19	10.5%	52.6%	15.8%	10.5%	5.3%	-	-	-	5.3%
人	2017(H29)年より前	76	55.3%	9.2%	13.2%	21.1%	1.3%	-	-	76	3.9%	76.3%	11.8%	3.9%	1.3%	-	2.6%	-	-
	18-29歳	1157	48.7%	4.1%	14.5%	29.4%	2.9%	0.2%	0.1%	1157	15.9%	64.0%	8.8%	6.5%	1.3%	1.6%	0.5%	0.1%	1.0%
	30-39歳	989	47.4%	4.7%	14.6%	29.8%	3.2%	0.2%	0.1%	989	14.2%	65.8%	9.1%	6.6%	1.3%	1.2%	0.6%	0.1%	0.9%
	40-65歳	225	56.9%	3.1%	14.7%	24.0%	1.3%	-	-	225	17.3%	63.1%	9.3%	4.4%	1.3%	2.7%	0.9%	-	0.4%
	役員・主任相当職	16	68.8%	6.3%	6.3%	12.5%	6.3%	-	-	16	31.3%	43.8%	-	18.8%	-	-	-	-	6.3%
	課長・課長相当職	9	55.6%	-	-	44.4%	-	-	-	9	-	66.7%	11.1%	-	-	-	-	-	-
	部長・部長相当職	5	60.0%	-	20.0%	20.0%	-	-	-	5	40.0%	60.0%	-	-	-	-	-	-	20.0%
	役員	1248	49.4%	4.4%	14.4%	28.7%	2.9%	0.2%	0.1%	1248	15.0%	65.0%	9.0%	6.4%	1.3%	1.4%	0.6%	0.1%	0.9%
	配偶関係	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.3%
	未婚	347	56.5%	4.3%	14.1%	23.3%	1.7%	-	-	347	17.0%	63.4%	7.5%	6.9%	1.7%	1.2%	0.9%	0.3%	0.9%
	既婚・離死別	557	51.0%	4.3%	14.7%	26.8%	2.7%	0.4%	0.2%	557	15.6%	63.6%	10.6%	6.3%	0.7%	1.6%	0.5%	-	0.9%
	子なし	212	46.2%	4.2%	12.7%	34.4%	2.4%	-	-	212	15.6%	63.7%	8.5%	8.0%	0.9%	1.9%	0.5%	-	0.9%
	末子0-3歳	126	26.2%	5.6%	16.7%	43.7%	7.9%	-	-	126	5.6%	77.0%	7.1%	3.2%	3.2%	0.8%	0.8%	-	2.4%
	末子4-6歳	420	44.8%	5.5%	14.5%	32.4%	2.6%	-	0.2%	420	13.8%	64.8%	10.5%	6.0%	1.7%	1.7%	0.5%	-	0.7%
	末子7歳以上	582	52.7%	4.0%	13.6%	27.5%	1.9%	0.3%	-	582	15.8%	65.8%	8.2%	6.9%	0.5%	1.0%	0.5%	0.2%	0.9%
	作成した	2056	46.0%	17.4%	17.1%	18.4%	1.0%	0.1%	0.1%	2056	10.5%	26.3%	4.8%	1.9%	21.3%	3.6%	1.5%	0.1%	29.9%
	作成していない	318	45.9%	15.7%	14.2%	22.6%	1.3%	0.3%	-	318	11.6%	34.6%	5.7%	0.3%	16.4%	4.1%	1.6%	0.3%	25.5%
	年齢	1698	46.0%	17.6%	17.8%	17.6%	0.9%	0.1%	0.1%	1698	10.2%	24.8%	4.8%	2.2%	22.0%	3.6%	1.5%	0.1%	30.7%
	18-29歳	35	48.6%	25.7%	8.6%	17.1%	-	-	-	35	11.4%	22.9%	-	5.7%	28.6%	2.9%	-	-	28.6%
	30-39歳	99	60.6%	12.1%	12.1%	14.1%	1.0%	-	-	99	3.0%	38.4%	7.1%	2.0%	19.2%	4.0%	4.0%	-	22.2%
	40-65歳	1926	45.1%	17.3%	18.7%	1.0%	0.1%	0.1%	0.1%	1926	11.0%	25.7%	4.7%	2.0%	21.0%	3.6%	1.3%	0.1%	30.1%
	2017(H29)年より前	1075	47.2%	15.4%	17.4%	18.6%	1.2%	0.1%	0.1%	1075	11.6%	29.3%	5.4%	1.5%	18.9%	2.9%	2.1%	-	28.2%
	18-29歳	795	44.0%	20.4%	16.7%	17.9%	0.8%	0.1%	0.1%	795	9.3%	24.0%	4.2%	2.1%	22.9%	4.5%	0.8%	0.3%	31.8%
	30-39歳	151	47.7%	15.9%	16.6%	19.2%	0.7%	-	-	151	9.3%	17.9%	2.6%	4.0%	27.8%	4.0%	0.7%	-	33.8%
	40-65歳	24	54.2%	20.8%	12.5%	12.5%	-	-	-	24	4.2%	16.7%	12.5%	-	33.3%	8.3%	4.2%	-	20.8%
	役員	5	40.0%	-	-	60.0%	-	-	-	5	-	40.0%	-	-	20.0%	-	-	-	-
	配偶関係	2056	46.0%	17.4%	17.1%	18.4%	1.0%	0.1%	0.1%	2056	10.5%	26.3%	4.8%	1.9%	21.3%	3.6%	1.5%	0.1%	29.9%
	未婚	354	52.0%	17.8%	16.7%	13.6%	-	-	-	354	13.6%	40.4%	6.2%	1.7%	13.6%	4.2%	4.2%	-	16.1%
	既婚・離死別	1197	48.6%	16.5%	16.3%	17.5%	0.8%	0.2%	0.1%	1197	11.6%	24.8%	5.4%	1.9%	15.5%	3.1%	0.9%	0.2%	36.5%
	子なし	337	41.2%	18.1%	18.4%	21.1%	1.2%	-	-	337	6.2%	20.5%	2.4%	1.5%	37.4%	4.2%	1.5%	-	26.4%
	末子0-3歳	160	21.9%	22.5%	21.9%	29.4%	3.8%	0.6%	0.6%	160	3.1%	19.4%	2.5%	3.8%	48.1%	4.4%	-	-	18.1%
	末子4-6歳	1575	47.0%	17.0%	17.2%	17.7%	1.0%	0.1%	0.1%	1575	11.0%	25.5%	4.9%	1.9%	21.1%	3.8%	1.5%	0.1%	30.3%
	末子7歳以上	159	32.1%	17.0%	21.4%	28.9%	0.6%	-	-	159	8.2%	26.4%	6.3%	1.3%	25.8%	1.3%	2.5%	-	28.3%
	作成した	1851	58.1%	3.7%	13.5%	23.0%	1.7%	-	0.1%	1851	21.7%	60.4%	9.2%	5.7%	0.4%	1.7%	0.1%	0.1%	0.6%
	作成していない	342	60.2%	2.3%	12.6%	24.0%	0.9%	-	-	342	27.8%	55.0%	9.9%	5.3%	-	1.8%	-	-	0.3%
	年齢	1481	57.7%	4.0%	13.8%	22.6%	1.8%	-	0.1%	1481	20.3%	61.6%	9.3%	5.7%	0.5%	1.7%	0.1%	0.1%	0.7%
	18-29歳	24	45.8%	4.2%	4.2%	37.5%	8.3%	-	-	24	16.7%	62.5%	-	12.5%	-	4.2%	-	-	4.2%
	30-39歳	96	66.7%	1.0%	10.4%	18.8%	2.1%	-	1.0%	96	4.2%	64.6%	18.8%	7.3%	-	1.0%	-	-	3.1%
	40-65歳	1739	57.6%	3.7%	13.6%	23.3%	1.6%	-	0.1%	1739	22.7%	60.3%	8.6%	5.6%	0.5%	1.7%	0.1%	0.1%	0.5%
	2017(H29)年より前	1395	57.1%	3.8%	13.2%	24.4%	1.4%	-	0.1%	1395	21.4%	61.9%	8.7%	4.9%	0.5%	1.7%	0.1%	0.1%	0.6%
	18-29歳	402	61.9%	3.2%	13.4%	18.7%	2.5%	-	0.2%	402	24.6%	54.5%	11.7%	7.0%	0.2%	1.7%	0.1%	-	0.2%
	30-39歳	42	61.9%	-	26.2%	9.5%	2.4%	-	-	42	9.5%	61.9%	4.8%	16.7%	-	2.4%	-	-	4.8%
	40-65歳	3	-	33.3%	-	66.7%	-	-	-	3	33.3%	66.7%	-	-	-	-	-	-	-
	役員	3	-	33.3%	-	66.7%	-	-	-	3	-	100.0%	-	-	-	-	-	-	-
	配偶関係	1851	58.1%	3.7%	13.5%	23.0%	1.7%	-	0.1%	1851	21.7%	60.4%	9.2%	5.7%	0.4%	1.7%	0.1%	0.1%	0.6%
	未婚	505	64.6%	2.8%	12.9%	18.2%	1.6%	-	-	505	20.4%	61.0%	9.5%	5.7%	0.2%	2.2%	-	-	0.6%
	既婚・離死別	902	60.2%	3.2%	12.7%	22.1%	1.6%	-	0.2%	902	22.8%	59.6%	10.2%	5.0%	0.3%	1.3%	0.1%	0.1%	0.4%
	子なし	288	51.7%	5.6%	14.2%	26.0%	2.4%	-	-	288	22.6%	61.1%	7.6%	4.9%	0.3%	2.4%	-	-	1.0%
	末子0-3歳	147	34.0%	5.4%	19.9%	39.5%	1.4%	-	-	147	17.7%	61.9%	5.4%	5.4%	2.0%	0.7%	-	-	0.7%
	末子4-6歳	1386	58.9%	3.7%	13.0%	22.8%	1.5%	0.1%	0.1%	1386	22.3%	58.8%	10.2%	5.8%	0.4%	1.7%	0.1%	0.1%	0.6%
	末子7歳以上	156	45.5%	6.4%	15.4%	29.5%	3.2%	-	-	156	13.5%	67.9%	10.9%	5.8%	0.6%	1.3%	-	-	-
	作成した																		
	作成していない																		

3 0 0 人 以上

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	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	わから ない	無回答
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%	-	
役員	34	32.4%	20.6%	14.7%	11.8%	8.8%	8.8%	2.0%	0.5%	-	-	-	-	0.2%	4.6%	1.1%	
係長・主任相当職	564	22.9%	31.0%	16.0%	13.7%	8.2%	3.5%	0.3%	-	-	-	-	-	0.3%	4.7%	1.2%	
課長・部長相当職	340	20.0%	27.1%	19.4%	14.7%	8.8%	3.5%	0.5%	-	-	-	-	-	0.3%	4.6%	0.5%	
部長・部長相当職	196	27.6%	36.2%	11.7%	10.7%	6.6%	1.5%	-	-	-	-	-	-	-	2.2%	-	
役員	45	24.4%	37.8%	11.1%	20.0%	4.4%	-	-	-	-	-	-	-	-	11.1%	5.6%	
配偶関係 未婚・離死別	18	27.8%	16.7%	11.1%	22.2%	-	-	-	-	-	-	-	-	-	-	-	
子なし	7	57.1%	14.3%	14.3%	-	-	-	-	-	-	-	-	-	-	-	-	
末子0-3歳	606	23.4%	30.4%	15.7%	13.7%	8.1%	2.5%	0.5%	-	-	-	-	-	0.2%	4.6%	1.0%	
末子4-6歳	118	9.3%	16.1%	22.0%	24.6%	11.9%	5.9%	-	-	-	-	-	-	-	9.3%	0.8%	
末子7歳以上	328	32.9%	28.4%	13.7%	11.0%	7.3%	1.5%	0.6%	-	-	-	-	-	-	3.0%	1.5%	
企業調査: 作成した 行動計画	84	15.5%	35.7%	17.9%	13.1%	9.5%	2.4%	1.2%	-	-	-	-	-	-	4.8%	-	
女性・計	73	13.7%	54.8%	11.0%	9.6%	4.1%	1.4%	-	-	-	-	-	-	1.4%	4.1%	-	
年齢	48	16.7%	35.4%	20.8%	6.3%	12.5%	4.2%	0.6%	-	-	-	-	-	-	4.2%	-	
入社年	465	22.8%	30.3%	14.8%	14.6%	8.2%	2.4%	0.6%	-	-	-	-	-	0.2%	4.9%	1.1%	
役員	607	0.7%	1.5%	9.4%	25.4%	26.4%	16.0%	7.4%	3.3%	1.3%	1.3%	0.8%	0.3%	0.2%	5.3%	0.8%	
係長・主任相当職	116	0.9%	2.6%	11.2%	32.8%	26.7%	11.2%	2.6%	-	-	1.7%	1.7%	-	-	6.9%	1.7%	
課長・部長相当職	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%	
2017(H29)年 より前	29	-	-	-	27.6%	20.7%	17.2%	10.3%	3.4%	3.4%	10.3%	-	-	-	6.9%	-	
役員	41	2.4%	-	17.1%	31.7%	22.0%	14.6%	2.4%	-	-	2.4%	-	-	-	7.3%	-	
係長・主任相当職	563	0.5%	1.6%	8.9%	24.9%	26.6%	16.2%	7.6%	3.6%	1.4%	1.2%	0.9%	0.4%	0.2%	5.2%	0.9%	
課長・部長相当職	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%	
部長・部長相当職	78	1.3%	2.6%	6.4%	26.9%	20.5%	20.5%	10.3%	3.8%	1.3%	-	1.3%	-	-	5.1%	-	
役員	10	-	-	20.0%	20.0%	30.0%	-	20.0%	-	-	-	10.0%	-	-	-	-	
配偶関係 未婚・離死別	3	-	-	-	-	-	-	-	-	-	33.3%	-	-	-	33.3%	-	
子なし	4	0.7%	1.5%	9.4%	25.4%	26.4%	16.0%	7.4%	3.3%	1.3%	1.3%	0.8%	0.3%	0.2%	5.3%	0.8%	
末子0-3歳	140	2.1%	1.4%	7.1%	32.9%	26.4%	15.0%	3.6%	0.7%	0.7%	0.7%	-	-	-	8.6%	1.4%	
末子4-6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%	
末子7歳以上	108	-	1.9%	9.3%	26.9%	24.1%	18.5%	9.3%	1.9%	0.9%	2.8%	1.9%	-	-	2.8%	-	
企業調査: 作成した 行動計画	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%	
女性・計	53	-	-	13.2%	28.3%	28.3%	13.2%	7.5%	-	-	1.9%	1.9%	-	-	1.9%	-	
年齢	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%	
入社年	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%	
役員	273	22.3%	24.9%	15.8%	18.7%	10.6%	1.5%	1.1%	-	-	-	-	-	-	4.0%	0.7%	
係長・主任相当職	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%	
課長・部長相当職	28	28.6%	28.6%	14.3%	3.6%	3.6%	7.1%	-	-	-	-	-	-	-	3.6%	7.1%	
部長・部長相当職	95	26.3%	29.5%	13.7%	10.3%	8.4%	6.3%	1.1%	-	-	1.1%	-	-	-	3.2%	-	
役員	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%	
係長・主任相当職	856	22.4%	29.3%	15.7%	15.0%	7.8%	4.6%	1.2%	-	-	0.1%	0.1%	0.1%	0.1%	3.2%	0.5%	
課長・部長相当職	478	27.8%	28.9%	13.0%	16.1%	6.5%	4.4%	0.2%	0.2%	0.2%	0.2%	-	-	-	1.9%	0.8%	
部長・部長相当職	107	32.7%	34.6%	5.6%	16.8%	2.8%	1.9%	-	0.9%	0.9%	-	-	-	-	2.8%	0.9%	
役員	20	30.0%	20.0%	20.0%	20.0%	15.0%	5.0%	-	-	-	-	-	-	-	5.0%	5.0%	
配偶関係 未婚・離死別	3	33.3%	-	-	33.3%	-	-	-	-	-	-	-	-	-	-	-	
子なし	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%	
末子0-3歳	242	7.9%	21.9%	21.1%	23.6%	13.6%	5.8%	1.2%	-	-	0.4%	-	-	0.4%	2.9%	0.8%	
末子4-6歳	859	32.6%	23.9%	13.6%	14.8%	6.4%	4.2%	0.5%	0.1%	0.2%	-	-	0.1%	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%	1135	3.9%	75.9%	18.3%
年齢														
18-29歳	403	25.3%	26.3%	15.9%	39.0%	46.7%	2.0%	3.0%	21.6%	1.0%	403	5.2%	68.0%	25.3%
30-39歳	702	14.5%	61.4%	54.7%	20.1%	22.4%	2.7%	3.7%	7.1%	1.9%	702	3.0%	80.6%	14.5%
40-65歳	26	15.4%	57.7%	46.2%	11.5%	19.2%	-	-	-	7.7%	26	7.7%	69.2%	15.4%
入社年														
2017(H29)年	156	37.2%	19.9%	12.8%	35.3%	39.1%	1.9%	1.3%	17.9%	1.3%	156	3.2%	58.3%	37.2%
2017(H29)年より前	954	15.1%	54.1%	45.8%	29.5%	29.5%	2.5%	3.8%	11.0%	1.8%	954	4.0%	78.9%	15.1%
役職														
役職なし	784	20.8%	40.4%	32.4%	32.1%	36.9%	1.9%	2.8%	14.0%	1.4%	784	3.3%	74.4%	20.8%
係長・主任相当職	253	12.6%	68.8%	60.5%	13.0%	16.6%	3.2%	4.7%	8.3%	2.0%	253	5.5%	79.8%	12.6%
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%	57	7.0%	75.4%	14.0%
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%	27	-	81.5%	14.8%
役員	10	10.0%	70.0%	50.0%	30.0%	40.0%	-	-	-	-	10	-	90.0%	10.0%
配偶関係														
未婚	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%
末子年齢														
なし	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%
末子0-3歳	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4-6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7歳以上	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%
企業調査: 作成した	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%
作成していない	880	18.9%	47.8%	39.4%	47.8%	31.1%	2.3%	3.3%	20.2%	1.9%	880	3.6%	75.6%	18.9%
女性・計	1463	13.8%	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														
18-29歳	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%
30-39歳	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%
40-65歳	42	4.8%	54.8%	69.0%	14.3%	19.0%	4.8%	4.8%	7.1%	2.4%	42	-	92.9%	4.8%
入社年														
2017(H29)年	179	24.0%	18.4%	17.9%	40.2%	49.7%	1.7%	2.8%	20.1%	-	179	3.9%	70.9%	24.0%
2017(H29)年より前	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%
役職														
役職なし	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%
係長・主任相当職	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%
課長・課長相当職	15	13.3%	66.7%	73.3%	6.7%	26.7%	6.7%	13.3%	26.7%	-	15	6.7%	80.0%	13.3%
部長・部長相当職	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%	7.7%	15.4%	-	13	7.7%	76.9%	15.4%
配偶関係														
未婚	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%
末子年齢														
なし	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%
末子0-3歳	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4-6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7歳以上	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%
企業調査: 作成した	120	14.2%	36.7%	36.7%	37.5%	41.7%	7.5%	6.7%	22.5%	-	120	5.0%	80.8%	14.2%
作成していない	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%
男性・計	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														
18-29歳	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%
30-39歳	1616	13.2%	65.8%	60.0%	17.0%	20.1%	3.3%	3.3%	6.8%	1.5%	1616	2.8%	82.3%	13.2%
40-65歳	33	6.1%	84.8%	72.7%	6.1%	6.1%	-	-	-	3.0%	33	-	90.9%	6.1%
入社年														
2017(H29)年	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%
2017(H29)年より前	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%
役職														
役職なし	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%
係長・主任相当職	639	10.8%	68.9%	63.8%	16.3%	20.0%	2.5%	2.5%	7.4%	0.9%	639	2.3%	85.9%	10.8%
課長・課長相当職	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%
部長・部長相当職	23	4.3%	82.6%	73.9%	13.0%	13.0%	4.3%	4.3%	4.3%	4.3%	23	-	95.7%	4.3%
役員	10	20.0%	30.0%	30.0%	30.0%	30.0%	-	-	30.0%	-	10	-	80.0%	20.0%
配偶関係														
未婚	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%
末子年齢														
なし	1404	33.5%	15.7%	0.3%	39.0%	45.4%	0.9%	1.4%	18.2%	0.6%	1404	3.7%	61.9%	33.5%
末子0-3歳	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%	30.8%	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%
	入社年	2649	15.3%	39.5%	35.2%	30.7%	36.4%	3.0%	3.0%	18.6%	0.4%	2649	3.9%	79.8%	15.3%	1.0%
	役職	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	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%
	配偶・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%
	入社年	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%
	役職	2486	26.4%	39.7%	32.0%	28.3%	31.3%	1.2%	1.8%	13.6%	0.9%	2486	2.6%	70.1%	26.4%	0.9%
	役職	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%	88.7%	37.5%	12.5%	12.5%	-	-	12.5%	-	8	-	62.5%	37.5%	-
	役員	2115	5.1%	60.0%	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%
	配偶・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%	1.8%	30.4%	0.5%	741	3.4%	65.5%	29.8%	1.3%
	入社年	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%
	役職	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	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%
	配偶・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															