

表10-1 働き方についての課題

上 段：事業所数
下 段：集計有効事業所数に対する割合

<業種別>

| 区 分 | 集計有効事業所数 | 働き方についての課題がある | 従 業 員 の 働 き 方 に つ い て の 課 題 (複 数 回 答) | | | | | | | | | 特に課題はない |
|---------------------|----------|---------------|---|----------|----------------|-----------------|----------------|-----------------|---------------|-----------------|-------|---------|
| | | | 残業など労働時間が長い | 休暇取得率が低い | 育児休業制度の取得が進まない | 子育てと両立できる就業時間設定 | 介護と両立できる就業時間設定 | 子供の病気など急な休みへの対応 | 結婚や出産でやめる人が多い | メンタル面で休職・退職者の増加 | その他 | |
| 建設業 | 60 | 34 | 13 | 14 | 0 | 6 | 5 | 7 | 0 | 5 | 4 | 26 |
| | | 56.7% | 21.7% | 23.3% | 0.0% | 10.0% | 8.3% | 11.7% | 0.0% | 8.3% | 6.7% | 43.3% |
| 製造業 | 27 | 12 | 3 | 7 | 0 | 3 | 1 | 2 | 0 | 3 | 1 | 15 |
| | | 44.4% | 11.1% | 25.9% | 0.0% | 11.1% | 3.7% | 7.4% | 0.0% | 11.1% | 3.7% | 55.6% |
| 情報通信業 | 9 | 7 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| | | 77.8% | 22.2% | 33.3% | 11.1% | 0.0% | 0.0% | 0.0% | 0.0% | 22.2% | 0.0% | 22.2% |
| 運輸業 郵便業 | 16 | 11 | 8 | 1 | 0 | 3 | 3 | 3 | 0 | 1 | 0 | 5 |
| | | 68.8% | 50.0% | 6.3% | 0.0% | 18.8% | 18.8% | 18.8% | 0.0% | 6.3% | 0.0% | 31.3% |
| 卸売業 小売業 | 43 | 21 | 7 | 9 | 1 | 4 | 1 | 4 | 3 | 4 | 1 | 22 |
| | | 48.8% | 16.3% | 20.9% | 2.3% | 9.3% | 2.3% | 9.3% | 7.0% | 9.3% | 2.3% | 51.2% |
| 金融業 保険業 | 21 | 11 | 0 | 6 | 1 | 0 | 1 | 1 | 0 | 3 | 1 | 10 |
| | | 52.4% | 0.0% | 28.6% | 4.8% | 0.0% | 4.8% | 4.8% | 0.0% | 14.3% | 4.8% | 47.6% |
| 不動産業 物品賃貸業 | 8 | 4 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 4 |
| | | 50.0% | 25.0% | 0.0% | 0.0% | 0.0% | 12.5% | 0.0% | 0.0% | 12.5% | 12.5% | 50.0% |
| 学術研究・専門・ 技術サービス業 | 17 | 11 | 5 | 4 | 1 | 1 | 0 | 1 | 0 | 3 | 1 | 6 |
| | | 64.7% | 29.4% | 23.5% | 5.9% | 5.9% | 0.0% | 5.9% | 0.0% | 17.6% | 5.9% | 35.3% |
| 宿泊業、 飲食サービス業 | 19 | 16 | 7 | 7 | 2 | 3 | 2 | 4 | 0 | 4 | 2 | 3 |
| | | 84.2% | 36.8% | 36.8% | 10.5% | 15.8% | 10.5% | 21.1% | 0.0% | 21.1% | 10.5% | 15.8% |
| 生活関連サー ビス業、娯楽業 | 3 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 66.7% | 0.0% | 66.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.3% |
| 教育学習支援業 | 26 | 20 | 7 | 3 | 2 | 5 | 4 | 6 | 5 | 2 | 0 | 6 |
| | | 76.9% | 26.9% | 11.5% | 7.7% | 19.2% | 15.4% | 23.1% | 19.2% | 7.7% | 0.0% | 23.1% |
| 医療、福祉 | 74 | 39 | 6 | 5 | 0 | 7 | 8 | 13 | 4 | 15 | 2 | 35 |
| | | 52.7% | 8.1% | 6.8% | 0.0% | 9.5% | 1.0% | 17.6% | 5.4% | 20.3% | 2.7% | 47.3% |
| サービス業 | 46 | 13 | 6 | 5 | 0 | 1 | 1 | 2 | 2 | 3 | 1 | 33 |
| | | 28.3% | 13.0% | 10.9% | 0.0% | 2.2% | 2.2% | 4.3% | 4.3% | 6.5% | 2.2% | 71.7% |
| 計 | 369 | 201 | 66 | 66 | 8 | 33 | 27 | 43 | 14 | 46 | 14 | 168 |
| | | 54.5% | 17.9% | 17.9% | 2.2% | 8.9% | 7.3% | 11.7% | 3.8% | 12.5% | 3.8% | 45.5% |

<規模別>

| 区 分 | 集計有効事業所数 | 働き方についての課題がある | 従 業 員 の 働 き 方 に つ い て の 課 題 (複 数 回 答) | | | | | | | | | 特に課題はない |
|----------|----------|---------------|---|----------|----------------|-----------------|----------------|-----------------|---------------|-----------------|------|---------|
| | | | 残業など労働時間が長い | 休暇取得率が低い | 育児休業制度の取得が進まない | 子育てと両立できる就業時間設定 | 介護と両立できる就業時間設定 | 子供の病気など急な休みへの対応 | 結婚や出産でやめる人が多い | メンタル面で休職・退職者の増加 | その他 | |
| 5～9人 | 107 | 37 | 5 | 18 | 0 | 6 | 3 | 8 | 3 | 4 | 2 | 70 |
| | | 34.6% | 4.7% | 16.8% | 0.0% | 5.6% | 2.8% | 7.5% | 2.8% | 3.7% | 1.9% | 65.4% |
| 10～29人 | 144 | 84 | 27 | 31 | 1 | 15 | 12 | 23 | 6 | 15 | 6 | 60 |
| | | 58.3% | 18.8% | 21.5% | 0.7% | 10.4% | 8.3% | 16.0% | 4.2% | 10.4% | 4.2% | 41.7% |
| 30～99人 | 91 | 57 | 20 | 12 | 5 | 9 | 10 | 9 | 4 | 14 | 5 | 34 |
| | | 62.6% | 22.0% | 13.2% | 5.5% | 9.9% | 11.0% | 9.9% | 4.4% | 15.4% | 5.5% | 37.4% |
| 100～299人 | 20 | 16 | 10 | 2 | 2 | 1 | 1 | 1 | 0 | 9 | 1 | 4 |
| | | 80.0% | 50.0% | 10.0% | 10.0% | 5.0% | 5.0% | 5.0% | 0.0% | 45.0% | 5.0% | 20.0% |
| 300人以上 | 7 | 7 | 4 | 3 | 0 | 2 | 1 | 2 | 1 | 4 | 0 | 0 |
| | | 100.0% | 57.1% | 42.9% | 0.0% | 28.6% | 14.3% | 28.6% | 14.3% | 57.1% | 0.0% | 0.0% |
| 計 | 369 | 201 | 66 | 66 | 8 | 33 | 27 | 43 | 14 | 46 | 14 | 168 |
| | | 54.5% | 17.9% | 17.9% | 2.2% | 8.9% | 7.3% | 11.7% | 3.8% | 12.5% | 3.8% | 45.5% |

表10-2 働き方改革の取組

上 段：事業所数
下 段：集計有効事業所数に対する割合

「具体的取組（複数回答）」欄
上 段：事業所数
下 段：「既に取り組んでいる」+「検討中業所数」に対する割合

<業種別>

| 区分 | 集計有効事業所数 | 「既に取り組んでいる」又は「取り組むため検討中」 | 既に取り組んでいる | 取り組むため検討中 | 「既に取り組んでいる」又は「取り組むため検討中」と回答した事業所の具体的取組（複数回答） | | | | | | | | | | | | | | | | | 必要だが、取り組めていない | 必要だと思わない | |
|---------------------|----------|--------------------------|-----------|-----------|--|----------|---------|----------------------|---------------------|-----------------------|-----------------------|-------------|--------------------|---------------------------|-----------------|----------------|------------------|--------------|---------------|----------------|---------------|---------------|----------|-------|
| | | | | | 業務体制・業務内容の見直し | テレワークの導入 | 時差出勤の導入 | 変形労働時間性やフレックスタイム制の導入 | 半日単位・時間単位の年次有給休暇の付与 | 年休取得率・取得日数の向上に向けた目標設定 | 「ノー残業デー」又は「ノー残業週間」の徹底 | 時間外労働の事前申告制 | 長時間労働抑制に向けた管理職向け教育 | 管理職による長時間労働削減、有給休暇取得の働きかけ | 深夜労働を含む時間外労働の禁止 | 勤務間インターバル制度の導入 | 非正規雇用労働者の正規雇用の促進 | 職種限定正社員制度の導入 | 勤務地限定正社員制度の導入 | 勤務時間限定正社員制度の導入 | 生産性向上のための設備投資 | | | その他 |
| 建設業 | 59 | 33 | 22 | 11 | 18 | 3 | 3 | 9 | 11 | 11 | 8 | 7 | 5 | 11 | 0 | 2 | 3 | 1 | 1 | 1 | 14 | 1 | 18 | 8 |
| | | 55.9% | 37.3% | 18.6% | 54.5% | 9.1% | 9.1% | 27.3% | 33.3% | 33.3% | 24.2% | 21.2% | 15.2% | 33.3% | 0.0% | 6.1% | 9.1% | 3.0% | 3.0% | 3.0% | 42.4% | 3.0% | 30.5% | 13.6% |
| 製造業 | 25 | 15 | 7 | 8 | 6 | 2 | 1 | 6 | 6 | 7 | 2 | 3 | 1 | 4 | 0 | 2 | 2 | 0 | 0 | 1 | 5 | 0 | 5 | 5 |
| | | 60.0% | 28.0% | 32.0% | 40.0% | 13.3% | 6.7% | 40.0% | 40.0% | 46.7% | 13.3% | 20.0% | 6.7% | 26.7% | 0.0% | 13.3% | 13.3% | 0.0% | 0.0% | 6.7% | 33.3% | 0.0% | 20.0% | 20.0% |
| 情報通信業 | 9 | 8 | 7 | 1 | 4 | 5 | 1 | 5 | 6 | 4 | 1 | 4 | 0 | 5 | 1 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 |
| | | 88.9% | 77.8% | 11.1% | 50.0% | 62.5% | 12.5% | 62.5% | 75.0% | 50.0% | 12.5% | 50.0% | 0.0% | 62.5% | 12.5% | 0.0% | 12.5% | 0.0% | 12.5% | 0.0% | 25.0% | 0.0% | 11.1% | 0.0% |
| 運輸業 郵便業 | 17 | 12 | 9 | 3 | 11 | 1 | 3 | 0 | 4 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 0 |
| | | 70.6% | 52.9% | 17.6% | 91.7% | 8.3% | 25.0% | 0.0% | 33.3% | 0.0% | 0.0% | 0.0% | 0.0% | 25.0% | 8.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 8.3% | 0.0% | 29.4% | 0.0% |
| 卸売業 小売業 | 40 | 23 | 13 | 10 | 13 | 1 | 3 | 5 | 9 | 7 | 1 | 6 | 0 | 7 | 0 | 0 | 3 | 0 | 0 | 0 | 7 | 0 | 12 | 5 |
| | | 57.5% | 32.5% | 25.0% | 56.5% | 4.3% | 13.0% | 21.7% | 39.1% | 30.4% | 4.3% | 26.1% | 0.0% | 30.4% | 0.0% | 0.0% | 13.0% | 0.0% | 0.0% | 0.0% | 30.4% | 0.0% | 30.0% | 12.5% |
| 金融業 保険業 | 19 | 13 | 11 | 2 | 4 | 4 | 1 | 2 | 8 | 4 | 5 | 4 | 0 | 6 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 2 |
| | | 68.4% | 57.9% | 10.5% | 30.8% | 30.8% | 7.7% | 15.4% | 61.5% | 30.8% | 38.5% | 30.8% | 0.0% | 46.2% | 15.4% | 0.0% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 21.1% | 10.5% |
| 不動産業 物品賃貸業 | 8 | 7 | 5 | 2 | 5 | 1 | 1 | 2 | 4 | 3 | 1 | 1 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 1 | 0 |
| | | 87.5% | 62.5% | 25.0% | 71.4% | 14.3% | 14.3% | 28.6% | 57.1% | 42.9% | 14.3% | 14.3% | 0.0% | 28.6% | 0.0% | 0.0% | 14.3% | 0.0% | 0.0% | 14.3% | 14.3% | 0.0% | 12.5% | 0.0% |
| 学術研究、専門・ 技術サービス業 | 18 | 14 | 11 | 3 | 7 | 4 | 3 | 2 | 6 | 5 | 2 | 4 | 1 | 6 | 1 | 0 | 1 | 0 | 1 | 0 | 8 | 1 | 2 | 2 |
| | | 77.8% | 61.1% | 16.7% | 50.0% | 28.6% | 21.4% | 14.3% | 42.9% | 35.7% | 14.3% | 28.6% | 7.1% | 42.9% | 7.1% | 0.0% | 7.1% | 0.0% | 7.1% | 0.0% | 57.1% | 7.1% | 11.1% | 11.1% |
| 宿泊業、 飲食サービス業 | 19 | 10 | 7 | 3 | 7 | 0 | 5 | 3 | 4 | 0 | 0 | 3 | 1 | 1 | 0 | 0 | 3 | 1 | 0 | 0 | 2 | 0 | 8 | 1 |
| | | 52.6% | 36.8% | 15.8% | 70.0% | 0.0% | 50.0% | 30.0% | 40.0% | 0.0% | 0.0% | 30.0% | 10.0% | 10.0% | 0.0% | 0.0% | 30.0% | 10.0% | 0.0% | 0.0% | 20.0% | 0.0% | 42.1% | 5.3% |
| 生活関連サー ビス業、娯楽業 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| | | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 100.0% | 0.0% | 0.0% | 100.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.0% | 0.0% |
| 教育学習支援業 | 25 | 19 | 16 | 3 | 13 | 1 | 6 | 5 | 14 | 2 | 4 | 8 | 0 | 7 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 3 | 3 |
| | | 76.0% | 64.0% | 12.0% | 68.4% | 5.3% | 31.6% | 26.3% | 73.7% | 10.5% | 21.1% | 42.1% | 0.0% | 36.8% | 5.3% | 5.3% | 10.5% | 0.0% | 0.0% | 0.0% | 5.3% | 0.0% | 12.0% | 12.0% |
| 医療、福祉 | 74 | 42 | 29 | 13 | 23 | 4 | 8 | 11 | 20 | 8 | 1 | 6 | 1 | 7 | 0 | 1 | 12 | 0 | 0 | 1 | 8 | 5 | 15 | 17 |
| | | 56.8% | 39.2% | 17.6% | 54.8% | 9.5% | 19.0% | 26.2% | 47.6% | 19.0% | 2.4% | 14.3% | 2.4% | 16.7% | 0.0% | 2.4% | 28.6% | 0.0% | 0.0% | 2.4% | 19.0% | 11.9% | 20.3% | 23.0% |
| サービス業 | 46 | 23 | 15 | 8 | 11 | 2 | 3 | 2 | 8 | 3 | 3 | 4 | 0 | 5 | 1 | 1 | 2 | 1 | 0 | 0 | 2 | 0 | 14 | 9 |
| | | 50.0% | 32.6% | 17.4% | 47.8% | 8.7% | 13.0% | 8.7% | 34.8% | 13.0% | 13.0% | 17.4% | 0.0% | 21.7% | 4.3% | 4.3% | 8.7% | 4.3% | 0.0% | 0.0% | 8.7% | 0.0% | 30.4% | 19.6% |
| 計 | 361 | 220 | 153 | 67 | 122 | 28 | 38 | 53 | 101 | 54 | 28 | 51 | 9 | 65 | 7 | 7 | 31 | 3 | 3 | 4 | 51 | 7 | 89 | 52 |
| | | 60.9% | 42.4% | 18.6% | 55.5% | 12.7% | 17.3% | 24.1% | 45.9% | 24.5% | 12.7% | 23.2% | 4.1% | 29.5% | 3.2% | 3.2% | 14.1% | 1.4% | 1.4% | 1.8% | 23.2% | 3.2% | 24.7% | 14.4% |

<規模別>

| 区分 | 集計有効事業所数 | 「既に取り組んでいる」又は「取り組むため検討中」 | 既に取り組んでいる | 取り組むため検討中 | 「既に取り組んでいる」又は「取り組むため検討中」と回答した事業所の具体的取組（複数回答） | | | | | | | | | | | | | | | | | 必要だが、取り組めていない | 必要だと思わない | |
|----------|----------|--------------------------|-----------|-----------|--|----------|---------|----------------------|---------------------|-----------------------|-----------------------|-------------|--------------------|---------------------------|-----------------|----------------|------------------|--------------|---------------|----------------|---------------|---------------|----------|-------|
| | | | | | 業務体制・業務内容の見直し | テレワークの導入 | 時差出勤の導入 | 変形労働時間性やフレックスタイム制の導入 | 半日単位・時間単位の年次有給休暇の付与 | 年休取得率・取得日数の向上に向けた目標設定 | 「ノー残業デー」又は「ノー残業週間」の徹底 | 時間外労働の事前申告制 | 長時間労働抑制に向けた管理職向け教育 | 管理職による長時間労働削減、有給休暇取得の働きかけ | 深夜労働を含む時間外労働の禁止 | 勤務間インターバル制度の導入 | 非正規雇用労働者の正規雇用の促進 | 職種限定正社員制度の導入 | 勤務地限定正社員制度の導入 | 勤務時間限定正社員制度の導入 | 生産性向上のための設備投資 | | | その他 |
| 5~9人 | 98 | 44 | 30 | 14 | 16 | 3 | 6 | 9 | 14 | 8 | 5 | 5 | 0 | 9 | 2 | 1 | 2 | 1 | 0 | 1 | 11 | 1 | 32 | 22 |
| | | 44.9% | 30.6% | 14.3% | 36.4% | 6.8% | 13.6% | 20.5% | 31.8% | 18.2% | 11.4% | 11.4% | 0.0% | 20.5% | 4.5% | 2.3% | 4.5% | 2.3% | 0.0% | 2.3% | 25.0% | 2.3% | 32.7% | 22.4% |
| 10~29人 | 145 | 90 | 61 | 29 | 56 | 14 | 20 | 22 | 41 | 26 | 9 | 16 | 4 | 25 | 4 | 4 | 12 | 1 | 1 | 1 | 19 | 2 | 36 | 19 |
| | | 62.1% | 42.1% | 20.0% | 62.2% | 15.6% | 22.2% | 24.4% | 45.6% | 28.9% | 10.0% | 17.8% | 4.4% | 27.8% | 4.4% | 4.4% | 13.3% | 1.1% | 1.1% | 1.1% | 21.1% | 2.2% | 24.8% | 13.1% |
| 30~99人 | 90 | 60 | 39 | 21 | 33 | 6 | 9 | 15 | 29 | 12 | 9 | 18 | 2 | 19 | 0 | 2 | 12 | 0 | 0 | 0 | 13 | 2 | 20 | 10 |
| | | 66.7% | 43.3% | 23.3% | 55.0% | 10.0% | 15.0% | 25.0% | 48.3% | 20.0% | 15.0% | 30.0% | 3.3% | 31.7% | 0.0% | 3.3% | 20.0% | 0.0% | 0.0% | 0.0% | 21.7% | 3.3% | 22.2% | 11.1% |
| 100~299人 | 21 | 19 | 17 | 2 | 15 | 1 | 2 | 5 | 12 | 6 | 2 | 6 | 2 | 8 | 0 | 0 | 3 | 1 | 1 | 1 | 5 | 2 | 1 | 1 |
| | | 90.5% | 81.0% | 9.5% | 78.9% | 5.3% | 10.5% | 26.3% | 63.2% | 31.6% | 10.5% | 31.6% | 10.5% | 42.1% | 0.0% | 0.0% | 15.8% | 5.3% | 5.3% | 5.3% | 26.3% | 10.5% | 4.8% | 4.8% |
| 300人以上 | 7 | 7 | 6 | 1 | 2 | 4 | 1 | 2 | 5 | 2 | 3 | 6 | 1 | 4 | 1 | 0 | 2 | 0 | 1 | 1 | 3 | 0 | 0 | 0 |
| | | 100.0% | 85.7% | 14.3% | 28.6% | 57.1% | 14.3% | 28.6% | 71.4% | 28.6% | 42.9% | 85.7% | 14.3% | 57.1% | 14.3% | 0.0% | 28.6% | 0.0% | 14.3% | 14.3% | 42.9% | 0.0% | 0.0% | 0.0% |
| 計 | 361 | 220 | 153 | 67 | 122 | 28 | 38 | 53 | 101 | 54 | 28 | 51 | 9 | 65 | 7 | 7 | 31 | 3 | 3 | 4 | 51 | 7 | 89 | 52 |
| | | 60.9% | 42.4% | 18.6% | 55.5% | 12.7% | 17.3% | 24.1% | 45.9% | 24.5% | 12.7% | 23.2% | 4.1% | 29.5% | 3.2% | 3.2% | 14.1% | 1.4% | 1.4% | 1.8% | 23.2% | 3.2% | 24.7% | 14.4% |

表10-3 働き方改革の業績への影響

上 段：事業所数
 下 段：＜業績への影響＞回答事業所に対する割合
 ＜具体的影響＞プラスの影響、又はマイナスの影響の事業所に対する割合

＜業種別＞

| 区 分 | 働き方改革の経営への影響 | | | プラスの具体的影響（複数回答） | | | | | | | マイナスの具体的影響（複数回答） | | | | | | |
|---------------------|--------------|---------|---------|-----------------|--------|------------|---------|---------|---------|-------|------------------|--------|------------|---------|---------|----------|-------|
| | プラスの影響 | マイナスの影響 | 特に変わらない | 生産高・売上高の増加 | 利益率の改善 | 取引先・取扱高の増加 | 労働環境の改善 | 労働意欲の向上 | 人手不足の解消 | その他 | 生産高・売上高の低下 | 利益率の悪化 | 取引先・取扱高の減少 | 労働環境の悪化 | 労働意欲の低下 | 人手不足の深刻化 | その他 |
| 建設業 | 11 | 3 | 8 | 3 | 3 | 0 | 8 | 7 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 1 | 0 |
| | 50.0% | 13.6% | 36.4% | 27.3% | 27.3% | 0.0% | 72.7% | 63.6% | 0.0% | 0.0% | 33.3% | 100.0% | 0.0% | 0.0% | 0.0% | 33.3% | 0.0% |
| 製造業 | 5 | 0 | 2 | 1 | 1 | 0 | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 71.4% | 0.0% | 28.6% | 20.0% | 20.0% | 0.0% | 80.0% | 40.0% | 40.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- |
| 情報通信業 | 4 | 0 | 3 | 1 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 57.1% | 0.0% | 42.9% | 25.0% | 50.0% | 0.0% | 75.0% | 0.0% | 0.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- |
| 運輸業 郵便業 | 6 | 1 | 2 | 0 | 1 | 0 | 4 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| | 66.7% | 11.1% | 22.2% | 0.0% | 16.7% | 0.0% | 66.7% | 33.3% | 16.7% | 16.7% | 100.0% | 100.0% | 100.0% | 0.0% | 100.0% | 100.0% | 0.0% |
| 卸売業 小売業 | 8 | 2 | 3 | 3 | 3 | 1 | 6 | 5 | 1 | 1 | 1 | 1 | 0 | 0 | 1 | 2 | 0 |
| | 61.5% | 15.4% | 23.1% | 37.5% | 37.5% | 12.5% | 75.0% | 62.5% | 12.5% | 12.5% | 50.0% | 50.0% | 0.0% | 0.0% | 50.0% | 100.0% | 0.0% |
| 金融業 保険業 | 5 | 0 | 5 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 50.0% | 0.0% | 50.0% | 0.0% | 0.0% | 0.0% | 80.0% | 60.0% | 0.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- |
| 不動産業 物品賃貸業 | 3 | 0 | 2 | 0 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 60.0% | 0.0% | 40.0% | 0.0% | 33.3% | 0.0% | 100.0% | 33.3% | 0.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- |
| 学術研究・専門・ 技術サービス業 | 5 | 2 | 4 | 1 | 0 | 0 | 5 | 3 | 0 | 0 | 2 | 1 | 1 | 1 | 1 | 0 | 1 |
| | 45.5% | 18.2% | 36.4% | 20.0% | 0.0% | 0.0% | 100.0% | 60.0% | 0.0% | 0.0% | 100.0% | 50.0% | 50.0% | 50.0% | 50.0% | 0.0% | 50.0% |
| 宿泊業、 飲食サービス業 | 4 | 0 | 3 | 1 | 0 | 0 | 3 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 57.1% | 0.0% | 42.9% | 25.0% | 0.0% | 0.0% | 75.0% | 50.0% | 25.0% | 25.0% | --- | --- | --- | --- | --- | --- | --- |
| 生活関連サー ビス業、娯楽業 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| | 0.0% | 100.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 100.0% | 0.0% |
| 教育学習支援業 | 10 | 0 | 5 | 1 | 1 | 0 | 9 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 66.7% | 0.0% | 33.3% | 10.0% | 10.0% | 0.0% | 90.0% | 30.0% | 10.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- |
| 医療、福祉 | 11 | 3 | 14 | 0 | 0 | 0 | 8 | 6 | 7 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 |
| | 39.3% | 10.7% | 50.0% | 0.0% | 0.0% | 0.0% | 72.7% | 54.5% | 63.6% | 0.0% | 33.3% | 33.3% | 0.0% | 0.0% | 0.0% | 33.3% | 33.3% |
| サービス業 | 10 | 0 | 5 | 2 | 3 | 0 | 6 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 66.7% | 0.0% | 33.3% | 20.0% | 30.0% | 0.0% | 60.0% | 40.0% | 10.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- |
| 計 | 82 | 12 | 56 | 13 | 15 | 1 | 63 | 38 | 14 | 3 | 6 | 7 | 2 | 2 | 3 | 6 | 2 |
| | 54.7% | 8.0% | 37.3% | 15.9% | 18.3% | 1.2% | 76.8% | 46.3% | 17.1% | 3.7% | 50.0% | 58.3% | 16.7% | 16.7% | 25.0% | 50.0% | 16.7% |

＜規模別＞

| 区 分 | 働き方改革の業績への影響 | | | プラスの具体的影響（複数回答） | | | | | | | マイナスの具体的影響（複数回答） | | | | | | |
|----------|--------------|---------|---------|-----------------|--------|------------|---------|---------|---------|-------|------------------|--------|------------|---------|---------|----------|-------|
| | プラスの影響 | マイナスの影響 | 特に変わらない | 生産高・売上高の増加 | 利益率の改善 | 取引先・取扱高の増加 | 労働環境の改善 | 労働意欲の向上 | 人手不足の解消 | その他 | 生産高・売上高の低下 | 利益率の悪化 | 取引先・取扱高の減少 | 労働環境の悪化 | 労働意欲の低下 | 人手不足の深刻化 | その他 |
| 5～9人 | 17 | 3 | 10 | 2 | 1 | 0 | 12 | 7 | 3 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 0 |
| | 56.7% | 10.0% | 33.3% | 11.8% | 5.9% | 0.0% | 70.6% | 41.2% | 17.6% | 5.9% | 33.3% | 66.7% | 0.0% | 0.0% | 0.0% | 33.3% | 0.0% |
| 10～29人 | 24 | 7 | 29 | 6 | 9 | 1 | 17 | 15 | 4 | 0 | 4 | 3 | 1 | 1 | 2 | 5 | 2 |
| | 40.0% | 11.7% | 48.3% | 25.0% | 37.5% | 4.2% | 70.8% | 62.5% | 16.7% | 0.0% | 57.1% | 42.9% | 14.3% | 14.3% | 28.6% | 71.4% | 28.6% |
| 30～99人 | 24 | 1 | 13 | 4 | 5 | 0 | 19 | 10 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | 63.2% | 2.6% | 34.2% | 16.7% | 20.8% | 0.0% | 79.2% | 41.7% | 16.7% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| 100～299人 | 13 | 1 | 3 | 1 | 0 | 0 | 11 | 5 | 3 | 2 | 1 | 1 | 1 | 1 | 0 | 0 | 0 |
| | 76.5% | 5.9% | 17.6% | 7.7% | 0.0% | 0.0% | 84.6% | 38.5% | 23.1% | 15.4% | 100.0% | 100.0% | 100.0% | 100.0% | 0.0% | 0.0% | 0.0% |
| 300人以上 | 4 | 0 | 1 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 80.0% | 0.0% | 20.0% | 0.0% | 0.0% | 0.0% | 100.0% | 25.0% | 0.0% | 0.0% | --- | --- | --- | --- | --- | --- | --- |
| 計 | 82 | 12 | 56 | 13 | 15 | 1 | 63 | 38 | 14 | 3 | 6 | 7 | 2 | 2 | 2 | 6 | 2 |
| | 54.7% | 8.0% | 37.3% | 15.9% | 18.3% | 1.2% | 76.8% | 46.3% | 17.1% | 3.7% | 50.0% | 58.3% | 16.7% | 16.7% | 16.7% | 50.0% | 16.7% |

表10-4 「働き方改革」に取り組む上での課題

<業種別>

上 段：事業所数
下 段：集計有効事業所数に対する割合

| 区 分 | 集計有効 事業所数 | 「働 き 方 改 革」 に 取 り 組 む 上 で の 課 題 (複 数 回 答) | | | | | | | | | |
|---------------------|--------------|---|--------------|-------------|------------------------|-----------------|-------------|-------------|-------------|-------------|-----------|
| | | 管理職の意識改革 | 従業員の意識改革 | 業務量自体の削減 | 社内における「働き方改革」の取組方針の明確化 | 改革を実現するためのコスト負担 | ノウハウ不足 | 勤務管理の複雑化 | 取引先との関係性 | 特に課題はない | その他 |
| 建設業 | 58 | 26 44.8% | 30 51.7% | 12 20.7% | 17 29.3% | 7 12.1% | 7 12.1% | 6 10.3% | 18 31.0% | 6 10.3% | 2 3.4% |
| 製造業 | 26 | 13 50.0% | 14 53.8% | 7 26.9% | 4 15.4% | 6 23.1% | 3 11.5% | 1 3.8% | 3 11.5% | 4 15.4% | 0 0.0% |
| 情報通信業 | 9 | 6 66.7% | 6 66.7% | 2 22.2% | 0 0.0% | 0 0.0% | 2 22.2% | 3 33.3% | 3 33.3% | 1 11.1% | 0 0.0% |
| 運輸業 郵便業 | 17 | 3 17.6% | 9 52.9% | 6 35.3% | 3 17.6% | 4 23.5% | 0 0.0% | 3 17.6% | 11 64.7% | 1 5.9% | 0 0.0% |
| 卸売業 小売業 | 42 | 9 21.4% | 12 28.6% | 10 23.8% | 4 9.5% | 2 4.8% | 1 2.4% | 4 9.5% | 6 14.3% | 13 31.0% | 2 4.8% |
| 金融業 保険業 | 19 | 6 31.6% | 7 36.8% | 5 26.3% | 4 21.1% | 1 5.3% | 3 15.8% | 2 10.5% | 2 10.5% | 5 26.3% | 0 0.0% |
| 不動産業 物品賃貸業 | 9 | 3 33.3% | 5 55.6% | 3 33.3% | 2 22.2% | 1 11.1% | 2 22.2% | 4 44.4% | 2 22.2% | 1 11.1% | 0 0.0% |
| 学術研究・専門・ 技術サービス業 | 17 | 10 58.8% | 9 52.9% | 3 17.6% | 5 29.4% | 1 5.9% | 2 11.8% | 2 11.8% | 2 11.8% | 2 11.8% | 1 5.9% |
| 宿泊業、 飲食サービス業 | 18 | 8 44.4% | 10 55.6% | 2 11.1% | 2 11.1% | 6 33.3% | 4 22.2% | 5 27.8% | 2 11.1% | 2 11.1% | 1 5.6% |
| 生活関連サー ビス業、娯楽業 | 3 | 1 33.3% | 1 33.3% | 0 0.0% | 1 33.3% | 0 0.0% | 0 0.0% | 1 33.3% | 0 0.0% | 0 0.0% | 0 0.0% |
| 教育学習支援業 | 24 | 6 25.0% | 14 58.3% | 12 50.0% | 3 12.5% | 3 12.5% | 5 20.8% | 4 16.7% | 0 0.0% | 5 20.8% | 1 4.2% |
| 医療、福祉 | 73 | 20 27.4% | 23 31.5% | 16 21.9% | 11 15.1% | 8 11.0% | 5 6.8% | 14 19.2% | 2 2.7% | 23 31.5% | 1 1.4% |
| サービス業 | 44 | 19 43.2% | 25 56.8% | 7 15.9% | 5 11.4% | 8 18.2% | 3 6.8% | 7 15.9% | 5 11.4% | 9 20.5% | 0 0.0% |
| 計 | 359 | 130 36.2% | 165 46.0% | 85 23.7% | 61 17.0% | 47 13.1% | 37 10.3% | 56 15.6% | 56 15.6% | 72 20.1% | 8 2.2% |

<規模別>

| 区 分 | 集計有効 事業所数 | 「働 き 方 改 革」 に 取 り 組 む 上 で の 課 題 (複 数 回 答) | | | | | | | | | |
|----------|--------------|---|--------------|-------------|------------------------|-----------------|-------------|-------------|-------------|-------------|-----------|
| | | 管理職の意識改革 | 従業員の意識改革 | 業務量自体の削減 | 社内における「働き方改革」の取組方針の明確化 | 改革を実現するためのコスト負担 | ノウハウ不足 | 勤務管理の複雑化 | 取引先との関係性 | 特に課題はない | その他 |
| 5～9人 | 101 | 27 26.7% | 35 34.7% | 10 9.9% | 17 16.8% | 8 7.9% | 12 11.9% | 6 5.9% | 16 15.8% | 30 29.7% | 2 2.0% |
| 10～29人 | 141 | 48 34.0% | 68 48.2% | 32 22.7% | 27 19.1% | 20 14.2% | 11 7.8% | 19 13.5% | 24 17.0% | 24 17.0% | 2 1.4% |
| 30～99人 | 89 | 38 42.7% | 40 44.9% | 30 33.7% | 10 11.2% | 11 12.4% | 10 11.2% | 21 23.6% | 8 9.0% | 16 18.0% | 3 3.4% |
| 100～299人 | 21 | 11 52.4% | 15 71.4% | 7 33.3% | 5 23.8% | 5 23.8% | 3 14.3% | 8 38.1% | 7 33.3% | 2 9.5% | 1 4.8% |
| 300人以上 | 7 | 6 85.7% | 7 100.0% | 6 85.7% | 2 28.6% | 3 42.9% | 1 14.3% | 2 28.6% | 1 14.3% | 0 0.0% | 0 0.0% |
| 計 | 359 | 130 36.2% | 165 46.0% | 85 23.7% | 61 17.0% | 47 13.1% | 37 10.3% | 56 15.6% | 56 15.6% | 72 20.1% | 8 2.2% |

表 10-5 「働き方改革」に取り組むために行政に求める支援

<業種別>

上 段：事業所数
下 段：集計有効事業所数に対する割合

| 区 分 | 集計有効 事業所数 | 「働き方改革」を進めるために行政に求める支援（複数回答） | | | | | | | | | |
|---------------------|--------------|------------------------------|------------------|-----------|------------------|----------|-----------|---------|-----------------|-------|--------|
| | | 制度等の情報提供 | 優遇措置・助成制度 の導入 | キャンペーンの実施 | セミナー・研修会等 の実施 | 先駆的な事例紹介 | 専門家の紹介・派遣 | 取組企業の表彰 | ワンストップの相談 窓口 | その他 | 特にない |
| 建設業 | 44 | 16 | 29 | 6 | 7 | 8 | 1 | 4 | 3 | 1 | 14 |
| | | 36.4% | 65.9% | 13.6% | 15.9% | 18.2% | 2.3% | 9.1% | 6.8% | 2.3% | 31.8% |
| 製造業 | 17 | 6 | 11 | 0 | 5 | 3 | 1 | 0 | 0 | 1 | 10 |
| | | 35.3% | 64.7% | 0.0% | 29.4% | 17.6% | 5.9% | 0.0% | 0.0% | 5.9% | 58.8% |
| 情報通信業 | 6 | 3 | 4 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 3 |
| | | 50.0% | 66.7% | 16.7% | 33.3% | 16.7% | 0.0% | 0.0% | 0.0% | 0.0% | 50.0% |
| 運輸業 郵便業 | 15 | 6 | 12 | 2 | 1 | 3 | 0 | 0 | 1 | 0 | 2 |
| | | 40.0% | 80.0% | 13.3% | 6.7% | 20.0% | 0.0% | 0.0% | 6.7% | 0.0% | 13.3% |
| 卸売業 小売業 | 21 | 10 | 9 | 3 | 4 | 3 | 0 | 1 | 1 | 2 | 22 |
| | | 47.6% | 42.9% | 14.3% | 19.0% | 14.3% | 0.0% | 4.8% | 4.8% | 9.5% | 104.8% |
| 金融業 保険業 | 14 | 6 | 8 | 1 | 4 | 5 | 1 | 0 | 0 | 0 | 7 |
| | | 42.9% | 57.1% | 7.1% | 28.6% | 35.7% | 7.1% | 0.0% | 0.0% | 0.0% | 50.0% |
| 不動産業 物品賃貸業 | 5 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 1 | 0 | 4 |
| | | 0.0% | 40.0% | 0.0% | 40.0% | 0.0% | 40.0% | 0.0% | 20.0% | 0.0% | 80.0% |
| 学術研究・専門・ 技術サービス業 | 10 | 4 | 4 | 2 | 2 | 2 | 0 | 0 | 3 | 0 | 6 |
| | | 40.0% | 40.0% | 20.0% | 20.0% | 20.0% | 0.0% | 0.0% | 30.0% | 0.0% | 60.0% |
| 宿泊業、 飲食サービス業 | 12 | 5 | 7 | 1 | 4 | 1 | 0 | 2 | 1 | 0 | 5 |
| | | 41.7% | 58.3% | 8.3% | 33.3% | 8.3% | 0.0% | 16.7% | 8.3% | 0.0% | 41.7% |
| 生活関連サー ビス業、娯楽業 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.0% |
| 教育学習支援業 | 21 | 8 | 11 | 1 | 4 | 5 | 1 | 0 | 2 | 4 | 3 |
| | | 38.1% | 52.4% | 4.8% | 19.0% | 23.8% | 4.8% | 0.0% | 9.5% | 19.0% | 14.3% |
| 医療、福祉 | 43 | 22 | 28 | 3 | 7 | 9 | 2 | 2 | 3 | 4 | 29 |
| | | 51.2% | 65.1% | 7.0% | 16.3% | 20.9% | 4.7% | 4.7% | 7.0% | 9.3% | 67.4% |
| サービス業 | 26 | 15 | 17 | 3 | 3 | 7 | 0 | 2 | 0 | 0 | 20 |
| | | 57.7% | 65.4% | 11.5% | 11.5% | 26.9% | 0.0% | 7.7% | 0.0% | 0.0% | 76.9% |
| 計 | 236 | 101 | 144 | 23 | 45 | 47 | 8 | 11 | 15 | 12 | 126 |
| | | 42.8% | 61.0% | 9.7% | 19.1% | 19.9% | 3.4% | 4.7% | 6.4% | 5.1% | 53.4% |

<規模別>

| 区 分 | 集計有効 事業所数 | 「働き方改革」を進めるために行政に求める支援（複数回答） | | | | | | | | | |
|----------|--------------|------------------------------|------------------|-----------|------------------|----------|-----------|---------|-----------------|-------|-------|
| | | 制度等の情報提供 | 優遇措置・助成制度 の導入 | キャンペーンの実施 | セミナー・研修会等 の実施 | 先駆的な事例紹介 | 専門家の紹介・派遣 | 取組企業の表彰 | ワンストップの相談 窓口 | その他 | 特にない |
| 5～9人 | 53 | 21 | 34 | 5 | 12 | 10 | 1 | 3 | 2 | 2 | 52 |
| | | 39.6% | 64.2% | 9.4% | 22.6% | 18.9% | 1.9% | 5.7% | 3.8% | 3.8% | 98.1% |
| 10～29人 | 95 | 40 | 64 | 9 | 15 | 14 | 2 | 4 | 6 | 3 | 45 |
| | | 42.1% | 67.4% | 9.5% | 15.8% | 14.7% | 2.1% | 4.2% | 6.3% | 3.2% | 47.4% |
| 30～99人 | 65 | 30 | 32 | 8 | 14 | 16 | 5 | 4 | 6 | 5 | 25 |
| | | 46.2% | 49.2% | 12.3% | 21.5% | 24.6% | 7.7% | 6.2% | 9.2% | 7.7% | 38.5% |
| 100～299人 | 18 | 8 | 11 | 1 | 3 | 4 | 0 | 0 | 1 | 2 | 2 |
| | | 44.4% | 61.1% | 5.6% | 16.7% | 22.2% | 0.0% | 0.0% | 5.6% | 11.1% | 11.1% |
| 300人以上 | 5 | 2 | 3 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 2 |
| | | 40.0% | 60.0% | 0.0% | 20.0% | 60.0% | 0.0% | 0.0% | 0.0% | 0.0% | 40.0% |
| 計 | 236 | 101 | 144 | 23 | 45 | 47 | 8 | 11 | 15 | 12 | 126 |
| | | 42.8% | 61.0% | 9.7% | 19.1% | 19.9% | 3.4% | 4.7% | 6.4% | 5.1% | 53.4% |